

and carried on vertically until one column is completed. This is made the first of a row of such columns brought to the front and completed. The second row of columns will commence as did the first, in the farthest left-hand corner of the remaining available space, and be built up and forward in the same manner.

Separation of lots.

17. Different items or different lots of the same item will be kept distinct. If placed in the same storage space, they will be separated by a space of at least one inch if in bins, or three inches if on platforms. Each lot of each item has its own separate tag and lot number.

Direction.

18. Goods will be placed all one way unless for stability it is necessary to reverse or cross-pile. Reversing will be done singly or in groups, according as the goods are piled singly or in groups, the same dimensions; however, lying the same way. Cross-piling, or laying goods in each tier or course at right angles to those just below, while increasing stability, decreases accessibility and sureness of count. As stability is generally less vital than accessibility and flexibility, cross-piling will be resorted to only in special cases. Where ventilation is required, as in piling lumber, cross-bars separating each course will be used. Thus the goods in all the courses may still lie all one way. The best way in general for goods to lie is with their ends out towards the aisle into which they will be withdrawn. If, however, space is economized to a marked degree (at least 25%) by placing the goods in some other way, it may be done.

Labels.

19. Labels, or other means of identification, will be placed all one way, showing outward if consistent with other rules.

Wrappings.

20. Articles with defective wrapping will be placed last, in order that they may be removed first. The person stowing goods is responsible for seeing that the tying or wrapping on packages is in as good condition as his facilities enable him to secure. This includes the putting on of new wrappings when necessary and feasible.

Maximum.

21. The maximum quantity ordinarily stowed will occupy not more than 75% of the space available. The remaining space is reserved for times of special need.

5. REMOVING

Parts of one lot.

22. In removing goods from storage, in any one lot the last goods to be put in place are removed first, and further removals are made in just the reverse order to that in which they were placed. This means the cleaning up of incomplete before complete columns, stacks and blocks are touched.

More than one lot.

23. In the case of more than one lot of any one item, the lots are drawn from in order of age commencing with the oldest, unless otherwise specified on the issue. Not until all the goods of one lot are removed from any part of a storage space and the tag removed, is that part available for stowing a new lot.

Goods concentrated in aisles.

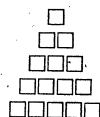
24. Where goods have been concentrated by stowing in side aisles between regular storage rows, (see paragraphs 7-9), removals will be made first from aisles spaces. No goods will be removed from a regular row until adjoining aisle spaces have been entirely cleared.

Pyramidal blocks.

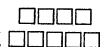
25. Removals from a pyramidal block will not be from the side slopes or from along the top, but will be stack by stack from the front. Thus there will be not more than one incomplete stack at any one time, all stacks behind the front one being complete. Removals from any one stack will be tier by tier from the top, so as not to disturb existing stability, or any braces at the bottom tier.

E. g.

Full Stack of 15



Correct removal of 6, leaving 9



Incorrect removal of 6, leaving 9



A. F. of L. RESOLUTIONS

AMONG the two hundred and more resolutions introduced at the thirty-ninth annual convention of the American Federation of Labor (Atlantic City, June, 1919) the following are of special interest as having a direct bearing on management:

Resolution No. 50 (not passed).

WHEREAS, Union men must function in a way to benefit the laboring class as a whole or go down in defeat; and

WHEREAS, A great portion of the abuses which are imposed on the laboring class by the employing class could not be successfully practiced were it not for the custom now established of keeping overseers and foremen in charge of work who are entirely heartless and disregardful of the welfare of the workers; and

WHEREAS, The producers of wealth have as much right to decide who shall direct their labors as has the employer; therefore be it

RESOLVED, That on and after May 1, 1920, the workers in any industry shall have the privilege, and are encouraged to demand the right, to "elect" the foreman under whom they shall work, by a majority vote of the entire force of the employees engaged in that industry.

Resolution No. 94 (passed).

