



NATALIE CLUBHOUSE, BUILT BY MADEIRA-HILL INTERESTS FOR THE EMPLOYEES OF THEIR ANTHRACITE MINES

Madeira-Hill Interests Open a Community Club House For Employees and Public at the Natalie Mine

Basing Their Plan on the Fact That You Can't Appreciate People You Don't Know, the Colonial Colliery Co. Has Erected a Handsome Building as a Community Center for Men, Women and Children

By DEVER C. ASHMEAD
Kingston, Pa.

IN EVERY business, no matter of what nature, two essentials must be met if it is to be successfully operated. The more important of the two is loyalty on the part of employees, but the square deal on the part of officials which, in large part, creates that loyalty, must never be overlooked. The square deal means more than a strict compliance with even the most elaborate of agreements as to wages and working conditions. The management must show a keen personal interest in the welfare of its men. The rate of pay often has less effect on the attitude of the employed than do other considerations not so direct and tangible.

To obtain the desired results at the mines the living conditions and the environment can never be neglected with safety, for contentment is the chief ally of loyalty. To this end dwellings must be fit to live in and not such as to serve for a bare existence. Though luxury may not be necessary in the construction of the homes, comfort at least is essential.

Comfortable living quarters, however, cover only one phase of the situation, for unless the miners, particularly those of foreign extraction, are taught how to

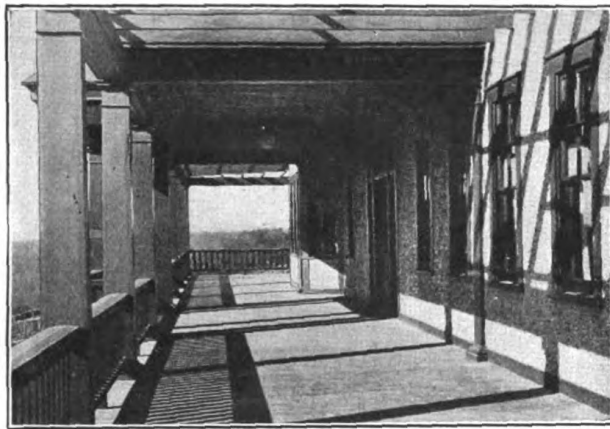
utilize the advantages provided, the expenditure incurred by the company in providing them is wasted. This element in Americanization, as a rule, must be accomplished imperceptibly, so that the recipient will not realize that his tastes and habits are being schooled.

Next to comfortable living quarters probably comes the opportunity for agreeable social life. Without suitable social relations aversion and distrust are likely to take root, and these suspicions may soon turn to hatred. A dislike which begins with the neighbors may end by being visited on the company itself. The miner cannot of himself provide any place where social functions may be held, except, of course, in his own home, and he entertains a natural diffidence about including or attempting to include within his circle of friends those in authority in the company. Furthermore, local officials feel that they should not become overly familiar with their employees, as this may undermine discipline.

As a result various social strata become perceptible at a coal operation. The members of one stratum do not feel at liberty to associate, at least intimately, with those of any others. The opportunity, therefore, of



SOCIAL ROOM—A LARGE APARTMENT, FITTED WITH MISSION FURNITURE AND A LARGE OPEN GRATE
The piano was furnished by the profits of the canteen which has been established by the committee in charge of the club.



VERANDA WILL BE COVERED BY CLIMBING VINES

The veranda extends down one side and partly across both ends. The walls of the main building are mainly of steel lath covered by stucco.

