

IN OUR OPINION

The Attitude of Thanksgiving

Thanksgiving, 1967. What's your attitude?

As we pause Thursday to give thanks for our blessings, there will be some thought of our discontent. We are involved in an unpopular war, there is national unrest over both social and economic problems. Add those to your own personal problems and irritations and it adds up to the fact that all things just don't go



Skilled Labor Shortage

BABSON PARK, MASS. For quite a while manpower shortages have been a way of life for employers in many parts of the country. Some of the smartest labor relations men looked early in the game for ways around the problem. But too many simply let things slide, thinking the picture would change if they waited. Demand for men and women of high skills, however, continues to increase, and managements both large and small are having to face up to the dilemma.

FINDING GOOD WORKERS

Industrial executives have plenty of difficult questions to answer, perhaps more than ever before. But when top businessmen get together today, the talk almost always settles down to the best methods of finding employees to man the production lines. Most localities have plenty of jobless people, but these are usually entirely without training—and too often without ambition. That is why business schools and colleges are being besieged by job "prospectors" offering contracts and big pay to boys and girls even before they have completed their education.

There are only limited numbers of such potentially top-drawer job aspirants. The most successful personnel officials are those who uncover manpower sources where there don't seem to be any, who have the ingenuity and drive to learn from others how they have managed to staff their plants and offices. This is an excellent time to note how some of the more forward-looking firms are maintaining adequate crews in areas where others are searching in vain.

TRAINING PROGRAMS

Upgrading already established workers from within has proved an effective way of strengthening the quality of a company's position. Then comes, of course, the necessity for filling in again at the bottom. Most establishments have what is known as an "open door" policy, with the unskilled encouraged to come to work and enroll immediately in a company training program. The percentage of successful breakthroughs may be small, but they are worthwhile where skilled job aspirants are virtually non-existent.

One large concern has 10 plants in critical labor shortage cities. It has recently designed a new policy that is said to work well: All of its employee-testing procedures have been reevaluated, making it easier for an inexperienced applicant to be hired and directed to the type of on-job training best suited to his abilities. Regular recruitment systems — using newspapers (still considered most rewarding), TV, radio, billboards, and brochures — are being steadily augmented by what might be termed "desperation" techniques.

INVITATIONS

In practically all of the most heavily industrialized centers, employers are trying to get those not currently seeking employment to come into the manpower force. Many firms are making recruiting agents out of their workers by offering them a \$50 bond for each new employee they bring in. Other executives are giving trading stamps in substantial numbers, expensive appliances, paid vacation trips, and other unusual incentives to those unearthing job applicants who actually join the personnel rolls.

Attempts are being made to hire mothers back, at least on a part-time basis. One Eastern company has placed in operation a "Mother Shift," which is said to be flourishing. It runs from 8:30 A. M. to 2:30 P. M., permitting the mothers to work while the children are at school and get home in time to greet them and have dinner ready on time. More efficient organizational planning is being emphasized in some cases to meet manpower deficiencies. One leading manufacturer stresses a perfect attendance record, granting those who achieve this mark a \$50 bond each year; still others spur attendance perfection via gifts and trading stamps. As it looks now, it could be a long time before skilled labor is again easy to come by. Executives who realize this and grapple successfully with the problem will hold the best competitive position.

to suit you all the time.

But has man ever been completely content with this world? Is he supposed to be? If complete satisfaction were the only goal of life, there would be little point in life.

Thanksgiving is a day for optimism, for looking on the bright side. It is a day for thinking of the blessings of health, freedom, friends and family and their well being.

It is also a day to be thankful for discontents because these should goad us toward solution of problems and toward service.

And it is through service that we pay homage to our God.

Time Gallops On

How times have changed.

Whitmire Town Council recently passed an ordinance prohibiting any person to ride an animal in the business district of Whitmire, except for parades or when authorized by town council.

Remember back when a lot of folks were grumbling about the horseless carriages? There was some talk then of outlawing the vehicles because they scared the horses.

Now we know why the horses were scared.

'McNair's Raiders'

With the state Baptist convention recently in session and the holiday season approaching, there has been considerable comment on the state's new brown-bagging law.

We aren't here to argue the reasons behind Gov. Robert McNair's strict enforcement of the law. However, we are here to say that enforcement of the law has made football games more enjoyable this season.

At a recent Clemson game, it fell our lot to sit a row in front of some tipsy and very loud imbibers.

As the game progressed and cups were refilled there was considerable joking about "Watch out for McNair's Raiders."

At halftime, one of "McNair's Raiders," a SLED agent, came down, tapped one of the boisterous ones on the shoulder, and showed a badge. With a sheepish grin, the tippler and his friends got up and left with the agent.

