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In reading over the letters written for the Schenectady Works News, I made a tabulation of the principal things which the men thought would help to bring about cooperation and efficiency in the plant. The things that stood out the strongest in the letters to my notion were;

1st - The workmen feel that the foremen are inhuman sort of beings who lack any sense of just what the personal touch in business means. As expressed by one man he said "Labor is essentially a relationship." The workmen feel no particular loyalty to their foremen largely because his "Faith is feeble and his gratitude tardy" and that in many cases the foreman never says "good morning" or "how are you today Jim" and that this "Man's inhumanity to man makes countless thousands mourn." The feeling of the "Big brother" idea is entirely lacking.

2nd - The men desire to have some system of profit sharing or stock purchase plan inaugurated so as to take advantage of the thrift ^{instinct} instilled during the Liberty Loan campaign.

3rd - They desire to have some sort of a representative plan.

4th - They desire to have the welfare work increased so that it would be evident that the Company was taking a personal interest in them inside as well as outside of the Company. *plant*

5th - They desire to have what might be called ^a
the "Manager of Man Power".

6th - They desire to have through education and
instruction an opportunity for promotion and scientific
selection of men for jobs.

Other suggestions were:

Recreation facilities

Gymnasium

Lecture Hall

Entertainment

**Prizes for good work in any Department
such as given section gangs on railroads**

Foremens meetings.

**Cooperative societies so that men may
finance and build homes**

An inspector of Safety devices

Physical examinations once a year

Unemployment Insurance.

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