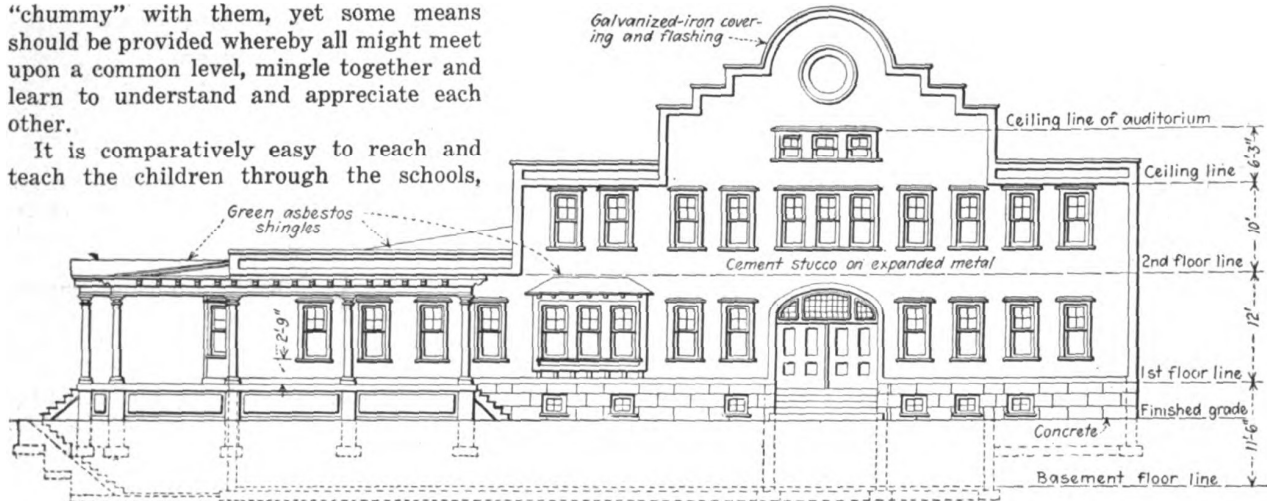
fully understanding each other is lost or is never presented. While no one would advocate that the superintendent of an operation bring his miners and laborers into his house, treat them as intimates and become "chummy" with them, yet some means should be provided whereby all might meet upon a common level, mingle together and learn to understand and appreciate each other.

It is comparatively easy to reach and teach the children through the schools,

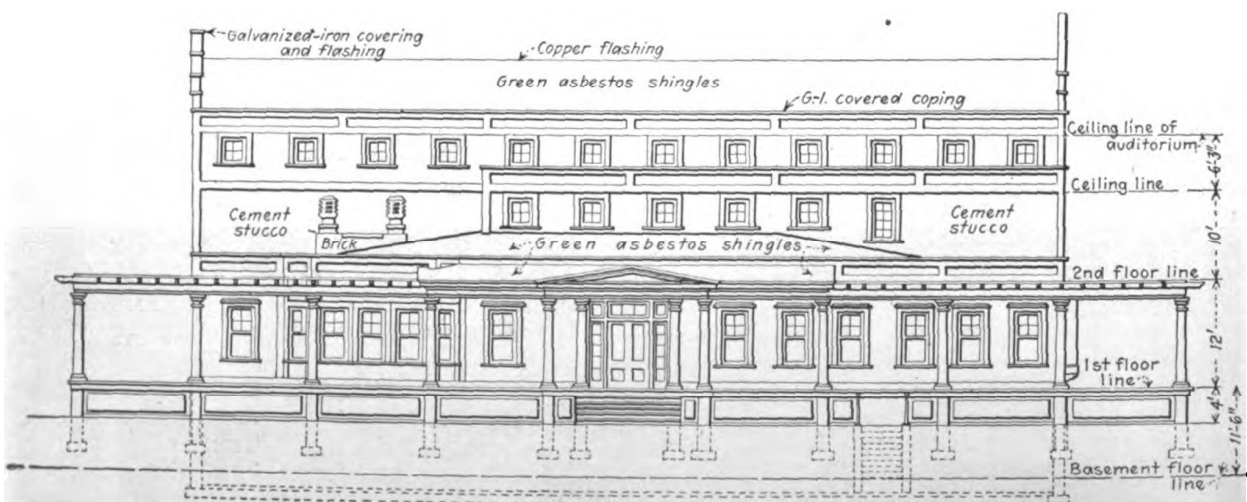
provided the Boards of Education are selected with judgment, which, unfortunately, is not always the case, but the hardest problem is the education of the parents. Many of these were born in foreign lands, their understanding of our language is limited, and they resent direct approach. Thus the best way to bring about a mutual understanding is through a commingling of all elements in some public place where all are in quest of diversion. Various means are available for providing a suitable place for social gatherings. That adopted by the Madeira-Hill Co. at the plant of its subsidiary, the Colonial Colliery Co., at Natalie, Pa., has proved highly efficacious and accordingly will be described.

