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What Greater Production Means to Workingman

In these days when the cry for increased production is heard on all sides, manufacturers have been making every effort to build up stronger and better rounded-out organizations. New plants have been built, factories have been remodeled and working forces increased to the greatest extent possible.

With this expansion in manufacturing facilities, executives have naturally faced many problems and difficulties, such as obtaining raw materials, new machinery, building supplies and essential equipment as well as meeting the attendant embargoes on shipments which have been common occurrences in a virtually every part of the country.

While these complicated conditions have been met to some extent, various other conditions still remain.

One of these, common to most employers, is the difficulty in finding men and women capable of assuming added responsibilities in factories or offices. When new jobs open up as they are constantly doing when a manufacturing concern is enjoying a healthy and steady growth, in many cases it is no simple matter to select the right man or the right woman for a position as forman, supervisor, departmental chief or as assistant to the foreman. While there are exceptions, the main difficulty seems to be that few workers really show their true capabilities for filling requirements of the position which is open.

When a man accepts a new job, he generally does one or two things. He either considers the job as the end of his advancement or he takes it as another stepping stone to higher and more responsible positions, realizing that the faster he develops the more rapid will be his climb toward the goal which he always places just ahead of him.

In the first instance, the man who does not see the possibilities of advancement restricts himself to his very thoughts. He continues at his work with little regard for what is going on around him. He enters his plant in the morning and leaves at night, satisfied that another day is over and that the evening is his to do what he wishes.

Many men of this type forget or neglect themselves in training for better positions. They fail to think beyond the immediate task at hand. On the other hand men who have placed no restrictions on themselves stand out and shoulders above the self-restricted workmen. They keep ahead of the job by thinking and planning.

It is not difficult to pick this type of workman out of the plant's forces. He is always in evidence. To him the whistle at the end of the day is the turning of another leaf in completing the chapter and leading to the next.

This dissimilarity in the attitude of the two general types of workmen accounts for many things. For example, the DeLancy Vane a dollar bill, climbed to a place on the seat of the cart. As he hesitated the glaring blue eyes grew troubled.

"Oh! Perhaps," said Miss Powers, "you do not happen to be going my way. I just thought if you were—"

"You would not care to ride in the wagon," DeLancy suggested tentatively. Strangely enough he was hoping that she would.

"Both about the wagon," laughed the girl. "I wanted to find something different in the country."

So the professor took his seat beside her.

"I came, you see," she explained. "For a visit. Miss Vane is the dearest soul, and invited me to come back with her. But at the last moment she was persuaded to remain over for an entertainment, and sent me on ahead. She wired her brother, the professor, to meet me, but—"

Miss Powers smiled. "From what I have heard, meeting young women is not his forte," she said.

DeLancy drew up the horse in the middle of the road and bent to stare into the girl's face.

"What," he asked, "is your full name, if I may know?"

The blue eyes regarded him wonderingly.

"Patricia Powers," the girl replied.

Professor Vane smiled. His friends would have been surprised at the boyishness of that smile.

"Sue's letters have been full of a certain Patricia, I recollect," he mused.

"Pat," DeLancy called her. It must have been her telegram that I received this morning, after all."

He actually chuckled.

"And I came down to meet 'Pat' with the trucking wagon!"

"But I don't understand," said the girl.

"Of course you don't," this new joyful DeLancy told her. "You will, though, before we reach home. I'm going to drive you way round the park."

Professor Vane no longer dislikes young women. In fact, where Miss Powers is concerned, he has gone quite to the other extreme.

PAT

By AGNES S. BROGAN.

(© 1928, Western Newspaper Union.)

There were just two subjects of discord between DeLancy Vane and his sister Sue. In all else they were in perfect unity. Sue despised dogs—

with an experience born of long suffering from DeLancy's many loyhood pets, and DeLancy himself disliked dogs as much as his sister loved them. Long ago he had adopted, in defense, a manner of dignified aloofness, which, with his precise courtesy, was supposed to impress the frivolous minded with awe. And the adopted manner in time became habit. Sue, herself, in all her happy plump complacency, was unable to break down the wall of frigidity between when her brother chose to erect it. Yet the clever man had many admirers, and Professor Vane's presence as lecturer or guest was eagerly sought. He felt the loneliness of his bachelorhood for the first time when Miss Sue insisted upon leaving him to the care of the housekeeper while she enjoyed a long desired visit in the nearby city.

