



PROGRESS of the WORLD

Some Things the Busy Worker Is Doing for the Advancement of Civilization

"Team Work" Counts

Employer Has Brought Fundamental Sporting Rule to Profit Him in Business.

KEEPS ALL MEN IN TRAINING

Idea Borrowed From Athletic Coaches of College and Professional Teams He Admits Is Responsible for His Success He Has Had.

"How is it, I asked the big employer, 'in your case that you get so much more work with a smaller force than your competitor?'"

"By developing the sporting instinct in my men," he replied.

"Business is a big game, like football or baseball," he explained. "Our force is the team. I am the coach. We pay attention to the game, new plays, and scoring on the other fellows, and we have training rules like those of the big football teams. The way a man conducts himself during an hour is one of the most important points in the game. We conserve energy theory. No athlete, even though he is a genius, can stay on one of the big football teams of today just by training. Training means more than mastering the plays and appearing regularly for scrimmages. Training is eating, sleeping, living.

"Why, in the great game of business, should not the players train? It's a bigger game than football, and it requires more skill and endurance. One-half of the athletic coach's instruction is devoted to diet, and he tells the players when to sleep, what to eat, and how to conduct themselves. If he confines his attention to perfecting new plays, developing team work, and directing the scrim-

mage, he would go down to inevitable defeat before properly fed, properly disciplined opponents. That is the reason for the training table. That is why a player who has been smoking has an opportunity to warm the bench. That is why a single whiff of liquor may cost a man his place.

"The same principles are coming to be applied in business. If a man is to make a success in business, he must train; that is, he must conserve his energy. The more progressive employers are sitting out the workhorses, just as a good coach casts aside the unfit.

"But don't get the idea that we are encroaching upon the rights of our employees, that we are discriminating against them. It is not our interests. We don't go at it that way.

"The first thing we had to do was to gain the interest and support of our men. It is accomplished that by taking them into the business in a sense. We adopted the bonus merit. Record breaking was remunerated with liberal rewards. In addition to planning and executing new moves, we began to talk training.

"Many a worker thinks he can fritter away his energy and then show up for the business contest with a cool head and a bright eye. He may know the rules and have mastered the trick plays, but if he has not energy to back them he will be superseded by some one who has.

"Our bonuses are arranged in such a way that team work is essential. If one man is weak it affects all the others. It is no individual competition. It is the force as a whole either wins the game or loses. Every man takes strict account of the snap and energy of every other man.

"The results of this plan have been highly gratifying. It has done well for the men. They have received a good share of the profits. There is a spirit of loyalty among such as I have never seen anywhere else."—Chicago Tribune.

CROWN GALL AND WOOLLY APHIS ARE TWO COMMON DISEASES INJURIOUS TO TREES

Ignorance on Part of Many Orchardists Has Resulted in Great Loss—Particular Care Should Be Used to Plant Only Clean Stock—There is No Effective Treatment Known.

(BY ERNEST WALKER)

During the past year a great deal of nursery stock has been sold to farmers and fruit growers who later developed various diseases of which the buyer was entirely ignorant. Crown gall and woolly aphis are two very common diseases found on young orchard trees.

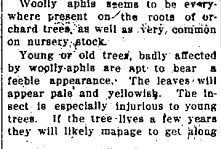
"An orchardist who set out an orchard 15 years ago told the writer, on learning the nature of crown gall, that he remembered nothing of it on the trees and was doubtful if his trees were affected with galls like the sample when set, though at that time he was ignorant of the nature of the disease. In reply to a question as to how the trees had done, he reported that they have never "done much."

"Crown gall" is found on peach, almond, apple, pear, raspberry, rose, and similar growing on various other plants, but whether the organism is the same in all instances is as yet undetermined. It is known to affect seedlings as well as grafted trees, and the disease can be communicated by direct inoculation. It has been shown that crushed galls placed in the soil in which seeds are planted will produce the disease on the seedlings. This disease is the more contagious. There is evidence to show that on trees transplanted to the orchard the galls continue to grow, forming ultimately large warts. When they strike the trunk they interfere with the movement of sap. Young trees often die of the disease. The galls of varying sizes affect the base of the trunk, the larger roots, and sometimes occur on

grown among those affected with a crown gall should have the roots dipped in Bordeaux mixture as a precaution before setting them in the orchard.

Woolly aphis seems to be everywhere present on the roots of orchard trees, as well as very common on nursery stock.

