

THE WILLYS NEWS

Official Fifty-Fifty Bulletin

Friday, June 20, 1919

The Willys-Overland Co., Toledo, Ohio

Vol. 1. No. 26

COURT PROTECTION ORDER EXTENDED

U. S. Court Continues Restraining Order Against Interference

TO RUN INDEFINITELY

Workers Now Secure in Personal Rights as Long as Policing Is Necessary.

EARL RE-STATES TERMS

Employes Still Out Urged To Make Decisions and Act Now

The Willys-Overland Toledo plant is operating under court order backed by promise of ample protection from interference by strikers or strike sympathizers, or disturbers of any character.

Judge John M. Killits of the United States District Court, on Wednesday, made the injunction virtually permanent; that is, the court decreed that the temporary order which expired Thursday is to be continued operative as long as the court deems its operation advisable.

This secures for Willys-Overland employes protection so long as there is the slightest need for safe-guarding their movements in the factory, in their homes, or elsewhere.

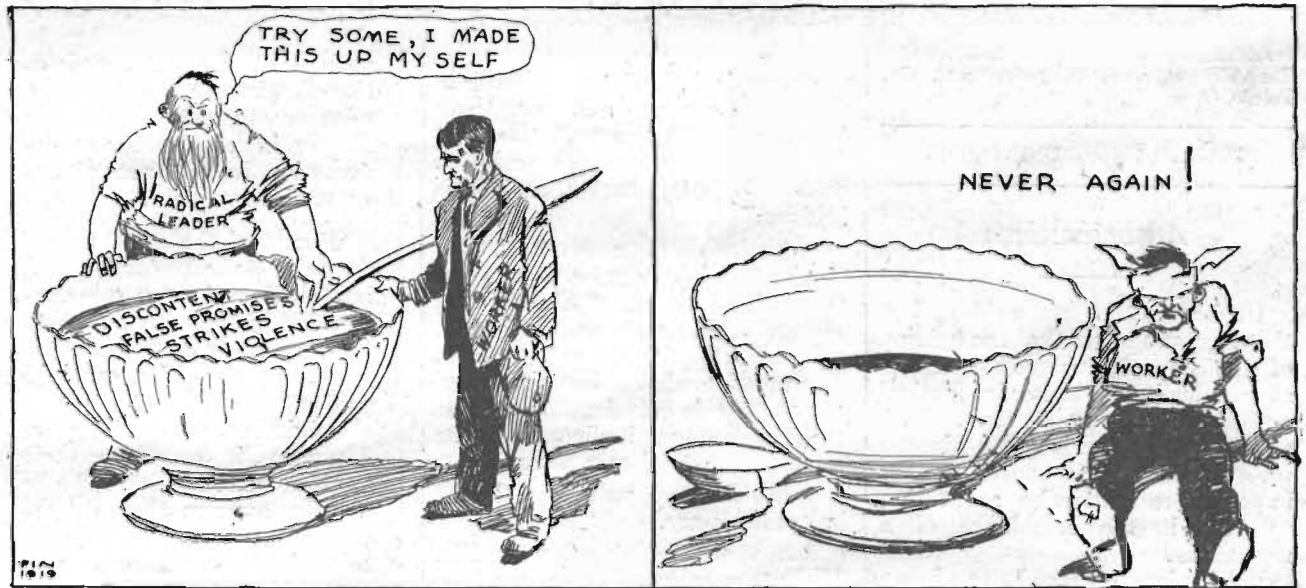
Wages are at the new rates that were put into effect, May 1st, averaging a million and a half more per year. The wages are in addition to the 29% raise during the previous year, and in addition to nearly a half million dollars profit distributed among employes, on April 1st.

Vice-president Earl has issued the following statement for The Willys News:

"Our wages are equal to, or higher, than wages of any competing automobile plant. They involve raises for more than 12,200 jobs and reductions for none. It is reasonable to expect that these terms should prove agreeable and attractive to most of our former employes, but it is also reasonable to conclude that for some reason unknown to us, some of our employes may prefer to work elsewhere, regardless of rates. These employes must understand that they have a perfect right to follow their desire in this matter. In fairness to themselves, however, they should make this decision now and act accordingly.

The hours will be the basic 48-hour week adopted by the Council of Labor and Employers in England, by the International Labor Council

(Continued on page 4, column 1)



It Has a Kick—A Kick-Back!

