

Guaranteed Pay Checks Plan of Eastern Factory Proves Success

By DETLEF R. PETERSEN
United Press Staff Correspondent
MILWAUKEE (U.P.)—The first year's success of the Nunn-Bush Shoe company's plan, guaranteeing employees 52 uniform pay checks yearly and steady jobs despite business fluctuations may lead to its adoption in other industries throughout the United States.

President Henry L. Nunn whose company inaugurated the steady pay plan in the fluctuating shoe industry 13 months ago, revealed that more than 86 large industrial concerns have sought information concerning it.

"The plan has been so successful here that, judging from the numerous requests about it, I wouldn't be surprised to see other industries adopt such a scheme," Nunn said. "I know a lot of industrial executives are thinking about the plan, anyway."

Workers Share
The plan is simple. It guarantees workers a "fixed percentage of the value of every pair of shoes produced," Nunn explained.

"We're really partners here," Nunn asserted. "The workers are secure in their jobs and no one fears what the future may bring in the way of economic depressions."

The plan has the endorsement of the company's 700 employees who joined with the management recently in observing its first anniversary.

The scheme was first put into operation in July, 1935, for a six-months experimental period. At the end of that period, the plan had proved so successful that it was adopted on a yearly basis. The 700 employees signed one-year contracts last January.

The average wage per worker this year has been set at \$1.20, or 19 1/2 percent higher than when the plan first was adopted. Nunn also pointed out that employees received 12 1/2 percent more in salaries during the last year, that they did during the preceding year.

Adjusted Compensation
Under the plan, the company each January estimates the employees' annual salaries. They are budgeted into 52 weekly installments. Should the earnings of employees exceed estimates the difference will be made up at the end of the year in adjusted compensation.

On the other hand, should business decline and weekly payments amount to more than the fixed percentage of total output, salaries necessarily would be lowered. But, Nunn explained, the worker still would have his job and a pay check every week.

Adjusted compensation after the original six months of the plan's operation totaled \$7,082, Nunn said. For the first six months of this year it reached approximately \$19,500. Thus, the first year of the plan's operation netted employees \$26,582 in adjusted compensation.

Good quality is the chief requisite of Nunn-Bush company's employees. Never has a worker been discharged for slowness, the president said.

"Life is just one grand sweet song out here," explained the good-humored executive, who pedals his bicycle to and from

Funeral Rites Held Tuesday

Funeral services were held Tuesday, Sept. 8, for Henry Dawes Carter, 69, who passed away at the home of his son, William W. Carter, 2630 237th street, Torrance, on Sept. 3. Rev. Rothgeb, of the Calvary church, Lomita, conducted the services which were held at the A. M. G. Amby Mortuary. Interment was made at Roosevelt Memorial park. Mr. Carter had been in failing health for a long time.

work daily while many of his employees use automobiles.

Torrance Boys At Air Races

Thanks to Harry Slover and Jack Miller, 80 boys of Torrance were able to attend the National Air Races last Friday afternoon and had the times of their lives. Slover secured the tickets thru the courtesy of the Los Angeles Junior Chamber of Commerce and Mr. Miller furnished one of his big furniture trucks to provide transportation. The boys had excellent seats in the grandstand where they were able to see all the events and thoroughly enjoyed the trip.

TOMORROW FRIDAY

BARGAIN DAY

US IN TORRANCE IN CONJUNCTION WITH THE SILVER ANNIVERSARY

EVERY ITEM ON THIS PAGE IS A SUPER-FESTIVAL BARGAIN! ★ ★ FESTIVAL ★ ★ SHOP FROM THIS PAGE THESE ARE "RED HOT" VALUES!

STANDARD STATIONS, INC.
CARSON AT CABRILLO

2 Complete Standard Grease Jobs

Thorough checking of every lubrication point on your car, including: Spring Shackles, Transmission, Clutch, Differential and Steering Knuckles. Good anytime, but you must register today. Imagine it! 2 Regular \$1.00 Lubrication Jobs—both for only \$1.

\$1.00

MILLER FURNITURE CO.
1513 CABRILLO

Pabco Linoleum

Women! Modernize and freshen your kitchens and bathrooms! Put new linoleum on the floors at a price LOWER than we have ever been able to offer it before. Three attractive patterns to choose from . . . and remember, it's made by Pabco. We give Merchants' Festival Coupons.

3 Sq. Yds. **\$1.00**

The Torrance Auto Electric Service
1320 CABRILLO

Automobile Batteries

13-plate, hard-rubber case; one-year guarantee with every battery sold. A heavy, durable unit made of the highest quality materials. This battery will give fast starting, efficient service for a long period under the hardest use. Three days only, during the Silver Anniversary Festival.

\$3.45

SAM LEVY DEPARTMENT STORE
1307-1313 SARTORI

Boys' and Girls' Flannel Pajamas

These arrived just in time for school and the cold weather. Extra heavy flannel, cut full and roomy. Made by Universal. Attractive colors and patterns. Both coat and middie styles. Complete size range. Buy now for the entire year at this one-day price.

79c

"BARGAIN DAY"

J. C. PENNEY CO.
1269 SARTORI

Bleached Flour Sacks

Ladies! Don't, by any means, overlook this Bargain Day Super-Special! Fully bleached Flour Sacks, heavy weight, and extra large. These usually sell for much more and you'll shop a long time to duplicate these at this low price.