WOMEN WORKERS SOURCE OF COMMUNITY SPIRIT

Soon after the close of the war this company obtained the services of Miss Colby, who had served in France and been decorated with the Croix de Guerre. She was assisted by Miss Francis, who had likewise seen foreign service. Miss Francis has returned to the Foreign Service and is now with the American troops in Germany, and a Miss Howard who has also seen foreign service, is taking up her work. At first the work of these women consisted in gaining the confidence

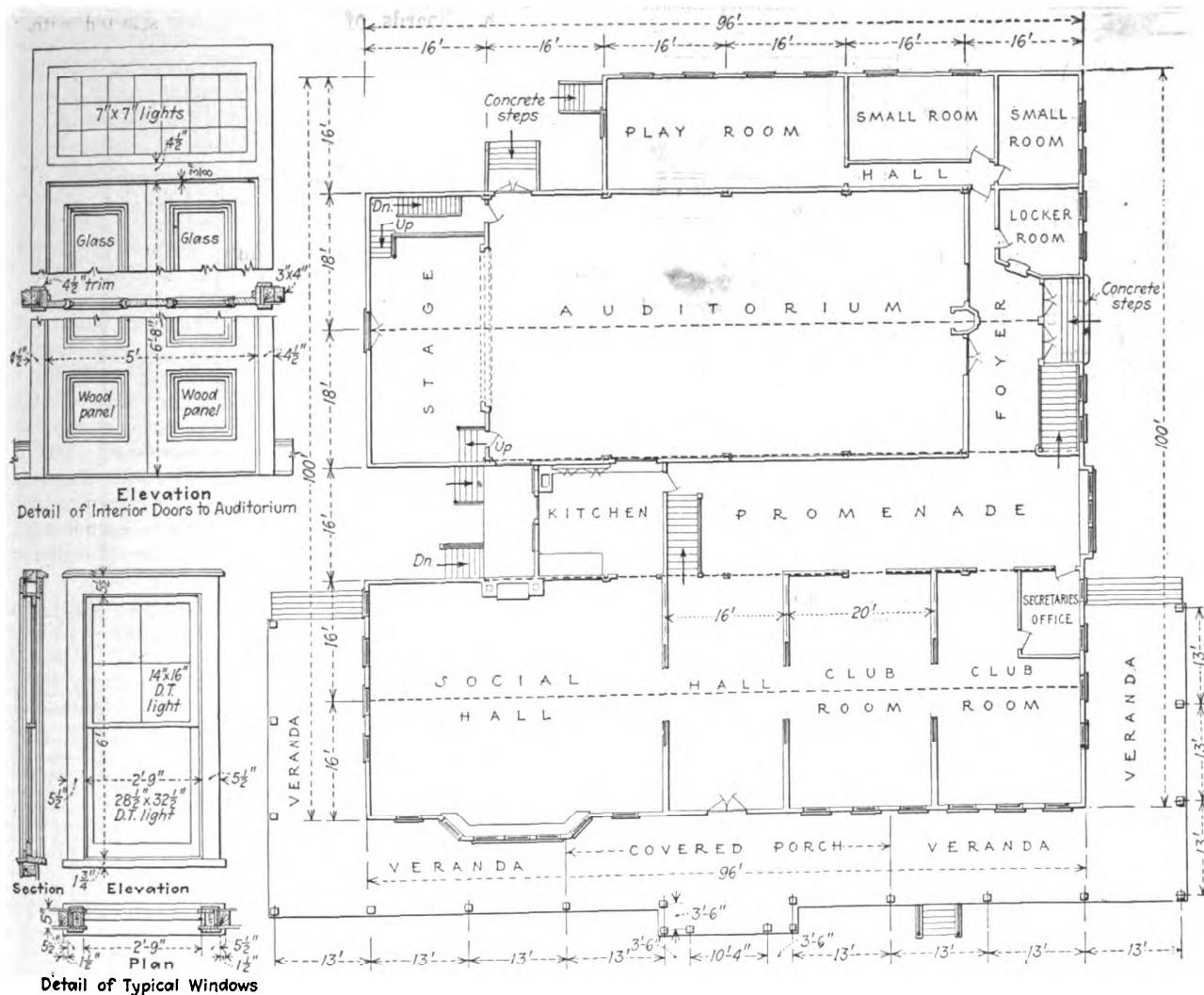


Auditorium Front Elevation



Veranda Front Elevation

TWO VIEWS OF THE CLUB HOUSE—ONE FROM THE FRONT AND ONE FROM THE VERANDA SIDE
The auditorium goes from the main floor through the second floor to a point more than six feet higher, making a high room which will be fresh and airy even on a hot day. It is to accommodate this lofty room that the building reaches its highest point to the right of the center.



The building measures 96 x 100 ft., not including the spacious porch which runs down one whole side and part of the front and rear and, being 12 ft. wide, adds considerably to the floor space of the building. The small room in the upper right-hand corner is at present used as a library.

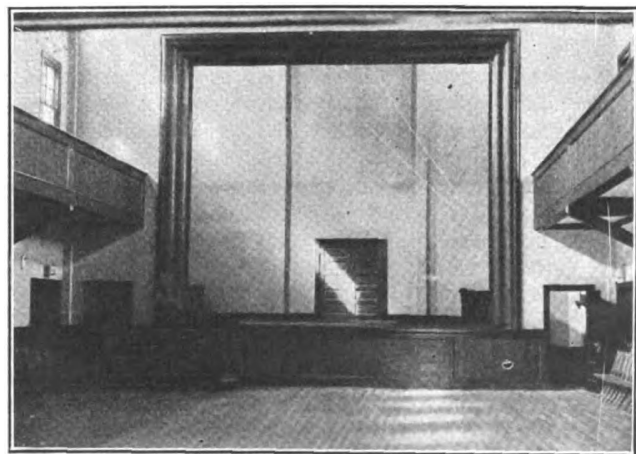
and friendship of the people and studying their needs. It was then decided that a club should be formed consisting mainly of the people of Natalie. A club house was designed and redesigned several times before work upon it was finally begun. The work is being done under the auspices of the Pottsville branch of the Young Men's Christian Association.

This building is of simple architectural style but of highly attractive design and was erected at much expense. It is constructed chiefly of steel with walls of Hyrib lath covered with stucco. The main entrance opens into a wide hall on the left of which is a coat room. Directly beyond the entrance is an auditorium capable of seating 600 people. A balcony traverses three sides of this room and at one end a large stage is provided where entertainments may be held. The auditorium is so arranged that basket- and volley-ball may be played in it. The main floor as well as all others is of hardwood, varnished and waxed.

To the left of the cloak room is a library containing about 1,000 volumes, in the rear of which, alongside the building, is the reading room, which is furnished with current magazines. These, by the way, are selected by the men themselves and embrace such well-known popular and technical publications as *Scribner's*, *Harper's*, *The Outlook*, *Saturday Evening Post*, *The*

New Republic, *Coal Age*, *Power*, *Electrical World*, *American Machinist*, and the like.