Employes' Office Has Been Opened

It Was Established to Help In Solution of Individual Problems

The Industrial Relations Department has organized an Employes' Office, which was one of the features announced in the Willys News, May 2nd. This office will be located temporarily in the headquarters of the 50-50 Division near the hospital. Mr. Harry A. Webb is in charge.

A woman's section of this Employes' Office has also been established in the woman's department of the employment building. It will be in charge of Dr. Marion Weightman and Miss Lorenzen.

The Willys-Overland Company has in its organization those who are expert in financial, legal, health, and personal matters, and will be glad to meet with any employe who may request advice along these lines. This Employes Office is the open door to such acquaintance.

All cases of financial difficulties, extraordinary sickness, and emergencies among our employes should be reported to this office.

Many of our loyal employes, and no doubt many of the new men who come to work, will appreciate the purpose of this announcement.

He Is Modest

Al Niles, president of the Overland Club, had his picture taken with Jack Dempsey, challenger for the heavyweight boxing championship, the other day.

Modesty prompted Al to ask that it be not published.

MIS-STATEMENTS BEING CIRCULATED

In Desire to Be Fair Company Answers Ridiculous Claims

A letter was received from a minister in this city, the reply to which is presented verbatim as follows to show that mis-statements have been circulated and that the Company has consistently followed its policy of fairness throughout the controversy.

June 17, 1919.

"Replying to your very good letter without date, I take pleasure in having the opportunity to answer the various questions raised, and for purpose of refreshing your recollection, will quote first your question and give the reply to each:

1. "The W-O. pays 30% dividends. It makes enormous profits."

The Willys-Overland Company pays 7% on \$23,700,000 worth of preferred stock and 4% on \$41,600,000 worth of common stock. Neither of these rates are high, considering the risk involved in automobile securities. It has made large profits in the past, the bulk of which has gone toward the upbuilding of the plant to its present enormous size, which affords employment to thousands of men instead of hundreds as in the beginning. Its profits have not been as great as many of its competitors, and its dividend distributions are not nearly so great as many institutions in similar lines of business.

2. "It should pay same wages as the Ford Motor Company is paying."

To pay the Ford minimum wages would require that the Ford methods be installed. These methods are not favored by all workers, and in several discussions with committees of our employes, we have yet to find one man who has favored the Ford methods even with the Ford wages promised. To justify Ford wages would require much harder work on the part of the individual and the production of many more parts per day than is prevalent in most all automobile companies.

3. "Unless a member of a union, a worker is never sure of the morrow's job. The boss may tell him to go and replace him with a favorite."

There is no discrimination between union

(Continued on page 4, column 3)

Plainly Principle Is Not The Issue

If It Were, Why Have Strikers Taken Jobs Elsewhere At Longer Hours?

The downright unfairness of the agitators who are leading the strike manifests itself in their avoidance of reference to what workers are getting and the hours they are laboring in other factories. With automobile plants at easy distances from Toledo, it should be no trouble for every automobile worker in Toledo to find out for himself that union men in nearby factories are working 50 to 55 hours a week.

The remarkable thing about the silence of the strike leaders on the subject of conditions in competitive works is that many of the very union men who walked out here May 5, are themselves working in these competing factories at longer hours than the Overland requires, and from 6 to 11 hours longer than they demanded when they walked out here.

The act of ignoring competitive conditions, coupled with the fact that many of the striking employes have accepted terms much more severe than those in the Willys-Overland factory, gives the lie to the statement that the Willys-Overland strike is for "principle."

Ellis To Address Club

L. M. Ellis, head of the industrial relations department of The Willys-Overland Company, will address the Toledo Employment Managers' Club speaking on the subject "The Moron." Moron is rather new term used to classify people of limited understanding.

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A SHOP PAPER

Published under the direction of W. M. Canaday, Advertising Manager, in the interests of the family of employes in the Willys-Overland plants.

E. E. McCleish, Editor

Address all communications to the editor The Willys News, Willys-Overland, Co., Toledo, Ohio.

TOLEDO, OHIO, JUNE 20, 1919

Americanism

Utterances and events pile up fast these days to prove that the opinion of the honest workman and the square dealing employer is identical on the subject of Bolshevism. Both agree that Bolshevism is a hideous un-American thing cooked up by imported radicals who are trying to give it the semblance of a movement.