DeLancy was so lonely that his mind reverted to past canine pets and their comforting companionship, and when Saunders at the club mentioned some Irish setter pups which he had located and intended buying, DeLancy drily made an offer for one of the dogs, hoping to have it installed and trained to the avoidance of certain cushions and chairs before Sue returned. Her kind heart, he knew, would not demand the animal's dismissal. Saunders promised his friend that the dog would be forwarded. So, upon a bright summer morning, the professor exchanged his strictly correct attire for old hunting togs and proceeded to the grass. DeLancy was handed a telegram as he moved the buck lawn. Its wording was brief:

"Meet Pat at trolley station 11:15 a. m. this (Tuesday) morning. See you later."

It was now ten o'clock. The dog would soon arrive. DeLancy considered the best means of conveying the animal from the distant suburban station to his home. The only practical solution seemed the light cart which the gardener, kept for home trucking. He had not long to wait for the incoming train and immediately sought the baggage room. No dog was there; that was evident. At the last moment Saunders must have met with some difficulty in sending on his charming charge. Perhaps he would wire again.

The professor decided to go home and be hurried along, hands thrust into the pockets of his soiled khaki trousers, a pretty woman standing before him, obstructed his way.

"Wait a minute," she ordered. "Where you sent her to meet me? I am Miss Powers."

DeLancy confusedly declared that he had not been sent. Confusion was again to the professor. His assumed manner appeared to have departed with the assurance of proper attire. The young woman ruminated, and the ruminating brought certain deep and charming glints to her already charming eyes.

"Well," she remarked casually. "It really doesn't matter; you may drive me out to Park Heights. When we are near the residence section I will get down and walk the rest of the way."

She was searching, as she spoke, in a silk-lined purse and, holding out to DeLancy Vane a dollar bill, climbed to a place on the seat of the cart. As he hesitated the glaring blue eyes grew troubled.

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Occasionally a bit of humor creeps in to relieve the monotonous grind of the courts, as instance the following which happened in the court of Commissioner Henry G. Nicol:

Lawyer examining colored witness (very earnestly)—"You tell me you had a conversation with this man last week?"

Colored witness—"Yes, sah. Ah had a conversation wid dat very man dis las' week."

Lawyer (sternly)—"Now you will please tell the court and these gentlemen of the jury what was said in that conversation."

Colored witness—"Nuthin'."—Detroit Free Press.

Had Figured It Out.
Davey stole a penny from his baby brother and his mother caught him at it. She locked him up in the clothes closet, telling him to think things over and try to decide what should be done in the way of punishment.

Ten minutes later the mother heard a light tapping on the closet door. Upon opening it, Davey walked out, wearing a solemn expression upon his face.

"Well," asked his mother, "have you decided?"

"I've been thinking and thinking," he replied, "and I think that Jesus wouldn't like you very well if you whipped your little boy."—Columbus Dispatch.

The Eternal Elements.
In the showing of a pictorial news weekly in a movie house in San Diego, the operator flashed on the screen a picture of two distinguished French generals, riding in an automobile. Crowds lined the pavements, their umbrellas up and water dripping from their hats. Suddenly from the audience came the awed cry:

"My Gawd, it's still rainin' over there."—American Legion Weekly.

Sordid Churl.
"I am poor," the youth declared, "but if you could be content with the true and eternal devotion of a faithful and tender heart—"

"Oh, I'd be contented, all right," the fair maiden responded, not unkindly; "but I really doubt if the landlord and the butcher and milkman, and the coal dealer would be."

WEDDINGS

The marriage of Miss Marie Meehan, daughter of Mr. and Mrs. Joseph Meehan, of 14 Lakeview terrace, to Clarence Vogt, took place at 9 o'clock Tuesday morning in the Holy Rosary Church.

The marriage of Miss Lottie Huck, daughter of Mrs. David Huck, of No. 434 Seward street, took place last Thursday morning at the Church of the Immaculate Conception. Rev. Father Smith performed the ceremony.

Anna Frances Weigand, daughter of Mrs. A. Wiegand, of No. 730 Meigs street, and Frances S. Hayden, of No. 1 Morley Park, were married on Tuesday morning in St. Mary's Church, by the Rev. Joseph Guilfoil. Nuptial mass was sung by the choir.

After the ceremony breakfast was served at the home of the bride's mother for the immediate families, followed by a reception in the evening. Mr. and Mrs. Hayden left for an extended western trip and will be at home at No. 730 Meigs street after October 20.

At Holy Apostles' Church on Tuesday morning Mary T. Eberle was married to William J. Sheehan by Rev. John F. Nelligan, assisted by Rev. John A. Smith. Helen M. Eberle was maid of honor and the ushers were Charles Langworthy and Walter Eberle.

The marriage of Miss Anna Munding, daughter of Mr. and Mrs. John J. Munding, of No. 37 Cayuga street, to Wallace J. Wolff, of No. 11 Mazda terrace, took place Tuesday morning at 9 o'clock at St. Boniface's Church. The bride was attended by her sister, Miss Alma Munding, and Francis X. Canger was best man. The ushers were Edward and Oscar Munding, brothers of the bride.

