

Foreign Affairs.

While the treaty was being negotiated conditions remained very unsettled not only in the territory which had been included in the four defeated nations, but throughout Europe. Russia continued in a state of turmoil throughout the year. Although the Bolshevist government, under the direction of Lenine and Trotsky, maintained its control over a large part of the former empire, it was hemmed in on all sides by opposing groups, which attacked it with varying success. The new German republic during the early part of the year faced serious opposition from the radical Spartican element, but by the adoption of severe measures the government succeeded in maintaining itself and order was restored throughout the country. The newly constituted nation of Poland was beset for a time on all sides, but it, too, succeeded in weathering the storm and had established a stable government before many months had passed.

Failure to reach a settlement of the Fiume question continually threatened an armed conflict between the Italians and the new Jugo-Slav state. Serious conditions existed in Hungary, both because of internal disorders and because of clashes with Roumania and with the new Czech government. For a time it seemed that the great war had been ended only to resolve itself into a great number of minor conflicts.

5 Making of Peace.

The first steps toward the organization of the Peace Congress were taken on January 12, when the Supreme War Council, members of which were President Wilson and Secretary Lansing of the United States, and the premiers and foreign ministers of Great Britain, France, and Italy, together with Marshal Foch and military representatives of the several powers, began actual consideration of the terms of peace to be imposed upon the Central Powers. The Peace Congress itself, without delegates from the defeated powers or Russia, met in the Ministry of Foreign Affairs at Paris on January 18. President Wilson proposed Premier

Clemenceau for permanent chairman of the conference and the delegates elected him by unanimous vote. It was determined at the beginning that only the five great belligerent powers, the United States, Great Britain, France, Italy and Japan, should take part in all meetings of the conference and commissions to be appointed; that other belligerent and associated powers should participate only in meetings at which questions concerning them were to be discussed.

It was generally agreed that none of the defeated nations should be invited to send representatives to the Peace Conference, but there was some difference of opinion as to whether the representatives of existing Russian governments should be asked to participate. France refused to approve the proposal made by Great Britain that the various Russian governments be asked to send representatives to the conference in the interest of world harmony, but on January 22 the Supreme Council of the Peace Conference announced that it had approved the proposal of President Wilson that each organized group in Russia should send representatives to confer with delegates from the Peace Conference at Princes' Islands, Sea of Marmora, with the understanding that in the meantime hostilities between the Russian factions should be discontinued. The Bolshevist government of Russia, however, declined to meet the conditions imposed by the Peace Conference and the proposed conference at Princes' Islands did not materialize. As a result the Russian problem remained unsolved when the Peace Conference completed its work.

As the representatives of the many belligerent nations entered upon the task of bringing peace to the world, Europe was still in turmoil. The old empire of Austria-Hungary had been broken up into a number of new states, the boundaries of which were still unsettled. Poland was being reconstituted and the fixing of her boundaries gave rise to many controversies between the Poles and surrounding peoples. At the time the Peace Conference met it seemed that war for Eu-

rope had not been ended when the armistice between the Central Powers and the Allies was signed on November 11, 1918. The situation was so serious that on January 24 the peace delegates at Paris issued a solemn warning against the use of armed forces in an attempt to gain possession of territory before the claims involved should come before the conference.

The League of Nations.

The question of whether a League of Nations should be created as a means of preventing future wars was one of the first to be taken up by the Peace Conference. On January 25 the conference formally declared in favor of the establishment of a League of Nations, and a commission, of which President Wilson was chairman, was appointed to prepare a definite plan. The League of Nations Commission held its first meeting on February 3 and on February 14 President Wilson read and explained to the Peace Conference a draft of the constitution for the League of Nations that had been prepared by the commission. The plan, as presented to the conference, provided for an executive council, to be composed of representatives of nine nations, and for an international secretariat. It was provided that decisions of the executive council should be enforced, if necessary, by "the prevention of all financial, commercial or personal intercourse" between the nation and all other member states of the League of Nations.

On the same day that he presented this plan to the Peace Conference, President Wilson sailed for the United States to attend the closing sessions of Congress at Washington. Opposition to the incorporation of the League of Nations covenant in the peace treaty already had developed in this country and President Wilson, upon his return, delivered an address at Boston, in which he emphasized the necessity of the United States taking a leading part in the organization of the League of Nations.