Bolshevism reduced to home terms is a positive factor in Toledo as has been demonstrated by the strike at the Willys-Overland factory. Recognition of this fact on the part of the Company and by the Company's loyal employes who are returning to work now in increasing numbers every day, since they have been assured of ample protection in their personal rights by the United States Government through the federal court, which has decreed that law and order must prevail in Toledo, is the real explanation of the strike attitude of the right thinking and right living people of Toledo.

If the Willys-Overland strike had been called by a majority vote of the workers, and had been based upon demands that were reasonable, the strike issue might have been one as between the Company and its employes. As a matter of fact, the crux of the strike has been nothing short of Bolshevism, and concerns the community as a whole and The Willys-Overland Company only in the measure of its importance in and to the community.

There is not a law abiding citizen of the city of Toledo, or of the nation, who will consent to so-called settlement with Bolshevism.

Horse Sense

Ever read Rudyard Kipling's story called "A Walking Delegate?" Probably you remember that "walking delegate" is the name that always used to be used for a man who ordered workers to strike. But Kipling's story is about horses, not men (though nothing prevents you drawing your own conclusions as to what he really had in mind).

There was a whole group of these gray; Rod and Riek, the Hambletonian bays; Nip and Tuck, the brown pair; Muldoon, the old horse who use to haul a street car; Tweezy, from Kentucky; and Marcus Aurelius, the black horse.

They all lived together in one

pasture, working contentedly for and with one man, glad to give him their best service in exchange for the oats and care which he gave them.

And then—along came Boney, the wall-eyed, yellow horse who wanted to make trouble, the Walking Delegate who wished to be their leader and cause them to strike against those for whom they worked.

Boney is full of talk. He gets them together and addresses them about their "Oppressor." He tries to wake them to what he calls "a sense o' their wrongs an' their injuries."

He urges them to go on a strike. "Quit workin', fellow-sufferers an' slaves!" he roars. "Kick! Rear! Plunge! Lie down on the shafts, an' woller! Smash an' destroy! The conflict will be but short, an' the victory is certain. After that we can press our inalienable rights to eight quarts o' oats a day."

They listened patiently till he had said his say.

But strike?—Not on your life. Those horses were too shrewd to swap their happy relations with their employers for the doubtful leadership of Boney, the yellow Walking Delegate.

Instead, Rod, one of the oldest and wisest of the horses, answered him, thus:

"There's jest two kind o' horse in the United States—them ez can an' will do their work-----an' them as wont. I'm sick an' tired o' this everlastin' tail-switchin' an' wickerin'-----you woman-scarin', kid-killin', dash-breakin', unshod, unguided, pastur'-hoggin', saw-backed, shark-mouthed son of a bronco an' a sewin'-machine!"

(Was there ever a more emphatic description of a trouble-maker!)

And what those contented horses, who knew when they were well off, did to Boney the Walking Delegate, was a caution! They ran him round the pasture, and played a tattoo on his ribs with their heels.

So Boney, the yellow horse who wanted to be their leader, decided to leave that pasture.

In this story Kipling proves why he is considered so sound and wise an observer of life and mankind. And he makes clear the meaning of the phrase—Horse Sense.

How About It?

Have you ever been forced to go without your wages for seven weeks at the demand or request of

Your father or mother?
Your Wife?
Your children?
Your church?
Your lodge?
Your Government?
(city, state, or nation)

If it were demanded of you by any of them, would you make such a sacrifice of your total income for seven weeks without a protest?

In this free country has any man or group of men the right to make such a request or demand upon you?

Think it over.

Notice!

The Willys-Overland plant is working under the protection of the United States Court, and the restraining order issued by that Court prohibits anyone to interfere in any way with the workers' right to work or to live in peace and security. The violation of this order subjects the offender to punishment by fine or imprisonment, or deportation in the case of unnaturalized persons.

Officers of the court are on duty day and night to see that law abiding citizens are safeguarded in their homes, upon the streets, on street cars, at work, or elsewhere, and to protect them from threats or abuse, in language, or by acts. Therefore, if workers or their families are intimidated in any way by anyone, they are requested to turn in promptly to their foreman, their own names, department in which they work, name of the person to be reported, address if known, the nature of the complaint, and the names of witnesses, if any.

Promises

Let's be fair!