Young or old trees, badly affected by woolly aphis are apt to bear a feeble appearance. The leaves will appear pale and yellowish. The insect is especially injurious to young trees. If the tree lives a few years they will likely manage to get along

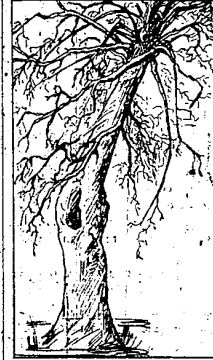


Knobby Roots Caused by Woolly Aphis; The Smaller Trees Are One Year Trees, the Larger Are Two Year Trees.

In spite of the injury caused by the insect, most of the insects confine their attention to the roots, where they will commonly be found at all seasons on roots to a depth of a foot or more, but some of them infest the bark of the trunk, or branches, and shoots coming from the roots. They are often seen about the margins of wounds or at the fork of branches, where while feeding they are more or less protected. There is a downy cotton-like secretion from the body of the insect, which gives a mass of their appearance of bluish white mold. The insect multiplies throughout the milder parts of the year by the birth of living young, which are produced asexually from sterile females. So the soil becomes fairlyousy with them in time. The insect spreads rapidly toward the approach of winter by the appearance of a generation of winged females which fly about, assisted in their travels by the winds. The result is a wide distribution of the insect. These in turn bring forth a generation of males and females. A winter egg is soon deposited on the bark of the tree in some crevice. It hatches in the following spring, and a new colony is soon started.

Particular care should be used to plant only clean stock. Nursery trees showing much injury by woolly aphis should not be planted. Trees from among infested stock should be treated by dipping the roots in kerosene emulsion, containing about ten per cent. of kerosene, after dilution. Dipping the roots for a few seconds in water maintained at a temperature of 125 degrees Fahrenheit is an effective simple treatment, when it can conveniently be done. Special care should be taken to protect trees the first few years.

Buyers of nursery stock should insist upon having a proper official certificate of inspection with all trees purchased, as a safeguard against diseased trees.



Injury to Tree Allowed Entrance to Insects.

There is no effective treatment known. All familiar with the disease recommend the destruction of diseased nursery stock. Nursery lands in which disease has gained a footing should be used for farm or other crops for three years or more. Apparently healthy trees which have

RHEUMATIC ADVICE

Prominent Doctor's Best Prescription—Easily Mixed at Home.

From your druggist get one ounce of Toric compound in original sealed package and one ounce of syrup of Sarsaparilla compound. Take these two ingredients home and put them in a half pint of good whiskey. Shake the bottle and take a tablespoonful before each meal and bed time. This is said to be the quickest and best remedy known to the medical profession for rheumatism and neurache. Good results come after the first dose. If your druggist does not have Toric compound in stock he will get it for you in a few hours from the wholesale house. Don't be influenced by cheap imitations. Get the genuine Toric compound. It is the original one. It is sold in yellow packages. Hundreds of the worst cases were cured here by the prescription last winter. Published by the Chicago Pharmaceutical Laboratories of Chicago.

HABIT.



"That how did Miss Diggle really laughed at me last evening, don't you know?"

"Well, never mind her—she often laughs at nothing."

Next Differentiation.

Senator Lodge, at a dinner in the Back Bay district of Boston, indicated very neatly the difference between a statesman and a politician.

"A statesman," he said, "thinks of the best generation; a politician of the next election."

Married women like to board and pretend that they are doing light housekeeping.

PAINFUL TRYING TIMES

Housework is hard enough for a healthy woman. An ailing woman has a back, who is weak or tired all day long. Finds her duties a heavy burden. Thousands of nervous, discouraged, sickly women have been troubled to sick kidneys—have found relief and thorough relief through using Doan's Kidney Pills.

The painful, trying times of woman's life are much easier to bear if the kidneys are well.

As I told Case.

Wm. J. Hunt, 1025 St. Paul St., Detroit, Mich., writes: "I have used Doan's Kidney Pills for several years, and I can say that I cannot praise them too highly."

Get Doan's at Any Store, 50¢ a Box.

DOAN'S KIDNEY PILLS
FROST & LUTHER CO., Buffalo, New York

Away with itching eczema torments!

RESINOL clears skin, humors right away. You can't imagine the comfort the first use of it brings.

