What Is the Chance of Civil Bension Sustem?

By WILLIAM W. VAUGHAN,



HERE is no reason why something practical should not be done at once to help the employes, on the one hand, to some assured support in their old age, and to enable the government, on the other, to offer inducements which will attract the highest grade of service.

one bugbear, to begin with, has been got out of our way.

It was long claimed that selecting public servants on their real merits and keeping them in office during good behavior would result in finally filling the service with a force of employes too old to do the work. But the merit system has now

playes too dot to do the work. But the ment system has how been in force in certain departments for a good part of a generation, and recent investigations have shown that the superannuation is not greater than it was when the system went into effect. What is more, the actual percentage of superannuation is surprisingly small. The elixir of life is not served in the government departments and many die in office.

Moreover, we find from actual investigation in Washington that the difficulty now is, not that the good employe stays too long, but that he does not stay long enough. Government service has long been too pre-carious a career to keep the ablest young men away from the inducements of priyate employment, and the very improvement of material which has resulted from the merit system has made the number of men now taken out of the government offices by private employer greater than ever before. Therefore, having shut out the incompetent, the next step is to make the competent satisfied to stay by some inducement short of a dangerous general searches a better the property of t

Several plans are before the public with this in view. One, originatsevera puns are before the punte with this in view. One, originating with the letter carrier department, provides that a percentage of the salary is to be held back and the government is itself to keep the funds and to become the insurer. Another plan substitutes private life insurance or annuity companies for the government, and makes the taking out of these policies compulsory on the employe. Many variations of this scheme are possible, and one of them is in actual use at this moment in Germany. The subject is receiving constant attention, and it is almost certain that some plan will eventually be worked out which the public will feel itself

some plan will eventually be worked out which the public will level assert and in trying.

But quite as strong an inducement as any pension system would be an increase in the certainty of tenure, especially in the higher positions. It is a curious fate which has brought it to pass that the higher the positions and the greater the ability required, and the greater, consequently, the difficulty in finding men qualified to fill them, just so much the more are these positions regarded as political prizes depending on the endless shifting of party, majorities. Once let public servants be sure of proper as in the property of the propert aries, freedom of action and permanency of tenure—i. e., of a career—and so great an inducement to good men will have been at once secured that we can afford to take time to work out a system for protecting the comparatively few men who are really super-

The Elements of Industrial Peace

By DR. SAMUEL G. SMITH,

Whatever leaders in industrial disturbances, whether they belong to the ranks of capital or labor, may think about their own usefulness, the American public is quite weary of wars and the rumors of wars, and desires nothing so much as

that the waste and burden of unnecessary conflict shall cease. In the past, conflicts undoubtedly have been necessary in order that there might be a testing of strength, an adjusting of interests and a developing of a deeper sense of justice and a new sense of mutual right and duties. But the time has come when all forces should be creative forces; the time has come to cease destruction and to commence to build upon permanent foundations the lasting habitations of industrial peace.

I wish to point out a few of the essentials that make for a permanent I wish to point out a few of the essentials that make for a permanent peace. The most of these essentials can be grouped under the general term "industrial efficiency." The first basis of efficiency is found in good health. Nothing is more needed among all classes than a full knowledge of the art of living. It is knowledge needed by both rich and poor.

As domestic education is needed in order wisely to use the results of toil, so industrial education is needed in order to secure the most efficient production. The men who know a great deal more than they need the large few the test is hough as the men who perform that task with the

etherent production. The men who know a great seal more than they need to know for the task in hand are the men who perform that task with the greatest ease and skill. The wider the knowledge any man has, the wider are his sympathies, and the more sensible his relations with his fellow men. The man engaged in mechanical employment needs to know something more than merely his own specialty.

thing more than merely his own specially.

As it is very important that workingmen should be healthy, intelligent and well-trained, so it is vitally important that the superintendents of labor should be thoroughly fitted for their tasks. The mere possession of capital does not make a man fit to be a superintendent of labor. It the results of clumsiness and ignorance consisted only in wasting the capi-tal of the individual, that would be bad enough, but the results are nuous and are far more disastrous.

Industrial peace is the condition of industrial success. Industrial

Industrial peace is the condition of maintrial success. Industrial success of an institution is the success, not alone of the organizers and owners, but of every man or woman employed in the work. At least, industrial success should be the success of every man and woman employed. Economic reward is the natural result of successful labor. The size of the reward must always depend in the first instance upon the quality of

Besides the industrial efficiency, there is a further basic condition of industrial peace; that is, such an awakening of the social sense as shall bring employer and employed into right relations. Much would be accomplished if both sides had better manners.

compansed it both some had better manners.

