

**THE JARVIS RECORD**

Published every Thursday morning  
at its office in The Record Building,  
125 Main Street, Jarvis, Ontario.  
**THE RECORD PUBLISHING  
HOUSE**

**Unemployment Relief  
In Steady Production**

Employment Service Council's plan to solve unemployment difficulties by stimulating public works construction may bring temporary relief, but permanent relief can come only through concerted action of organized industry to regulate production.

This is the opinion of Stanley I. Shaffer, Superintendent of the Hamilton Ontario, plant of the Procter and Gamble Company. He is administrator of the Procter and Gamble plan of guaranteed employment which has kept its force steadily at work despite the so-called economic depression. The soap company has scheduled its production to maintain a steady, year-round force of workers in its Canadian and American plants. This gives employees a guarantee of at least forty-eight full-pay weeks a year in Hamilton and the other plants without fear of lay-off due to depression.

The plan has had seven years testing since Colonel William Cooper Procter, president of the company, announced in August, 1923, that for the first time in industrial history a large corporation would assure its thousands of employees steady work regardless of seasonal fluctuations which in so many instances cause periodical shut-downs.

The basis of the plan is simple:—Stable production for the coming year is estimated on the basis of the past year's demands together with a study of factors which are likely to affect consumption. Production is then regulated to meet the estimated consumption. Errors of estimate have so far, with the Procter & Gamble Company, been negligible. Variations between demand and supply are compensated for by adequate warehousing and controlled deliveries to dealers.

An employee becomes eligible for the guarantee plan at the end of six months. Under this system, the labor turnover at the Hamilton plant was less than seven per cent. Of this, the greater part represented the workers who had been there less than six months.

From the points of view of management and employees this regulariza-

tion of production and employment has succeeded, according to Mr. Shaffer, who points out also that the Procter and Gamble industrial relations program is perhaps the most complete in the world, because in addition to guaranteed employment, there is a Profit Sharing, Insurance and Sick Benefit plan, and employee representation on the company's Board of Directors.

Colonel Procter, originator of the plan has said: "Greater efficiency, elimination of waste, lower unit cost, and increased effectiveness and loyalty of workers have resulted. While the advantage cannot be estimated in dollars and cents, a financial gain has been effected. I think there is nothing peculiar in the soap business that makes such a plan more adaptable to it any more industries. I believe that in the very great majority of industries the average annual consumption is approximately the same, without much fluctuation from year to year, and that the problem of providing for distribution and warehousing is not a difficult one to work out if study is centered upon the special industry."

**CREAMERY MONOXIDE**

It was reported that Stoney put on a rabbit fee the other night for some of the boys, and those that weren't invited felt somewhat put out.

Muriel has been doing considerable sewing of late, there must be something in the wind.

Stew's made some show butter this week, he says that making first prize butter is right in his line.

Johnson returned from his holidays on Monday, he says he ought to have things in first class shape by the end of the week.

The Crate who was confined to his home the latter part of last week on account of sickness, returned to his job on Monday, everyone was glad to see him back, although they thought he had migrated.

Laird always said he would become effeminate working with an office staff of girls. We believe that to be a fact now, as he is wearing bobby pins to keep his hair in place, although he claims it is necessary as he gave his head its annual bath.

Muriel received a mysterious telephone call last Monday, we don't know what it was really all about, but we have reason to believe that she almost made a date to go out to the shores of Lake Erie to take her stars.

**News of the Countryside  
From The Record's Correspondents**

**ROCKFORD**

Robert Clayton spent Sunday with Mr. and Mrs. Ernest Hockin.

Family spent Sunday with Mr. Frank Lofthouse near Jarvis.

Mrs. Jamieson, Miss Cissy and Charles visited at Mr. Harry Paskins on Sunday.

Mr. and Mrs. Will Edwards of Hagersville and Mr. and Mrs. Allan Phillips spent Sunday with Mr. and Mrs. Arlie Wilson.

Mr. and Mrs. Marshall Priest of Bantford visited with Mrs. James Priest and Bud on Sunday.

Miss Vera Onifrichuk and Mr. Reg. Marsh of Toronto spent Sunday week with Mr. and Mrs. GGeo. Onifrichuk.

We are sorry to learn that Miss Flora Caswell is seriously ill with scarlet fever.

The Y. P. A. held a Ha'low'en Social at the home of Miss Eric Gilbert last Friday evening.

Quite a number of the young people attended the Y. P. Rally in Simcoe on Thursday evening. All were enthused by the programme, especially the splendid address by Rev. Mansson Doyle of Toronto.

**SELKIRK**

At next Sunday evening's service in the Evangelical Church, the boy singer, Gerald Pettit, will render several selections.

Mrs. E. Kersey, Hagersville, spent Sunday with Mrs. A. Gilles.

Mr. and Mrs. Wm. Dell and son of Cayuga were visitors here on Sunday.

Mr. and Mrs. L. Beam, Hagersville, spent Sunday with their daughter, Mrs. E. Lindsay.

Miss Dora Miller, Rainham Centre, is visiting her sister, Mrs. Culver.

Misses Jean Hoover and Viola Lindsay and Russell Hurst, Buffalo, were week-end visitors here.

Large and appreciative audiences greeted the Livingstone Silver Band of Hamilton on Sunday, the town hall being filled for all three services.

Doris and Irene Fulson, Hamilton, have been visiting their grandparents.

Rev. T. W. Bradt attended a convention in Windham Point last week.

**HAGERSVILLE**

Mr. S. R. Harrison returned last week from an enjoyable trip to the Pacific Coast.