In the rear of the reading room is a children's play-room, which will be fitted up next autumn as a kindergarten. At present it is used as a canteen. This is

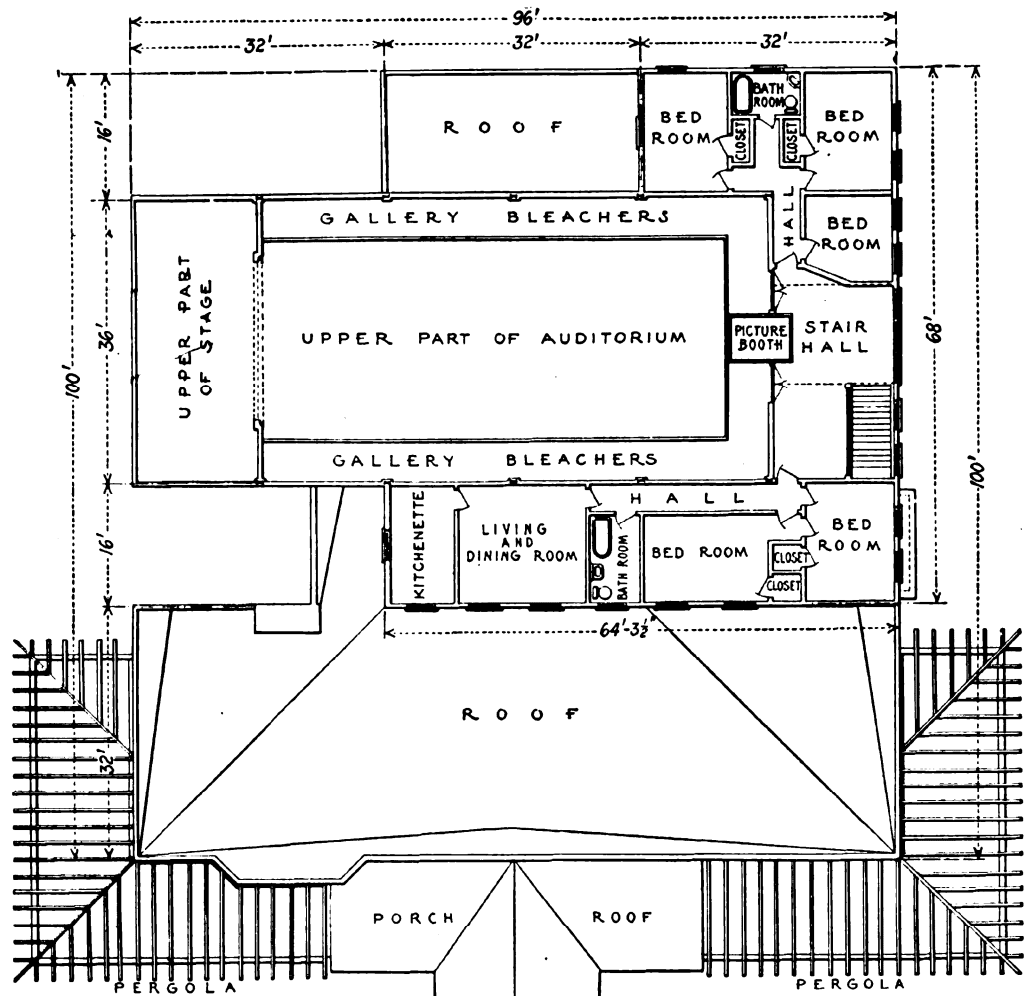


AUDITORIUM WILL SEAT SIX HUNDRED PERSONS

This includes, of course, the number that the balcony, which is on three sides of the hall, will accommodate. This room will be used also for basket and volley ball.

Second Floor Plan

This floor consists mainly of the auditorium and flies of the stage and of the rooms occupied by the managing staff of the building. The gallery bleachers afford seats to those who wish, as on the opening day, to view games of volleyball given in the auditorium below. The accommodation for the staff includes five bedrooms, one living and dining room and two bathrooms. Note the pergola which covers most of the porch in the lower story, giving it light and, when furnished with vines, beauty also. However, a small part of the porch is roofed and thus available in stormy weather.



run by the men. On the opposite side of the main entrance is the office, in rear of which is the boys' gameroom, where all sorts of games are provided. In the rear of the office also is the men's gameroom. The main hall passes from the front entrance alongside the auditorium, past the men's gameroom and leads to the side entrance. Across the hall from the men's gameroom is the large social parlor with its immense fireplace. On the balcony floor is a sewing room and on the right side of the auditorium upstairs is the apartment for the secretaries, while on the opposite side are located several rooms for the accommodation of visitors.