No matter how long you have been tortured and disfigured by itching, burning, raw or scaly skin diseases, just put a little of that soothing RESINOL on the aches and the suffering stops right there! Healing begins that very minute, and your skin gets well so quickly you feel ashamed of the money you threw away on useless, foolish treatments.

Prove it yourself, FREE.

We send samples of Resinol with directions free. Write to Dept. 16K, Resinol Chemical Co., Baltimore. All druggists and general stores sell Resinol, 50¢ (Large size \$1.00) Also Resinol Soap, 25¢ each.

Women Must Have

help at times if they would avoid headaches, backaches, lassitude, extreme nervousness. The really superior remedy for them—known the world over and tested through three generations—is



FOR COLIC AND COLDS

Pension Old Workmen

GREAT INDUSTRIES OF THE COUNTRY AWAKE TO DUTY.

Movement to Take Care of Employes Incapacitated Through Age May Become Universal.

A great western railroad system recently got into line with the modern movement in announcing a pension plan for disabled employes.

The system was the pioneer to adopt such a plan. Its pension system went into effect in 1884 and it has about 700 pensioners on the rolls.

In the next decade the movement grew until almost all the leading railroads had adopted it. Several of the great industrial concerns of the country have undertaken the same course of "old age" business. But they cannot be depended on to solve the problem of old age dependency. However great their merits, they can touch only a fraction of the workers of the country. The great bulk of the business organizations are not in a position to provide annuities.

Actuaries have figured that of 1,000 men living at the age of 20, only 200 will be living at the age of 65. But economists have figured further that of

1,000 living at the age of 65, 200 will be in want and that eight-ninths of the population in the country is among people who have passed 65.

Other nations in dealing with this world problem—for that is what it is—have found it necessary to make some sort of a provision for old age, based on services rendered in the past and on contributions that every person has made to civilization and to the prosperity of society.

Such a sort of a provision, based on American conditions is bound to be worked out in the United States.

Child Labor.

It must not be forgotten that a child is no stronger than its weakest link, and that the health of a community depends to a great extent on the health of all those who make it up. So the system of child labor, which is so often fed that they readily become victims of disease the diseases which they develop gain in virulence under such unfavorable conditions under which they become carriers while growing and then whose health and strength are often rugged enough to render them immune to the milder form of infection that is present at the beginning of life. The children of the wealthy, their often suffer because the children of the poor have been neglected and permitted to be ill and become carriers of infection who spread the seeds of disease are nourished into and activity.—New York Herald.

Immense Loss by Strikes

Industrial Disturbances in Great Britain Costly to Both the Employer and Employee.

From the report of the ENGLAND board of trade, it appears that it would appear that British strikes do not pay the strikers. During that year a million men obtained an increase of wages without striking, and 153,000 men struck. The latter lost \$2,750,000 in wages and spent \$600,000 in strike pay from the union fund during the miners' strike, while the dockers' strike cost the nation at least \$1,000,000. In the disputes which commenced in 1811, some 982,000 work people were involved, which was the highest number in the period between 1850 and 1890. The main groups affected were the seamen, who went out in June. This was rapidly followed by a series of strikes of dock workmen, railroad men and others employed in the transport industry. In December in the weaving industry in Lancashire, 46 per cent of a cause of dispute involved 46 per cent of the population. The last year of the last year of defense of trade union principles 33 per cent more.

Although the extra amount of working time lost works out the benefit of 7,830,000 days, the industries

of the United Kingdom are so enormous that the stoppage was only equal to the total closing down of all industries or one extra bank holiday. Conciliation or mediation entered into the settlements which involved 354,000 workmen while arbitration only figured in adjustments of but 7,400 strikers. Settlements in the nature of a compromise were arranged in the case of 34 per cent of the work people displaced by all the disputes. Less than 7 per cent of the strikers were wholly successful and rather more than 9 per cent were wholly unsuccessful.

School Work in Mining Tendency.

Attempts to adapt primary education to local needs, particularly in communities where educational and living standards have fallen low, seem to be desirable. Work of this sort has been undertaken in Pennsylvania, according to a bulletin of the United States bureau of education.

To devise a course of study out would be especially applicable to mining communities with a predominant foreign population. The task assigned to E. E. Bach, employed as a "biological superintendent" of a mining company in the Pennsylvania region.

KNACK OF FEEDING MUST BE LEARNED

Long Established Custom Among Poultrymen to Feed Hens Wet Mash Every Day.