Consider the following contrast of conditions, and let your just conclusions make you act upon your better judgment.

Who has best lived up to promises—the Company or the strike leaders?

The Company promised good wages and good hours. This promise has been kept to the letter.

The strike leaders promised excessive wages and shorter hours than they had a right to ask, much less expect.

The Company promised to operate the factory as long as protection is guaranteed. The factory is in operation.

The strikers promised to keep the plant from operating.

The strikers promised ample strike benefits. Have they made good? How much of the thousands of dollars raised by the sale of tags and assessments from other organizations, to say nothing of the strike fund, have you got in your pocket?

The Company promised liberal pay regularly, and has made good that promise. In addition, it has offered and has made cash advances ahead of the regular pay day.

Think these contrasting statements over.

When she winds a towel around her head and calls for a bucket of water, it means the beginning of a big day. When he winds a towel around his head and calls for water it means the end of a big night.

JOBS WON'T BE HELD OPEN LONG

Old Employes To Be Given Preference, But Delay May Prove Costly

Every energy is being bent towards getting back to full production in the Toledo factory of The Willys-Overland Company. Employes are returning to work in gratifying numbers, and the company will continue to give preference to former employes in filling out its factory personnel.

This fact should be borne in mind, however: that the company intends to get back into its full production stride at the earliest possible day. It cannot, as a matter of demand for its product and under the court injunction that operation proceed and continue, defer plans for filling up factory occupations. The time is near when it will be necessary to seek labor where labor can be obtained—if not in Toledo, then elsewhere.

The company knows positively that there are many men and women who will be glad to work in the factory here who are now engaged in less lucrative work under conditions far less favorable in other industrial centers.

Common sense alone should be enough to convince the employe who wishes to return to work that delay at this time may lose him the opportunity of coming back. "Better hurry" is advice that need not come from the company. Fair judgment issues the warning. You know without being told that your jobs will not be held open much longer.

HORSE SHOE RULES ARE STANDARDIZED

Distances, Count and Other Points of Game Covered In National Rules

"Barnyard Golf," which is one name for horseshoe pitching, has so many devotees at the Willys-Overland factory that the News calls attention to new rules covering this game that are now being published. First-run copies of the rules have been sent to athletic directors in the American Industrial Athletic Association.

National rules say:
The distance between pegs shall be 40 ft.
Steel pegs shall be $\frac{1}{2}$ " in diameter and are to be inserted in blocks of concrete before buried in the ground.
The peg shall be 8 in. above the ground.
Pitchers' boxes shall measure 3 ft. in each direction from the steel peg.
Leaners will not count more than 1 point.
Ringers will count 3 in walking games and 2 where partners are being played.
Shoes will not count when more than 8 in. from the steel peg.

"There was a man who loved bees,
He always was their friend;
He used to sit upon their hives,
But they stung him in the end."

CHILDREN HUNGRY RESULT OF STRIKE

One Woman is Forced to Support Family of Eleven

The instances of hardship occasioned by the strike are many. Here is one that the personal service work of the Industrial Relations Department ran into recently:

There is working in the factory a woman whose income has had to support eleven persons in her family since the day of the strike, May 5th. Her husband had work here until he was threatened by strikers, and was afraid to return to work or to leave his yard.

He has since returned to work and the troubles of his family are ended. Investigators who called at the home of this family before the United States District Court provided protection for workers found the children were hungry, and there was absolutely nothing to eat in the house.

Conference Stage Passed Long Ago

Do Not Be Misled by Rumor That Strike Negotiations Are Being Held

Do not be misled by the statement of strike leaders to the effect that negotiations are under way with the company, or that conferences upon so-called issues of the strike are being held. Such information is absolutely false.

The time for conferences has passed. None is being held or will be held as between heads of the walkout and the company. Negotiations terminated long ago.

Loyal employes on the job regularly will at all times have a means of expressing themselves to the company through the Industrial Relations Department and the Employes' Representation plan. But as for interviews on any phase of the strike, the company has stated its position fairly and with finality, and is concerned now solely with production.

Talk of conferences is unadulterated "bunk."

Do not be misled by rumor that strike negotiations are being held.

Tool Boxes Tell a Tale

Mute evidence of faith in The Willys-Overland Company and that the men expected to return to their factory occupations at the first possible minute were the tool boxes left in the factory when the factory closed down. The idle tool boxes indicated that their owners intended to remain in Toledo, had no intention of seeking work away from the Overland plant, and that they regarded the strike as an incident.