The second half sure was a lot more enjoyable for the folks who came to watch a football game and not to listen to some drunks' attempt at a comedy routine.

Other Editors Say: Accent Locally

More and more often one hears statements of despair regarding the complexity of modern life. Is it that existence has become so impossibly complex? Or is it rather that individuals have become hopelessly confused by policies and procedures that no longer are guided by common sense?

An answer to these questions may be found in a statement by Thomas Jefferson, in which he explained how this Republic was designed to function:

"Were not this country already divided into States, that distribution must be made that each might do for itself what concerns itself directly, and what it can so much better do than a distant authority.

"Every State is again divided into counties, each to take care of what lies within its local bounds; each county again into townships and wards, to manage minuter details, and every ward into farms to be governed by its individual proprietor . . .

"It is by this partition of cares, descending in gradation from general to particular, that the mass of human affairs may be best managed for the good and prosperity of all."—Seneca Journal and Tribune.

After The Feast...



State May Take Look At City Tax Problems

By THE CHRONICLE'S

Capitol News Bureau

COLUMBIA. — Mounting concern over municipal tax problems, coupled with the continued migration of people out of the city limits and into adjoining suburban areas will result in a new hard look at city problems next year by the South Carolina General Assembly.

The problems are not new — in fact they are old — but in the past municipalities have been unable to sway the rural persuasion of the legislators. Some piece-meal help has been given but city officials have considered this in a too-little-too-late category.

For the past several weeks, the president of the Municipal Association of South Carolina, Mayor Robert Stoddard of Spartanburg, with other association officials, has been stumping the state

in a series of regional meetings to outline to city officials the proposed legislative program for the coming session of the General Assembly.

Two hard issues have already developed: that a portion of the one-cent gasoline tax, which now goes to the counties to the tune of about \$10 million a year, be allocated directly to municipalities on a population basis; and the state laws allowing communities to incorporate be tightened to prevent creation of "paper" cities in an effort to avoid annexation.

STODDARD makes a case for his plea in noting: (1) additional municipal services have increased local property taxes to the limit and new revenue sources must be found; (2) half the state's population now live in urban areas and the trend will continue; (3) rapid urbanization has increased traffic and other factors almost doubling the workload of municipal police departments; (4) the availability of water through the municipal system has made possible the growth of the suburbs and has been responsible for industrial growth in county areas with a resulting increase in county and state income taxes — nothing going to the cities.

The exodus from the city has many explanations. But planners, along with city fathers, note that while they move away from the crowded cities into the more open urban areas, they don't move too far away from the conveniences of the city.

Thanksgiving Unique Holiday

EVERYDAY COUNSELOR

By DR. HERBERT SPAUGH

Our national Thanksgiving Day is the one religious holiday and holy day set apart in the year by presidential proclamation. Historically it is a time of gratitude, reflection, repentance, and redemption. The proclamation of our first president, General George Washington, reminds us of this. In abbreviated form it is given below:

"Whereas it is the duty of all nations to acknowledge the providence of Almighty God, to obey His will, to be grateful for His benefits, and humbly to implore His protection and favor:

"Now, therefore, I do recommend and assign Thursday the 26th day of November next, to be devoted by the people of these States to the service of the great and glorious Being who is the beneficent Author of all the good that was, that is, or that will be; that we may then all unite in rendering unto Him our sincere and humble thanks for His kind care and protection of the people of this country; for the civil and religious liberty with which we are blessed, and the means we have of acquiring and diffusing useful knowledge; and, in general, for all of the great and various favors which He has been pleased to confer upon us.

"And also that we may then unite in most humbly offering our prayers and supplications to the great Lord and Ruler of Nations and beseech Him to pardon our national and other transgressions; to enable us all, whether in public or private stations, to perform our several duties properly and punctually; to render our Nation a blessing to all the people by constantly being a Government of wise, just, and constitutional laws; to protect and guide all sovereigns and nations, and to bless them with good government, peace, and concord, to promote the knowledge and practice of true religion and virtue; and the increase of science among them and us;

and generally, to grant unto all mankind such a degree of temporal prosperity as He alone knows to be best.

"Given under my hand, at the City of New York, the 3rd day of October, A. D. 1789.

George Washington's Proclamation calls for thanksgiving, repentance, re-dedication and "practice of true religion and virtue."

It is sad but true that each generation has a way of neglecting and disregarding the lessons of the past. Desperately we need to heed them.



"What . . . all out of turkey!"

No nation in history has ever had more to be thankful for, this Thanksgiving Season, than these United States.

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Thanksgiving



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You can buy a sensible fastback like this for the sensible price of \$2,175.*

And never miss the power you didn't pay for.

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* Suggested retail. Price east coast P. O. E., local taxes and other dealer delivery charges, if any, additional. Whitewalls optional at extra cost.

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