In the meantime the Peace Conference was endeavoring to reach a solution of several other vexing problems. A bitter dispute had arisen between

Italy and the new Jugo-Slav state as to the possession of the eastern coast of the Adriatic. The Italians demanded possession of the city of Fiume on the ground that its population was largely Italian, while the Jugo-Slavs maintained that possession of this port was essential if their newly organized nation was to have access to the sea. On February 11 the Jugo-Slav delegates requested President Wilson to act as arbitrator of the dispute, but on February 18 the Italian delegation declined to accept any proposal for arbitrating their claims to the Dalmatian coast.

The Japanese delegates also gave an early indication of their attitude by insisting upon Japan's right to retain the Marshall and Caroline Islands, which she had taken from Germany.

Terms for Germany.

The first indication of the severity of the terms to be imposed upon Germany was given on March 10, when the Supreme War Council announced an agreement upon the proposal to limit Germany's army in the future to 100,000 men, with provisions designed to prevent intensive training of large numbers of soldiers.

President Wilson returned to Paris after spending little more than a week in the United States. With his arrival in France, on March 14, the Peace Conference began consideration of recommendations by various committees, and the peace treaty began to take definite shape. On March 15 President Wilson announced that despite proposals that had been made to that effect, there had been no change in the plan to include the League of Nations covenant in the peace treaty.

On March 24 the Council of Four, which had been considering the problems before the Peace Conference, was replaced by a Council of Five consisting of President Wilson, Premiers Lloyd George, Clemenceau and Orlando. From that time up to the actual signing of the peace treaty all of the problems arising were disposed of by this Council of Five, in which, at times, the Premier of Japan also participated.



Copyright, Underwood & Underwood.

GOES DOWN 360 FEET TO OCEAN'S FLOOR IN NEWLY INVENTED DIVING SUIT.

John F. Turner of Philadelphia, a diver of international repute, in the newly invented armor diving suit, in which he went down 360 feet to the ocean's bed. He performed this world's record-breaking feat 15 miles east of the Graves Light near Boston, Mass. The inventor, Charles H. Jackson, a colored mechanic, is standing to the left of the photograph. On the right will be seen the lowering of the diver with a derrick. It permits a diver to go down twice as far as with the old style rubber suit, and it is expected to give a great impetus to the search for sunken treasure, because it relieves the diver of the tremendous pressure of the water against his body. The suit weighs 400 pounds.



Copyright, Underwood & Underwood.

CHICAGO CUBS WANT STAR ON THIS FAMOUS LONG-HAIRED AND BE-WHISKERED MICHIGAN BASEBALL TEAM.

The Chicago Cubs are after Paul Leslie Mooney (fifth from the left), pitcher for this long-haired and hirsute adorned baseball team of the House of David of Benton Harbor Mich. The team is considered one of the best in Michigan and Indiana and is expected to play an exhibition game with the Cubs next spring. Mooney made a name for himself last season by winning 18 games out of 24 pitched and allowing only 116 hits during the season.

Switchmanship

By DUIT WRIGHT, Switchman Chicago Terminal, Illinois Central Railroad.

BIG men now days tell us that to succeed we must be a good salesman and that we must sell something that we believe in and something that the buyer will not have to put on the shelf or sell at a sacrifice if we are to be a good salesman. If we sell something that the buyer cannot use it won't be long until we have no market for our goods and we will have a poor reputation. When we have run ourselves down in this manner we are not wanted anywhere and even though we are handling another article we cannot get an audience with the prospective buyer. We "done" him once and he doesn't care to take another chance.

What has a switchman to sell? A switchman sells his labor at so much an hour. He must sell his employer the best he has so that his employer can sell transportation. If the employer does not sell good transportation there is no business on the road and both switchman and employer suffer. I leave it to the reader to decide which suffers the most. Suppose you want to make a change from your present location to one where the prospects for you are better. You go to your employer and tell him of your intentions. You have been a good salesman and you have always sold him something that he could use. He likes you for your honesty, so he takes you into his private office and talks to you as father to son and volunteers to write a personal letter to your future employer. If he is personally acquainted with your future employer he will make it a point to look him up and have a talk with him and do all the good he can. He is sorry to lose you, but he is willing to help you, because you helped him. You leave his office in a happy frame of mind with his personal letter of recommendation tucked in your pocket. If you have been a poor sales-

man you do not get such a reception. You will go to the office and tell your employer of your intention and he will reply: "All right." He calls in his clerk and tells him to give you an order for your time and a service letter. Your service letter will be something on the order of a prison record. It will give the color of your hair and eyes, weight and height. Your future employer can get nothing out of it except the fact that you were employed as a switchman at a certain place for a certain time and he may not be sure about that because it may be a "fake" letter that you carry. You will probably get a job if he needs men, but the other fellow with the personal recommendation will get a job without any trouble.