Overland Workers in Untimely Death



Jacob Fritscher

Jacob Fritscher, Mrs. Fritscher, and son, Jacob, Jr., and Lewis DeFalco, the latter of Walbridge, lost their lives in an accident Saturday evening when their automobile was caught in the path of a Pennsylvania flyer at the Walbridge crossing.

Jacob Fritscher, Sr., had been with The Willys-Overland Company since its establishment, and had been previously connected with the factories of the Pope-Toledo Company and the Lozier & Yost Bicycle factory.

In all, his term of service on the



Jacob Fritscher Jr.

factory site now occupied by The Willys-Overland Company amounted to twenty-seven years. Just before his death, he had been acting as foreman of 35-A Machine Department having under him from 400 to 500 men when the factory was working day and night.

Jacob Fritscher, Jr., was tool-maker. He had been in the employ of the company for five or six years. He came directly from the Toledo schools to the factory, where he learned his trade.

The funeral of father, mother, and son was held Tuesday.

Recreation and Citizenship

The purpose of education is to train for citizenship. Physical education has to do with the health, growth and development of our physical beings. A sound body presupposes a strong mind. We should look after the health and physical development of our bodies, not primarily to make the human a more powerful and stronger animal, but to better fit man to assume his duty to himself, his family, his job and his country. A vigorous healthy man is worth more to himself and society than a puny one. During the war period we found that a healthy robust citizen was an asset to the nation.

Athletics and play are educational, and train for citizenship but may be so played as to lead some to become liars and thieves. Athletics and sports, if properly directed, teach loyalty, teamwork and team-spirit, all of which are necessary in the conduct of successful business. How successful would a big organization like The Willys-Overland Company be without loyal employes?

The old idea in sport was "Victory-at-any-price," but a new day has come. True sportsmanship means the abolishment of professionalism, ringers and questionable methods in games and contests. Large industrial organizations are beginning to see the educational and recreative value of athletics to their employes and are taking hold of sports with the idea of playing the game for its own sake, rather than with the idea of putting a winning team in the field for "advertising purposes."

It is with this same idea in mind that The Willys-Overland Company provides base-ball, tennis, bowling, basketball, etc., for the benefit of its employes. There are some among us who do not care to indulge in any of the above named activities but prefer a tramp in the woods, to whip the pools of a stream, to play golf, or swim—whatever your likes, be sure to indulge in some physical activity, not only now but the year around.

We urge every employe of The Willys-Overland Company to "get into the game," play it hard and fair and get some of the joys of living. Get out that dusty tennis racket, golf club, baseball; hike into the woods or swim. Breathe fresh air, perspire freely and make an effort to "come back" both to a better physical condition and citizenship.

There may be some of our employes who wish advice concerning their exercise or physical condition. The headquarters of the Recreation Section has been established in the Employes Office, in the Employment Building.

Committee on athletics:

C. H. Meissner
Peter Neise
Walter Wright.

Seeking the Brand

Since confessing that he acquired a swell bun on two glasses of near beer, one of our foremen is being pestered to death by his friends who are anxious to learn the particular brand of brew he sampled.

BASEBALL LEAGUE TO RESUME SOON

There Will Be Eight Teams —Six From Factory, Two From Office

The Willys Overland Inter-department Baseball League will be perfected within a short time. It will consist of eight teams; two from the office force and six from the factory.

Already the office team has been organized and several of the factory teams are almost ready for practice. The schedule of games is expected to begin within a short time.

"We shall play four days a week," said Peter Neise, director of factory sports, yesterday. "Games will be called at 4:30 in the afternoon." Box scores will be kept from which batting averages and other interesting features of the records of individuals as well as of teams will be compiled."

L. A. Miller, office manager, has been putting the diamond in shape by overlaying some of the low parts with clay. Both Mr. Neise and C. H. Meissner, who are very much interested in the factory sports, predict a highly successful season for baseball. Just before the strike plans were well under way for opening the League schedule. These will be resumed as quickly as possible, meetings by teams and of managers of teams collectively will be called and the organization will be pushed so that it can become active soon. It is the present plan of the organizer Mr. Neise to have each team elect its president, manager, secretary and captain.