(BY OSCAR PERP)

There is a knack in feeding hens that must be learned by experience. The hens must be well fed and yet not "fat" always be a little hungry. During the day they are not to be at any time satisfied, but in the evening they may be fed all they will clean up in half an hour. It is a long-established custom with poultrymen to feed hens a wet mash once a day. This may be fed in the morning or in the evening, according to convenience. Evening feeding is preferred by most people. Where meat and green food are well provided, the mash can be dropped out of the bill of fare entirely and its place supplied by a greater variety of grain food.

The method of feeding grain usually suggested for winter practice is to feed in straw or other litter. A place to scratch not only provides the much-needed exercise, but keeps the hens contented, warm and healthy. The grain, the more often the feeding, and the deeper the litter, the greater will be the exercise the hen must take in finding her daily allowance of food. Large breeds and old hens must be forced to exercise more vigorously than smaller hens or pullets.

Examine the hens and, if they are excessively fat, enforce more exercise. Lighorns are by nature active and restless and will take plenty of exercise if given a chance. Comfort and freedom from disturbance of any sort are essential to the best results with laying hens.

ERADICATION OF BITTER ROT IN APPLE DISEASE

Bitter Rot is Constant Menace to Grower—Varies Greatly in Virulence.

(BY WALTER B. DEUTZ)

In sections where bitter rot is known to occur, the disease is a constant menace to the apple grower. It varies greatly in virulence in different years, sometimes being so destructive as to destroy the crop over large areas. It is most bothersome the fruit of early apples, as it does not appear on the fruit until mid-summer. It attacks the limbs, however, and forms cankers from which the spores are given off early in the season. The spores are sucked areas of the bark which are dark in color, adhere closely to the underlying wood and are more or less cracked. These areas produce the spores from which the disease is spread.

Remove these cankered limbs in pruning. Where the canker is small and on a large, vigorous limb, pare off the dead bark with the pruning knife, and paint the wound. Spray the trees at least four times the next season with Bordeaux mixture.

Make Poultry Posts Secure.

See to it that the posts of the chicken fence are not rotted off so that they will fall over in the winter storms and twist the poultry fence all out of shape. Better reset such posts now and keep the fence from being ruined.

Small Fruits.

If you cultivate small fruits, have plenty of interesting work on your farm, this will tend to keep the young men at home.

More Economical Both in Use and Cost CALUMET BAKING POWDER

—And it does better work. Simply follow your customary method of preparation—add a little less of Calumet than when using ordinary baking powder. Then watch the result. Light, fluffy, and evenly raised—the baking comes from the oven more tempting, tastier, more wholesome.

Calumet saves the baking of an expert. Ask your grocer to-day.



RECEIVED HIGHEST AWARDS
World's Pure Food Exposition, Chicago, Ill.
Paris Exposition, France, March, 1912.

You don't save money when you buy cheap or big-can baking powder. Don't be misled. Buy Calumet. It's more economical—more wholesome—gives best results. Calumet is far superior to any other brand.

New York Fiat.

"They who have ever substituted in New York know well that, till a point of \$5,000 or \$5,000 a year is reached, flats are incredibly cramped. Indeed in a good neighborhood, even a five-thousand-dollar flat is apt to be a tiny one.

Discussing this phenomenon, Prof. Brandt Mathews said at a luncheon: "I remarked to a lady the other day: "Why, madam, your dog wags his tail up and down?"

"Yes," she replied, "he has to. We are comparatively poor, you see, and Fido was raised in a five-thousand-dollar flat."

No Sale.

Hubby had arrived home while wife slept and at the breakfast table there was a cold silence.

"A penny for your thoughts, my love," he ventured.

"For two cents I'd tell you what I think of you," she returned, with a dangerous gleam in her eye.

He did not raise his lid.

She Knows.

"You never thank a man for giving you a seat in a street car?" "Not any more," replied Miss Cayenne. "I used to until I noticed that almost invariably he was going to get out at the next corner anyway."

Be Shifty on Little Things Like Nuts.

Don't accept truce for hiding. Ask for food from Ball Bino, the extra good value blue. Adv.

The Reason.

"Why is consistency considered such a jewel?"

"Because it is rare."

Dr. Farrow's Pills, small, sugar-coated, easy to take and easy, regulate and invigorate stomach, liver and bowels. Do not grip. Adv.

It takes a genius to save money or write good poetry.

THE FOLEY KIDNEY PILLS
For Backache Rheumatism Kidneys and Bladder