Even the Court Laughed.
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Wasted.
Mrs. Flattie—What was it I told you a little while ago, John?

Mr. Flattie—I don't know; I wasn't listening.

Mrs. Flattie—Now, isn't that provoking? And I just can't think what it was to repeat it.—Yonkers Statesman.

Just So.
"Can you give me an outside room?"

"I can give you a hammock in the alley or a cot in the yard," said the hotel proprietor.

"I see. All outside rooms."

National Shrine Foundation Stone

(Continued from page 1)

zerland, Spain, France, Italy, Africa, Mexico, Chile and Argentina have each a prototype that will be remembered in America's great shrine. Mosaic settings of these altars will show what particular shrine and the Madonna it is intended to honor. In the center of the crypt will be placed an exact but smaller copy of the beautiful column of the Immaculate Conception in the Piazza de Spagna at Rome erected by Pope Pius IX to commemorate the definition of the dogma of the Immaculate Conception. A circular balustrade of the finest Italian marble will enclose and protect the column.

Every State in the Union is to contribute to the ornamentation of the shrine. Marbles, granites, onyx, jasper and other varieties of stone from different sections of the country will go into the building or decoration of the church.

Will Cost \$5,000,000

When at last completed the shrine will be to the Catholics of the United States in a religious way what the Capitol is to them in a civil way—the product of their gifts, their proud possession as citizens of a spiritual commonwealth.

It will require \$1,000,000 to build the sanctuary of the shrine alone. The cost of the entire Basilica, including the campanile, will approximate \$5,000,000, and perhaps an even larger amount may be expended on it. It is expected that the crypt or lower portion of the church will be finished within three years.

Although the laying of the foundation stone is the beginning of actual work on the edifice, there remains a great deal to be done and a very large sum of money to be gathered before the shrine takes its place as one of the monumental buildings of the national capital.

Washington, D. C., Sept. 23.—Moving pictures of Cardinal Gibbons laying the foundation stone of the National Shrine of the Immaculate Conception in Washington, were taken for reproduction under Catholic auspices. The work on the Shrine will be "filmed" at different stages until completion so that a historic pictorial record of it may be preserved for coming generations.

Blessed Sacrament

Miss Anna F. McGraw died Thursday morning at St. Mary's Hospital. She is survived by two brothers, John F. McGraw of Rochester, N. Y., and Leonard A. McGraw of Chicago, Ill. The remains were taken to the home of her brother, 271 Dartmouth street, from where the funeral will take place Saturday morning at 8:45 o'clock and at 9 o'clock at Blessed Sacrament Church. Interment in Holy Sepulcher Cemetery.

Can You Write Sales Letters?

The Thursday night class in business English and correspondence at the Rochester Business Institute is being organized. This class is especially helpful to salesmen and correspondents who need training in commercial English and the solution of problems in business letter writing. Many members of the R. B. I. Monday evening salesmanship class find this Thursday evening course just what they need to improve their use of English and to increase their efficiency in writing sales promotion letters. Call at the R. B. I. office for details of the course and for enrollment. Instruction will begin Thursday evening, October 7th.—Adv.

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BELLS

The Problem of Americanization

Grover G. Hubner, University of Wisconsin.

Americanization is assimilation in the United States. It is the process by which immigrants are transformed into Americans. It is not the mere adoption of American citizenship, but the actual raising of the immigrant to the American economic, social and moral standard of life. There has been a grant been Americanized only when his mind and will have been united with the mind and will of the American so that the two act and think together. The American of today is, therefore, not the American of yesterday. He is the result of the assimilation of all the different nationalities of the United States which have been united so as to think and act together.

Again, Americanization is very different from amalgamation. Amalgamation is but one force that appears in the Americanization process and that an important one, as it usually occurs only after the immigrant has been at least partly Americanized. Furthermore, to think and act together does not necessitate that race lines are wholly lost. That is its usual meaning, but nationalities such as the Jews, Italians, Bohemians and even Scandinavians often settle in practically exclusive settlements. Such settlements are Americanized in as much as the immigrants learn to think and act like Americans. "To think and act together" in some cases is, therefore, to think and act like Americans, and in others it is the actual uniting of the minds and activities of the immigrants with those of the Americans by actual, permanent association.

Finally, it is essential to recognize degrees of Americanization. Some immigrants will adopt certain American methods, customs, ideas, but will refuse, or prove themselves unable, to adopt others. Some will quite fully adopt the industrial methods of American industry and yet be unable to speak the English language. While they are not fully Americanized, they are at least to a greater or less degree.