A full roster of the teams and officials will appear in an early issue of the Willys News.

TENNIS TOURNEY IS BEING TALKED

Particular Attention Will Be Paid Getting Girls to Play

It is the intention of the factory sports manager this summer to devise a means of interesting more girls in tennis. "Will you have prizes and contests?" was asked of Peter Neise, yesterday.

"That is the only way that I know of spurring interest in sports," said Mr. Neise. "You've got to introduce the competitive feature in order to attract interest in any sport. Steps will soon be taken to put tennis on a competitive basis which will eventually result in matches and a tournament, it is believed.

Judge—"Why did you strike this man?"

Prisoner—"What would you do, Judge, if you kept a grocery store and a man came in and asked if he could take a moving picture of your cheese?"

COURT PROTECTION ORDER EXTENDED

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(Continued from page 1 column 1)

at Paris, and by practically all of the labor unions, and even by the local union in this city. The week is shorter than that worked by practically any of our competitors. The daily hours have been divided into five days of 8 hours and 36 minutes each, and one day of 5 hours. These hours, however, are subject to change to six days of 8 hours each by vote of the employes. The week consisting of five days of 8 hours and 36 minutes and one day of 5 hours is in operation in the only competing automobile plant in Toledo, and it has been in operation during the period since the men walked out on May 5th.

As soon as conditions are normal in the plant, every man who returns to work will be given the privilege of voting in secret ballot for a representative of his department to serve on a committee representing the entire shops. This committee will elect five men to act with the management on all subjects relating to working conditions. As this plan conforms to the plan of representative government on which the Republic of the United States is founded, it is reasonable to expect that the majority of our employes will welcome this arrangement.

Piece work on an established guaranteed standard will enable a large number of our employes to make even higher wages than the time rate can provide. Many employes undoubtedly will want to avail themselves of this opportunity to make extra money in accordance with ability.

Women employes receive equal pay for work ordinarily performed by men, and will not be assigned to tasks disproportionate to their strength. The highest minimum wage rate paid in Toledo for female employes, 30c an hour, is paid by The Willys-Overland Company.

There will be no discrimination between union and non-union men. This is so manifestly fair to all workers that we believe most of them will continue to prefer employment on that basis.

Finally, profits will be divided in accordance with the 50-50 profit-sharing plan every three months to all employes from the date of their employment, payable on condition of six months' continuous employment. This added incentive for intelligent co-operation should appeal to workers.

In short, the opportunities of The Willys-Overland Company are great—greater than ever before in the history of the Company. There will be a need for a great increase in the number of men employed here, even for more than were at work on May 5th. We expect to do our utmost to see that every

Importation of Foreigners a Lie

Among Crazy Rumors is One That Company Brought In 500 Mexicans

Crazy rumors continue to spring up. The latest which has been called to the Company's attention is that the Company has imported, or intends to bring in, five hundred Mexicans and five hundred Hungarians to take the place of Poles in the factory.

Were it not for the fact that there are always a few who listen to rumors, the company would not think it worth while to deny such a ridiculous rumor as this. As has been stated repeatedly, there has been no wholesale importation of labor.

Workers who will be brought in will have to measure up to high standards of efficiency. They will be carefully examined as to their technical equipment, and their records will be investigated before they are hired. No one will be brought in who does not recognize that conditions here are better than in most industrial centers, and that he may expect a permanency if he is the right man, under employment conditions that will ever seek to improve in step with the advance of the company, and all interests connected with it.

New employes will enter upon the work here in the full understanding that the same hours and the same wages obtain that were in effect before the strike.

man who works in this plant gets a square deal, and we are confident that those men who go to work in the plant do so with the expectation of giving the Company a square deal. It is by this mutual confidence and co-operation that we can continue to build up The Willys-Overland Company and the City of Toledo.

We bear no ill will and no grudge against those who cannot see this opportunity. In return we expect that you will bear no ill will and no grudge against those men who do see this opportunity, and in the interests of fair play, we expect them to adjust their affairs so that they may be happily situated, so that they may not interfere with the rights and privileges and opportunities of the working men and women who make this their home, and who want to prosper here.

LOST

LOST—Bunch of keys, about twenty on a ring, with metal identification tag stamped with name "W. L. Young." These keys were lost a week ago. Finder requested to notify or return the keys to C. H. Kelley, Chief, Plant Protection Department.—W. L. Young, Captain of Guards.