Between the social parlor and the auditorium is a large and complete kitchen equipped with a hotel range. The arrangements are such that it is possible to pass eatables and beverages directly from the kitchen to the auditorium. A billiard room is located in the basement. This is now provided with four tables for pocket billiards. Space in this room is also provided for bowling alleys. It occupies about one-half the basement, the remainder being taken up by a children's playroom and by shower baths and locker rooms for both men and women. The children's room will later be furnished with some gymnasium apparatus, at least with that portion of this equipment that can be fastened to the wall. The larger pieces of this apparatus will be so arranged in the auditorium that they can be quickly removed.

Throughout, the building interior is artistically dec-

orated and substantially but plainly furnished. As a whole this structure is of better design and is better equipped than many country clubs to be found near large cities. A wide veranda extends down one side of the building and partly across both ends. The grounds have not as yet been finished, but the work so far completed indicates that they will be highly attractive. Tennis courts soon will be provided, so that both outdoor and indoor recreation may be indulged in by club members.

As the official opening in this building did not take place until June 4 it is somewhat early to predict the exact nature and scope of the results to be attained. What has already transpired, however, seems to point unmistakably in the right direction. Thus in the first three days of the campaign for membership every family in Natalie with the exception of three put in its application to join the club, and a large majority had paid their dues for the coming year. Not only are the people of Natalie joining the organization but also those residing in Marion Heights, a mile away, are seeking admission. The men in a spirit of good fellowship that shows that they are "good sportsmen" are determined to do their part in making a success of the new development in which the company has expended so much money.

The major part of the effort to teach the foreigners will be through the children. By teaching the children and young people, cleanliness, neatness, their duties to their neighbors, love of country and sportsmanship,

these children will carry home these thoughts to their parents who cannot but see the advantages to be gained by adopting them and thereby becoming better members of the community and country.

The vehicles by which the children will be reached will be clubs of various kinds. Some of these clubs are already national in their scope such as the Girl Scouts, and the Boy Scouts, the Brownies for the little tots, the Natalie Marines for the boys; sewing societies, and musical clubs.

The club house will also be used as a meeting place for general organization meetings for the company and the house and surrounding grounds will be used for first-aid contests and company outings.

Efforts to establish this club are not altogether one-sided. Thus far the men themselves have purchased and paid for, or agreed to pay for, equipment costing \$1,400. This covers the piano, which was purchased outright, as well as various minor items procured in the same manner. The only pieces of equipment that have not been paid for in cash are the pool tables. To purchase these, money was borrowed by the committee, and in order to repay it the men have established the canteen already referred to. This is open every evening and dispenses ice cream, candy, cigars, cigarettes and the like. The profit obtained from the sale of these items goes into the fund for the tables.