Mr. Ivan Aude of Vancouver, B.C. is visiting his parents, Mr. and Mrs. Joseph Aude.

Mr. Benjamin Wiedrick, a former resident, is renewing acquaintances in town.

**CHEAPSIDE**

Mrs. Annie Metcalfe and family Sunday in Hamilton with Mr. and Mrs. Jim Metcalfe.

Mr. and Mrs. Wm. Atkinson visited at Mr. and Mrs. H. M. Atkinson's this week.

Mr. and Mrs. Wm. Hobbs were callers at Dr. Sherks one day this week.

Mr. and Mrs. George Tait of Pontiac, Mich. are spending a few days with the latter's parents.

Miss Myrtle Lishman of Simcoe is visiting her sister, Mrs. Austin Pond.

Mr. and Mrs. J. W. McBurney and Mr. and Mrs. Wm. Lint attended the funeral of Mrs. George Hayes in Thorold on Sunday.

Mr. S. Britton, Mrs. A. Meighan, and Miss Margaret, Mr. and Mrs. G. R. McBurney and family spent Sunday in Hamilton.

Mr. and Mrs. J. C. Armstrong were callers in the village on Monday.

Miss Leota Greenbury of Port Maitland spent the week-end with Miss Verna Waterbury.

**The late Thomas Ivan Bartlett.**

Gloom was cast over the community when it was learned Thursday evening that Thos. Ivan Bartlett, 13 year old son of Mr. and Mrs. Gordon Bartlett had been found dead in the field where he had been working, heart failure being the cause of his death. He leaves to mourn his early demise, besides his father and mother four sisters and two brothers; Mrs. George Tait, Mich.; Mrs. George Everly, Walpole; Miss Mary of Simcoe; Miss Julia, George and Kenneth at home.

The funeral was held on Saturday afternoon, with interment in the Anglican cemetery. The sympathy of the whole community is extended to the family in their bereavement.

**Falls' Anniversary Sale**

**Closes Saturday Night at 10 o'clock. Friday and Saturday will be**

**Red Letter Days**

**Throughout the Store. TWO of the Greatest Value-giving Days of the Entire Year in**

**Children's and Women's Lavishly Fur Trimmed Coats**

**Women's, Misses' and Girls' Dresses**

**Men's and Boys' Winter Overcoats and Suits.**

**Blankets and Linen things**

**Chestfield Suites, Bedroom and Diningroom Suites**

**Floor Rugs, all room Sizes**

**"You Know The Store"**

**SUBSCRIBE NOW!**

We are putting on a Special Subscription Canvass for the balance of 1930. To a new subscriber we will send "The Jarvis Record" FREE for the balance of 1930 on receiving a paid-up Subscription for the year 1931.

The success of this, or any other paper depends on its Subscribers, and we are making a strong drive to make our List number one thousand before the end of the year. It will be our endeavor to make The Jarvis Record the leading Haldimand County weekly, but in order to do this we must have your assistance. We are always particularly pleased to receive local news. If you know of anything new or of anyone visiting here, Bring or Telephone it to our office. We are here to serve YOU.

**COME IN NOW, DON'T WAIT, WE NEED YOUR CO-OPERATION**

**THE JARVIS RECORD**

**Advertisement**

**The Jarvis Record**

WEEKLY—8 pages, columns 19 1/2 cm wide; as

Single Advertisements

12 mos. .... 15c  
6 mos. .... 20c  
3 mos. .... 25c  
1 mos. .... 30c

Single insertion 35c

Display Contract

Position—Run of page used at option within six 1 in. and over 100 in. and over 250 in. and over

Headings Matter—Special Advertising

Annual statements other financial copy bearing ordinary cost 25 cents per inch. Political, Election and advertising, 35 cents

Condensed Advertising

Minimum charge 25c. Local notices, etc. 10c. Legal advertising, 15c. (agate measurement)

Transient advertising Accounts rendered

**PROFESSIONAL**

**Arrell & A**

HAMILTON—Sun  
CALEDONIA—Rope  
HARRISON ARR  
County Crown A  
S. Cameron A

**Kelly, Porter &**

SIMCOE, ONT.  
Solicitors for Norfolk C  
DAVID E. KELLY  
Solicitors, J.  
W. E. Kelly, K.C.  
Crown Attorney  
Money to Loan at Lo

**PHYSICIAN**

**I. J. Leatherdale**

OFFICE HOURS  
10 to 12 a.m. 2 to 5 p.m.  
7 to 9 p.m.

JARVIS

**DR. E. M. JOY**

PHYSICIAN AND SURGEON  
Office Hours:—9 to 12 a.m. 2 to 5 p.m.  
PHONE 74  
OFFICE—In the late residence Jarvis.

**DENTIST**

**Dr. R. G. HYNES**

DENTIST  
Office Hours:—9 to 12 a.m. 2 to 5 p.m.  
Office above Shildrick's  
Phone 121  
MAIN ST. HAGERSVILLE

**NANTICOKE CO.**

NO. 1273  
Meets on the last Monday of each month.  
— Insurance at Cost  
ASHTON EVANS — Secy

**CAPITOL THEATRE**

THURSDAY EVE. OF THE DUMBELLS

Friday and Saturday MATINEE Sat.—2:30 Rin Tin Tin ROUGH WATERS Comedy and Kartoon

MONDAY ONLY Matinee 2:30 Evening DUMBELLS IN ERMI Robert Armstrong and Barbara Kent News Reel and Comedy

TUESDAY, WED. THURSDAY  
November 4—5—6  
NO MOTION PICTURE  
The Kinsmen's Show "LORRAINE"