But while better manners would go far toward securing more social sympathy, there is another matter which is more fundamental. That is the need of a larger view upon the part of both employer and employed

the need of a larger view upon the part of both employer and employed with respect to their mutual interests.

Working men often talk foolishly about their labor having made all the product; employers are equally foolish when they talk about the help-lessness of the working man to get along without them. Each side needs the other, and each side has certain rights

AUTO RACE BEGINS

SIX CARS LEAVE NEW YORK FOR

THOUSANDS SEE START

New York.—The surresvelles contesting in the New York.—The contesting in the New York-to-Paris race started from Times square, Forty-second street and Broadway, Wednesday cheered by a throng of several thousand people. Accompanied by more than 200 motors of all descriptions the racing machines made their way up Broadway and Riveraide drive to the city limits, where they turned north on the road to Albany.

Prancisco, which is the objective point of the first stage of the trip, lies across New York state to Burfalo, thence through Cleveland and Toledo to Chicago, to Omaha. Cheyenne, Ogden, Reno, Goldfield, San Luis Obispo and San Francisco. Mayor McClellan was to have given the word to start, but was delayed, and Colgate Hoyt of the Automobile Chib of America took his plant in the present of the Automobile Chib of America took his Dall traffic in the preliaborhood of

was delayed, and Colgate Hoyf of the Automobile Club of America took his place. It will be a more than the place of the collection of the

SENSATION IN MURDER TRIAL.

Confession of buted Wife.

Belleville, Ill.—Dit the trial in the circuit court Wed yo Clyde Gant, charged with the killing of them? Dickerman, whom Gant accused of having maintained improper relations with his wife and who pleaded the "unwritten law" in his defense, a sensation was created when the supposed wife of Gant was called to the witness stand. She was the only witness to the killing. Taking her, place on the stand, she said: "I am not the wife of Clyde Gant. My name is Cora on the stand, she said: "I am not the wife of Clyde Gant. My name is Cora and a half, but we were never married."

and a hair, but we were never har-ried."
The statement was a bomb shell to the defense. The provision of the law making it illegal for a wife to testify against her husband had been relied upon by the defense.

PREFER DEATH TO DEPORTATION.

Sixteen Yaqui Prisoners Jump Into Ocean, Six Drowning.

Mazatian, Mexico.—Sixteen Yaqui Indians, deported from Sonora and en rout to the Isthmus of Tehanntepac and the Sonora and the Sonora and the Tehanntepac and the Sonora an

DRIVEN TO SUICIDE BY DREAM.

Coachman, Fearing Accusation of Crime, Kills Himself.

dinneapolis, Minn.—Haunted by a dream in which he was accused of crime, Christopher Fagen, a coachman, committed suicide shortly before noon Wednesday in his room in the barn at the residence of Dr. Martha Rijhey, 40 Tenth street south, where he was omnloved.

Manuel's Cabinet Changes Front.
Lisbon.—The cabinet council has
resolved not to rescind the dictatorial
decrees, promulgated during the last
days of King Carlos' reign, except
those considered offensive to the public dignity. This unexpected action
has caused great astonishment.

Chauncey B. Geiger is Dead. Ashley, III.—Chauncey B. Geiger, president of the state board of arbitration during the administration of Gov. Yates and well known in Repub-

Michigan Convention Date.

Grand Rapids, Mich.—The Republican state central committee met here
Wednesday afternoon and fixed May
12 as the date and Grand Hapids as
the place for the state convention to
elect delegates-at-large to the national
Republican convention. The basis of
representation will be one delegate for
representation will be one delegate for
scale 250 votes cant for secretary of
total of 917 delegates. Congressman
Edward L. Hamilton will be temporary
chairman, and Will A. Waite of Detroit, secretary.





a paper knife.

At last! Hooray! The bell rings.

At imminent risk of catching everything from a cold to a spanking the
Small Person dashes out of the front
door and fairly leaps into the mail

door and fairly leaps into the mail bar.