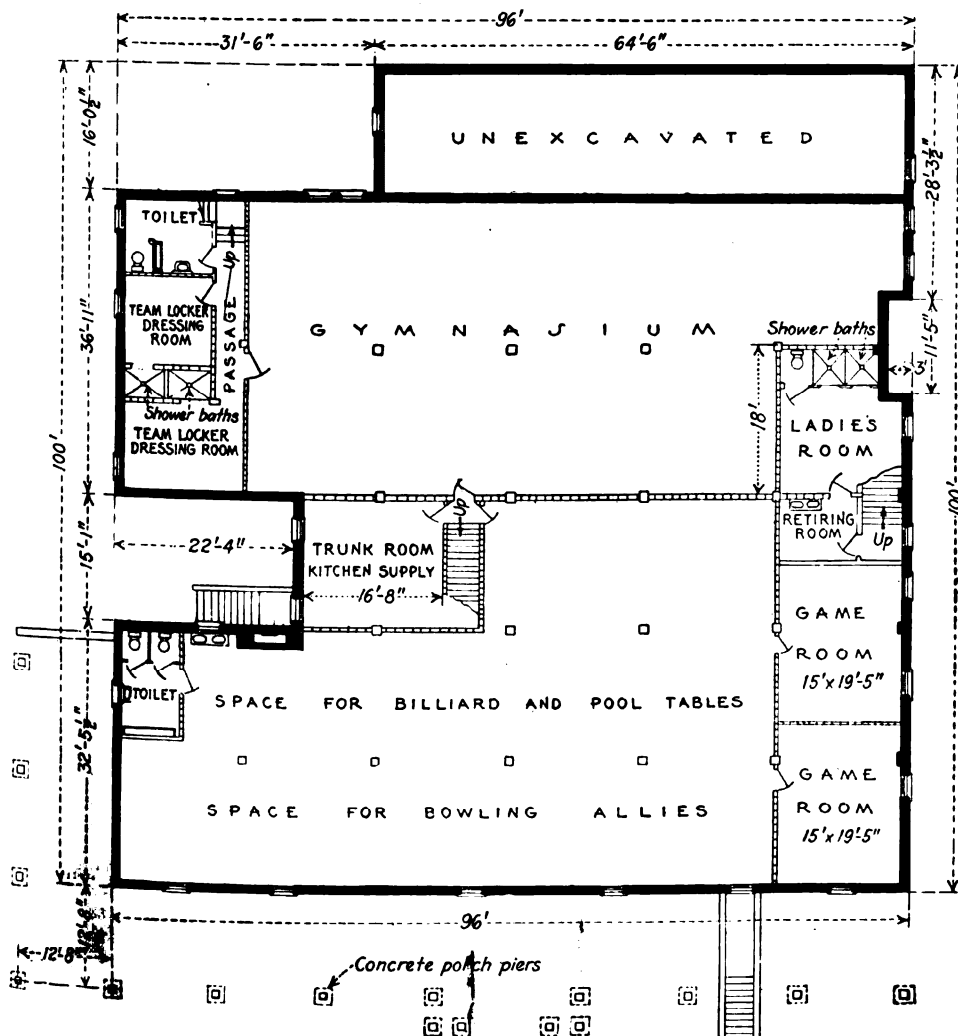
Although the club is hardly under way yet a difference in the relations existing between the men has

already been noticed. In the younger generation also a marked change for the better is perceptible. The boys at play are much less prone to wrangle over their games and more frequently accept without question the decision of the umpire. No lesson is harder to learn than that no one can win all the time and that to accept without bitterness a verdict or outcome that is unfavorable is to acquit oneself as a good citizen. This is the training of a well-conducted gameroom and one of the assets which the Natalie club house should afford.

TOWN HAS MACADAM WALKS, STREET LIGHTING

At Natalie can be seen the evolution of the mining village. In the beginning there was the old-time house which now, fortunately, in most mining communities is chiefly a memory. It was nothing more than a one-story shack with two or three rooms but housing a family of ten or twelve people.

The next step in house construction was a rough-boarded two-story building with extremely meager yard room. No conveniences, as we now understand that term, were to be found in these houses. Today the main street of the town lies between dwellings of two general types. The first is a small clapboarded single house of attractive design. The other is double with a small front and large back yard. All are provided with electric lights, well-equipped kitchen, a bathroom and running water, while some are heated by steam. All in all these dwellings, which are kept well painted,



Basement Plan

Showing gymnasium, bowling-alley and pool-table space. As the building is on a somewhat steep side hill, the basement is not set much below the ground. The gymnasium occupies about the same space as the auditorium above it. The auditorium is to be used for motion pictures, the booth being placed at the rear of the gallery which is located on either side and in the rear of the big room.

show a decided contrast to those first mentioned. Not only have better dwellings been built but a sewer system has been installed, the streets have been macadamized, sidewalks built, electric lights placed at every corner, and the fences and houses alike are kept in good repair.

