

March 11, 1921

Mr. Morris L. Cook,  
1109 Finance Building,  
Philadelphia, Pa.

Dear Mr. Cook:

I have just returned from several weeks' absence and have not before had an opportunity to thank you for your letter of March 2.

Mr. Gary has moved quicker than I thought he would. It is public opinion that has done it, and in the making of that there is no doubt but what Mr. Drury's work has been a clinching factor; and, of course, I realize that a great deal of the credit goes back to you.

It is interesting, what you say about unbalanced wages. I found a foreman of a very responsible plant last year making less than most of the workmen under him. They had both bonus and profit-sharing schemes, and these on top of high wages had run the workers considerably ahead of the man over them. As you can imagine, it would not make for happiness. Are you doing anything to get at this?

Best regards to Mrs. Cook.

Very sincerely yours,