The Forces of Americanization

The question now to determine is: What is being done to meet this growing difficulty in the problem of Americanization? What are the Americanization forces? How do they affect the immigrant? Are they the same for all nationalities? Are they the same for the city as for the country? To what extent are they successful with the various nationalities? What forces are doing most to meet the problem?

The School

The importance of the school as an Americanization force lies chiefly in its effect upon the second generation; yet indirectly it effects the adult immigrant himself, in as much as his children, consciously and unconsciously, influence him in the same direction. A considerable number of immigrants, also, come as children and can and do attend school.

What Does the School do to Americanize the Immigrant?

The following are some of the main Americanizing activities of the schools: It at once throws the children of different nationalities into mutual relationship. This inevitably breaks up the habits of any one of the foreign nationalities. The next step is, then, to adopt a common way of thinking and acting which practically means the adoption of the American standard. This does not, however, apply to exclusive foreign colonies where schools may consist of a single nationality.

In many cases it not only means the forced association of different nationalities, but of an immigrant child with children who are already Americanized. It is evident that in this case, which is the normal one, the immigrant child necessarily loses its foreign ideas and unconsciously adopts the thoughts and activities of the American companions. Even in the so-called foreign colonies, where schools consist of practically a single nationality, the Americanized will be the dominant force in their midst.

Director—No; the super's presence.—Jim Jim.

The school teaches the children the English language.

This enables them to associate with various nationalities in their community, even outside of the school. It is probably necessary that a distinction be drawn here between the country and the city. The testimony is universal that the English language is essential for Americanization in the city. Yet in the country it is quite plain that the English language is not necessary in order to secure a very considerable degree of Americanization. There are many farmers in the Northwest who cannot speak English and yet they are acquainted with the American methods of agriculture. There are settlements of Bohemians, Germans and Scandinavians in Wisconsin and Michigan who cannot speak English, but they are American in practically every other sense.

The school tends to break up hostility between nationalities. Not only is the natural consequence of the close association between the children of different nationalities in the school, but the teacher prevents an open appeal and teaches the existence of common interests.

It teaches American traditions and the history of our institutions. This again means breaking up of race ties and the building up of social solidarity. Under this comes, also, the growth of American patriotism, which, while important industrially, is a step toward the assimilation of minds and wills. The school is the first and chief trainer of the immigrant child's mind to fit it for originality and inventiveness. It enlarges the child's capacity. The American characteristic of aspiration to reach a higher plane of production is transmitted to the immigrant child. This Americanizes the thought of the immigrant.

DIRECTING GROWTH OF TREES

English School of Forestry Has Made the Discovery That the Process Is a Simple One.

A method of growing square trees has been discovered by the school of forestry at Cambridge, England. Such trees have not yet been grown on a commercially profitable scale, but one specimen of the oblong tree exists in the school and it is said to have helped in the discovery of the secret of such growth. The trunk is 30 inches thick and is more like an artificially cut board than a tree trunk.

Its curious shape was due to no more than a little bruise or two which persuaded it to grow vigorously in one direction and not at all in any other. A similar bruise on another trunk made it grow a round table top of beautifully patterned wood, vastly harder than the normal tree, in spite of the fact that it grew very much more quickly.

Other discoveries and experiments prove that an artistic bruise, it may be no more violent than strong pressure with the fingertips, can make a tree expand in a desired direction. Just as an insect by a little juice or well-directed puncture can create a gall or curl a leaf.—Brooklyn Eagle.

SEEMED LIKE AN IMPOSITION

Parvenu Couldn't Understand Why Musicians Hadn't Come With Instruments Tuned.

Herman Finck, the noted English composer, tells the following amusing story of a somewhat ambitious attempt of a member of the newly rich to grasp matters musical. He said:

"My grandfather used to direct a small orchestra of about half a dozen, which could be hired for dances, parties and weddings, and even (on one occasion only) for funerals, but that's another yarn. Well, the orchestra one night made its appearance at the house of the type of parvenu we should call nowadays a war profiteer. The guests were assembled, and the fiddlers and so on were crowded up in the usual corner with the ferns and things. Suddenly the host approached. "Whatever's this horrible noise you're making?" he said. "Rotten piece, I call it!"

"This isn't a piece," replied my grandfather; "we're tuning up, that's all."

"Tuning up? I engaged you over two months ago, and you're tuning up now?"

Evolution.

Victor—What's that noise over there? Supers?

Director—No; the super's presence.—Jim Jim.

Hand mills were in use among the Britons before the Roman conquest.

The trouble with big cities is that they have too much downtown to go to.

In union there is strength—as many a married man has learned to his sorrow.