She gemerges looking like a young stationery establishment, nothing but envelopes, big, little and middle sized. With a squeal and a scarry she blows back into the house and opens up her treasures. There are paper trees silled with brilliant paper roses, and beneath the forest trees at little cupids "without no clos on at all," just as meant the forest trees at little cupids "without no clos on at all," just as the contract of the c

WONDERFUL

by the four
seath of Februs
y, It is so wo the excelopes. When

y to feel we have to be dismissed the

chool was about to be dismissed to

y the most of all y

you girl.

You held your breath. When would

you scilling the name of the little

you are look

and is an in the

chool was about to be dismissed the

your so will be apvoken. The other children

were busy abowing their white lace

were busy abowing their

the children opened up the mysterious

yours come? Ah! exquisite moment

of anticipation! Your beart—were

were busy abowing their white lace

were busy abowing their

Your derived

The heart open about t

HIS ONE DAY TO GET EVEN.

Husband Sent Burlesque Valentine and Had His Wife Guessing.

"Say old fellow," said Drewa, as he laid his hand familiarly on Petier's shoulder, "didn't I see you in the stationer's a day or two ago looking at valentines?"

"You probably did, as I was in there," was the answer,
"Buying for some sister or nice?"
"No—for my wife." 50 years old and have been married a quarter of a cep



The casings, and lot when you touch a little spring somewhere the swan cars are filled with flowers and all sorts of wonderful, equalitie, beautiful thinks, like birds and jewels and loving hearts. Oh, it is very very delightful, being a child on St. Valenting hearts. While all this excitement is beating the quiet home atmosphere into quivers you sit down in a far-away corner and think of the time when you were a little girl. Ferhaps were all the statement of the word was an understand the small Person; perhaps things didn't some how come your way—and perhaps it's beautiful was an understand the small person shall have much. It is from deprivations that you learn what good things mean abow much they mean.

Somehow your mind goes way back, for any wounderd dare tell the years. You wouldn't dare tell the years was years, and you wouldn't dare tell the years. You wouldn't dare tell the years was years, and you wouldn't dare tell the years. You wouldn't dare tell the years was years, and you wouldn't dare tell the years would you wouldn't dare tell the years would you wouldn't dare tell the years would you wouldn't dare tell the years to you wouldn't dare tell the years to you wouldn't dare tell the years to you wouldn't dare tell the years then ye you wouldn't dare tell the years the years of you wouldn't dare tell the years the years of you wouldn't dare tell the years of y

"Jack—Two apits and one dam."

Batan Terrified.
There is as great gredus displayed to advertise at in the highest to advertise at the second process of the second process and the second process as t

PURE FOOD.

No Food Commissioner of Any State
Has Ever Attacked the Absolute
Parity of Graps-Nuts.

Every analysis undertaken shows
this food to be made siretity of West
and Barley, treated by our processes
jo partially transform the starch
For much easier to digues,
for much easier to digues
for much easier
for

Let the weary wife, nerves unstrumgerom attending to salec hidden or entertaining company, take it and both the same of the sa

ply deficiencies—this is the only law of cure."

Please observe that Fhosphate of Potash is not properly of the drug-shop variety but is best prepared by "Old Mother Nature" and stored in the grains ready for use by markind. Those who have been helped to better health by the use of Grape-Nuts are leaden.

Increased by Proper Feeding.

Increased by Proper Feeding.

A lady writer who not only has done
good literary work, but reared a faminty, found in Grape Nuts the ideal food
for brain work and to develop healthy
callidren. She writes:

"I am an enthusiastic proclaimer of
Grape Nuts as a regular diet. I formely had no appetite in the morning
and for 8 years while nursimg my four
children, had insufficient mourishment
for them.

children, had insufficient nourishment for them.
"Unable to eat breakfast I felt faint later, and would go to the pantry, and eat cold chops, sausage, cookies, doughnuts or anything I happened to find. Being a writer, at times my-head felt heavy and my brain ashep. "When I read of Grape-Nuts I begaa

"When I read of Grape-Nuts I began cating it every morning, also gave it to the children, including my 10 months old baby, who soon grew as fat as a little pig, good natured and contented.
"I wrote evenings and feeling the need of eustained brain power, began eating a small saucer of Grape-Nuts with milk, instead of my susul indegestible hot pudding, pie, or cake for desert at slight, nerves actions, and when I wrote my brain was active and when I wrote my brain was active and clear; indeed, the dull head pain never returned."

POSTUM CEREAL CO., Ltd. Battle Creek, Mich.