MIS-STATEMENTS BEING CIRCULATED

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(Continued from page 1, column 3)

or non-union workers, and under the instructions of the Company, no man can be discharged by his immediate boss. The boss can merely recommend his discharge for some good reason, and if that is not substantiated, a man can be transferred to other work or his case can be settled as conditions indicate. The practice in the past may have permitted this, but it has been changed, and it is the policy of the Company to see that there is no favoritism whatever.

4. "There are men with families of little ones getting only 32 to 35 cents per hour."

These rates prevailed prior to May 1st, on which date the Company raised the minimum rate for men to 40c per hour and the maximum to \$1.10 per hour. Any man has the opportunity to work into higher grades of employment according to his ability. The number of men getting 40c per hour is very small. The average of all employes is 53.4c per hour.

5. "The Overland is owned by a few millionaires."

There are 9,000 stockholders in the Overland Company, many of whom are employes. The stock is sold on the open market and the Company cannot control in any way the people who purchase it, but the fact that it is so widely distributed shows that more people are interested than in any other motor company in the country.

6. "The men on the 50-50 Plan were not elected by the workers, but appointed by the Company."

When the 50-50 Plan was up for adoption, all employes were repeatedly requested through our plant paper, The Willys News, to send in suggestions as to the best method of distributing the profits. From the replies received were selected five which showed the greatest interest and intelligence, and these men, without any knowledge of their attitude, were selected to represent the workers. Of the five, three were members of unions, which we learned after they had been selected. The method was considered as fair as any selection that could be devised, and there was no restriction on the free expression of opinion from anyone.

7. "The men have no chance to elect their representatives to the Company."

Prior to the walkout, all employes were notified that the Company had adopted a plan of representation that would give them the fullest opportunity to select their representatives to handle all matters of working conditions, hours, wages, grievances and other matters of interest to workers. This plan, briefly, is to have the employes select, by secret ballot, a representative for each two or three hundred employes throughout the plant, these representatives to constitute a Joint Shop Committee with an equal number of representatives appointed by the Company. From these representatives, the workers will select five and the Company five to constitute a General Board of Adjustment, which will handle all cases of appeal from the Joint Shop Committee! No foreman, nor any other employe having the right to hire or discharge, can either vote or act as an elected representative. The employes have the freest opportunity to select any of their members, union or non-union, on these committees, and these committees can act on any matter relating to their welfare.

In conclusion, the Company has provided every means within its power to afford opportunities for workers to become actual participants in the proper handling of their affairs, and to extend the spirit of cooperation between the Company and its workers in every way. The Company needs and earnestly desires this cooperation, and has shown every indication of going more than half-way to create the proper spirit and to secure to every one a good job and a square deal.

Very truly yours,

THE WILLYS-OVERLAND CO.

Company Cares For the Injured

Every Possible Attention Given to Those Hurt in June 3 Riots

There has been no stage in the strike when the company lost its high regard for the employes as a whole. The business of fulfilling its obligation to its workers did not let up because the factory was closed.

Do you know that every person who was injured in the demonstration of Tuesday, June 3, has been cared for by the company? Every possible attention has been given to strike sufferers regardless of their strike attitude; which bears out the recent statement of Vice President Earl that at no time has the personality of workers been in question so far as The Willys-Overland Company is concerned. All statements by the company, public and private, have been confined to the business relations of the employes and the company.

OVERLAND NOW IN A.I.A. ASSOCIATION

Affiliation Made With American Industrial Athletic Association

Willys-Overland this year, is a member of the American Industrial Athletic Association. The affiliation was made shortly before the strike. In the June number of the official magazine of the Association a full page is devoted to a history of bowling at Overland during the past season and with the article are presented pictures of the All Star bowling team of The Willys-Overland Company and of the Metal Polishers team, winners of the Willys-Overland factory championship.

Plans for the Overland Bowling League for 1919-1920 will begin early enough to insure a well organized startoff in September.

To New Employes

New employes from other cities are coming to Toledo, and many times do not know where to look for available rooms.

If any employe desires to rent a room or to board and room any other employe, please write or telephone Employes' Office, Industrial Relations Department, Willys-Overland, Phone 367, giving address and the rate for board and room or room without board.

This information will be indexed and furnished to any inquiring for such accommodations.