WHEREAS, Scientific research and the technical application of results of research form a fundamental basis upon which the development of our industries, manufacturing, agriculture, mining, and others must rest; and

WHEREAS, The productivity of industry is greatly increased by the technical application of the results of scientific research in physics, chemistry, biology and geology, in engineering and agriculture, and in the related sciences; and the health and wellbeing not only of the workers but of the whole population as well, are dependent upon advances in medicine and sanitation; so that the value of scientific advancement to the welfare of the nation is many times greater than the cost of the necessary research; and

WHEREAS, The increased productivity of industry resulting from scientific research is a most potent factor in the ever-increasing struggle of the workers to raise their standards of living, and the importance of this factor must steadily increase since there is a limit beyond which the average standard of living of the whole population cannot progress by the usual methods of readjustment, which limit can only be raised by research and the utilization of the result of research in industry; and

WHEREAS, There are numerous important and pressing problems of administration and regulation now faced by Federal, state and local governments, the wise solution of which depends upon scientific and technical research; and

WHEREAS, The war has brought home to all the nations engaged in it the overwhelming importance of science and technology to national welfare, whether in war or in peace, and not only is private initiative attempting to organize far-reaching research in these fields on a national scale, but in several countries Governmental participation and support of such undertakings are already active; therefore be it

RESOLVED, By the American Federation of Labor in convention assembled, that a broad program of scientific and technical research is of major importance to the national welfare and should be fostered in every way by the Federal Government, and that the activities

of the Government itself in such research should be adequately and generously supported in order that the work may be greatly strengthened and extended; and the Secretary of the Federation is instructed to transmit copies of this resolution to the President of the United States, to the President pro tempore of the Senate and to the Speaker of the House of Representatives.

Resolution No. 154 (passed).

WHEREAS, The Post Office Department has in operation systems to measure the speed and efficiency of the Postal Employees; and

WHEREAS, These systems are calculated to force the employees to maintain a speed and standard that is unreasonable and detrimental to their welfare and health; and

WHEREAS, In practice, these systems have resulted in unreasonable punishment and discrimination against the employees; therefore be it

RESOLVED, That the American Federation of Labor in Convention assembled condemns this policy, and asks the Executive Council to render all possible assistance to abolish present unreasonable speed tests, time-measuring devices and present unreasonable standards of personal efficiency in the postal service.

Resolution No. 180 (endorsed and referred to the Executive Council).

WHEREAS, There is now pending before the American people and their representatives in Congress the political solution of the railway problem; and

WHEREAS, Every human and industrial activity, the life of every community, and the happiness and the prosperity of every citizen are dependent upon the solution of this problem; and

WHEREAS, It is demanded by the private owners of these properties as the condition on which they will resume the control and operation thereof, that the people of America guarantee them privileges which they have not heretofore enjoyed, to wit, the right to earn a guaranteed return of the property investment account of the railway companies; and

WHEREAS, Such a guarantee would make valid as a direct obligation of the people of the United States all fictitious securities, stock dividends, and discounted bonds issued by the railroads without consideration and representing no service to the American people; and

WHEREAS, To make good such guarantee, rates must be raised far in excess of the level now fixed, or, in default of such increase in rates, wages must be reduced far below the level now fixed, or both; and

WHEREAS, There has been presented to the Senate Committee on Interstate Commerce, and will shortly be introduced in Congress the plan for a reorganization of this industry originating with the railway employees; and

WHEREAS, Labor's plan so presented provides for immediate public ownership of these properties, the protection of every honest dollar actually invested, and the assurance of an adequate return on such investment without any increase in rates; and

WHEREAS, Labor's plan provides for joint control of the industry through a Board of Directors representing equally the wage earner, management, and the public; and

WHEREAS, Said plan guarantees to the public the protection of its interests in procuring ultimately service at cost, and at the same time secure to the wage earner a fair share of the profits produced by his skill, efficiency and economy; and