Now that we have found out that a switchman has something to sell we want to know how to become a good salesman. The first asset is honesty. Honesty in your dealings with all mankind. When the yardmaster gives you work to do get it done and when you have completed it report to him for another one. If you happen to be working on a lead keep the engine moving. Don't think that you can stay down in the track thirty minutes each time you go after a "cut" and be a good salesman. You are "skinning" the buyer when you do this and it will come back to you. Better be honest and have the good will of the yardmaster, because you cannot tell when you will need his help. One night I was the direct cause of a passenger train "side swiping" some cars and had this train been moving in the opposite direction there would have been a very serious accident. As it was the accident caused but little damage and delay. The damage amounted to about \$500. I fully realize what \$500 means to the average man and that a few \$500 credits on his bank book would put him on "Easy

Street," yet it doesn't take much of a wreck to cost your employer \$500. I fully realized the seriousness of my position and I fully expected to be discharged. I knew that the accident was caused by misjudgment and not by gross carelessness, but how was I to convince my employer and how could my employer satisfy the traveling public with my report. I wasn't discharged. I had always sold my yard master the best I had and he showed his appreciation by fighting for me. He was so successful in his fight for me that I did not lose a minute's time. It was some time before I found out why I wasn't discharged and I can assure you that I resolved more than ever to be a better switchman. You very often hear of cases like this and you wonder "How he got by with it." The truth is you are not selling good stuff. You are not broad enough to look at the subject from all angles. Put in a good line in place of the stuff you are selling the yard master and he will help you as he did me.

Switchmen handle commodities representing thousands of dollars each shift they work. The rough handling of these commodities costs your employer a lot of money for avoidable claims. It discommodes the consignee and the men who work for him. It ruins your reputation. Did you ever hear of a job being held up because the material was not on hand? There are many cases of this kind. If we were to follow a car of material from its point of origin to destination we probably would find that it spent several hours on the repair track and if it happened to be in a very bad condition we would find that it spent two or three days on the transfer track while the load was being transferred to another car. Now, Mr. Reader, if you hadn't kicked that car of lumber so hard the load would not be shifted and the end would not be out of the car. The contractor would have his material on time and the carpenter would not be out of work a couple of days waiting for material. The carpenter would have money enough to buy some things that his wife and chil-

dren need from the merchant whose merchandise comes to town over the railroad that gives you employment. This illustration shows you how you help yourself by being honest in the quality of "Switchmanship" you sell.

Would you loan your automobile to a friend and would your friend loan his to you? You would have to be pretty good friends to loan an automobile, because automobiles cost money. Switch engines cost lots of money. Your employer has spent nearly \$60,000 for the switch engine he loans you to work with and it is costing him about twenty cents per minute to operate this switch engine. These figures include coal, water, sand, repair parts, wages of shop employes, wages of yard and engine crews and depreciation. It costs our employer not less than \$96 to operate a switch engine eight hours. Are you getting \$96 worth of work out of this engine and are you getting more than \$96 worth of work out of it so that your employer can make money out of the labor you are selling him?

The switchman who does industry work has to deal with the public and he has a better chance to use his qualifications as a salesman than those who work on inside jobs. He is not only selling his labor, but he is in a position to represent his company. If he does his work promptly and cheerfully, he will have no trouble to throw all the shipments from these industries over to his employer. By obtaining this additional business for his employer he is building a reputation for himself and getting more work for his fellow employes to do. Give the public all the help and information you can, because it is the public that keeps us busy. The public also pays for the fine passenger trains that travel over our line. When you have work to do on these trains do it carefully. If you do not handle passenger trains carefully the public will be afraid to ride on your line and you will be the cause of some "old timer" returning to the freight service.

Each railroad company factory,