13 For **\$1.00**

"BARGAIN DAY"

HARRIETT LEECH FLOWERS
1413 MARCELINA

Fresh Rose Buds

A most unusual special! Beautiful, fresh rose buds that regularly sell for \$1.25 per dozen . . . to sell during the Silver Festival at this very low price. Souvenir, Talisman, and Mary Hart roses with 14-inch stems and longer. You will want several at this special price.

4c EACH

"BARGAIN DAY"

HOWARD'S JEWELERS
1503 CABRILLO

PARKER QUINK

Just in time for school . . . the only really GOOD fountain pen ink. 69% of all fountain pen troubles are caused by poor ink. Comes in Blue and Blue-Black. We have both the washable (comes out of clothes easily) and the permanent. Regularly sells for 15c and 25c.

9c Reg. 2-oz. size
17c Double size

"BARGAIN DAY"

Firestone Auto Supply & Service Stores
1454 MARCELINA

3-Power Trojan Binoculars

Buy now for the coming football and horse racing season. NEVER have we offered a value as this in binoculars. Sturdily made, leather covered, genuine 3 power, adjustable to width of eyes, matched scientific lenses, sharp detail, positive focusing. Regular price \$2.79. Complete with leather case with strap and belt loops. One day only, Friday.

\$1.95

"BARGAIN DAY"

ELLWOOD'S
1417 MARCELINA

Full Fashioned Chiffons

Pure silk, ringless, 4 thread, 42 gauge, picot top with lace welt. Reinforced at points of wear. Everyday and new fall shades. Fresh stock. A hosiery value you can't afford to pass. Stock up at this low price.

50c PER PAIR

"BARGAIN DAY"

BEU MAR BEAUTY SALON
1331 EL PRADO

3 Shampoos and Finger Wave

All done by licensed operators in the finest and most modern equipped salon in the bay district. Come in and get your card today. The card entitles you to get the shampoos or finger wave at any time, but you must get your card Friday. A real value in Beauty work.

\$1.00

"BARGAIN DAY"

NATIONAL HOME APPLIANCE CO.
1318 SARTORI

Electric Waffle Irons

Here is a Bargain Day Bargain that IS a Bargain! Chrome plated irons with chrome plated, non-tarnish grids. Also has a "Bake Indicator" and is sturdy, well made and very attractive. Low sale price includes cord. Pay only 25c down and 25c per week. Very special at

\$3.69

"BARGAIN DAY"

POPPY FLOWER SHOP
1400 GRAVENS, PHONE 307

Center Pieces, Bud Vases and WALL BRACKETS from the Nipad Pasadena Art Studios bought especially for this Bargain Day Event. A new and distinctive line never before shown in Torrance. Every one designed and created by a master Craftsman. See our window display.

65c TO \$2.00

"BARGAIN DAY"

DOLLEY DRUG CO.
EL PRADO & SARTORI

Gillette-Type Razor Blades

Made of genuine Swedish steel. Every blade inspected and guaranteed to give a perfect shave . . . all those which do not will be replaced without charge. Five blades to the package. This is an exceptional Bargain Day value

2c Per Pkg.

"BARGAIN DAY"

REE'S FAMILY SHOE STORE
1277 SARTORI

MOCKINGBIRD HOSIERY

A Silk Chiffon Hose in the newest fall shades. Finished workmanship designed for those who demand the most in leg wear. Just the thing for everyday and semi-formal wear. An unheard of value at

39c PER PAIR

"BARGAIN DAY"

BEACON DRUG CO.
1519 CABRILLO

Boxed Stationery

This truly is a fine buy! Cascade Vellum Stationery for either men or women at a price way below cost. Excellent quality, cream and white—and includes 72 SHEETS OF WRITING PAPER AND 48 ENVELOPES!!! Never before sold at this low price.

29c

"BARGAIN DAY"

INDUSTRIAL ELECTRIC CO.
1405 SARTORI AVE.

LIGHTING FIXTURES

Make old rooms like new by simply changing the electric lighting fixtures. Many new, modern styles from which to choose. Models for every room. See these attractive fixtures at this great reduction. They won't last long at this low price.

25% OFF

"BARGAIN DAY"

STAR DEPARTMENT STORE
SARTORI AT POST

BATHROOM RUGS

Wow! What a Value!!! Large size, well made Bathroom Rugs to go at this very low price. Attractive, washable, these come in beautiful Rose, Green, Gold, Blue and Orchid. Measure 22 inches by 44 inches. A typical Star Bargain Day Scoop!!!

35c

"BARGAIN DAY"

Torrance Poultry & Feed Market
1963 Carson Street

Young Frying Rabbits

Imagine it! Young, tender frying rabbits at only 12c per pound! At this price we are underselling every rabbit dealer and market in this entire area. And you'll appreciate our low price. If you just compare ours with others. Dressed free while you wait. (No sales to dealers)

12c Lb.

"BARGAIN DAY"

Quality Downtown Super Market
1325 Sartori (Vegetable Dept.)

Cooking and Eating Apples

This is a bargain you can't match anywhere. Big, firm, Northern Apples, excellent for both eating and cooking. Never before have we offered quality apples such as these for this low price. And never again will we have such a value. (Downtown Market Only).

14 lbs. 25c

"BARGAIN DAY"

Quality Downtown Super Market
1325 Sartori (Meat Dept.)

Rib Steaks and Round Steaks

Here is a Bargain Day meat special that is positively the "hottest" value in town. Rib and Round Steaks, cut from Grade A Steer Beef . . . tender, no fat or waste. And let us emphasize that these steaks are the same quality we sell every day. (Downtown Market Only)

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