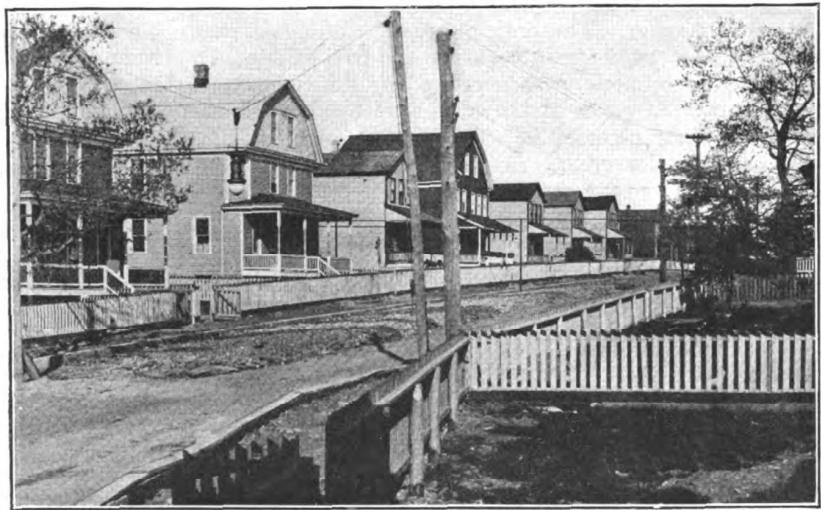
And what does all this mean? By rendering life in a mining community worth while, by teaching the

a person they know well and understand thoroughly. Many of the discords of the past, regardless of whether they have been industrial, national or international, can be traced directly or indirectly to a lack of understanding. When employees and company officials mingle together in the field of sport they learn to understand and respect each other. The industrial imbroglis that



The New Natalie

Main Street of village. On the left are two of the most recent houses, which are clapboarded, painted, electrically lighted and furnished with baths. Some are steam heated. All have picket fences. The road is being macadamized and an electric lamp lights the street.



Natalie as It Was

An unredeemed stony batter with slab and stump fences, huts and two-story shacks rough-boarded and unpainted. The roads are trails and enough stone lies on the top of the ground to put foundations under a whole village. The three-room huts represent the early construction.

aliens there resident not accustomed to our manners and usages the use and enjoyment of our conveniences; by providing means for social intercourse between all grades of society, not only is loyalty for the company encouraged but the employee of foreign birth or extraction acquires a love and respect for the country of his adoption.

Few indeed are the individuals who really dislike or who can long harbor an insurmountable antipathy to

have characterized the past will thus be lacking in the future.

The Colonial Colliery Co. has been unusually successful in creating the right spirit between employer and employee. In three years it has had only one case before the Board of Conciliation. This is a testimony to the presence at its collieries of that square deal which is the basis of good management and that loyalty which flows from an adherence to this principle.

Doubt Thrown on Protection Coal Dust Affords Against Tuberculosis

DR. R. M. WILSON, addressing the "Industrial Welfare Society" of Great Britain, an association of doctors engaged in industry representing 6,000 or 7,000 firms, said that Dr. Haldane had suggested that as coal dust was an immunizer against tuberculosis why not take some coal dust and dust it over the rock dust in mines that contain siliceous material. The plan thus advocated had been tried and found successful. With the coal dust in the lungs of the workers they were protected against the irritating siliceous dust. Dr. E. L. Collis, of Cardiff, in discussing the paper, said that investigations did not justify that opinion. These investigations have not yet been made public, but they showed that miners at the face were the men who were afflicted by tuberculosis and that they were as unfortunate in

this respect as other men. Silica had been found, he said, to be an actual poison and its action was chemical and not mechanical.

PRESIDENT HARDING'S APPROVAL of the army bill carrying appropriations for the year which began July 1 made those funds available. Under the law the army is limited this year to \$5,250,000 for the purchase of fuel, but in addition the West Point Military Academy is given \$85,000 for fuel. The bill also authorizes contracts for fuel in advance of the appropriation for a single year in the following proviso: "That hereafter when in the opinion of the Secretary of War it is in the interest of the United States so to do, he is authorized to enter into contracts and to incur obligations for fuel in sufficient quantities to meet the requirements for one year without regard to the current fiscal year, and payments for supplies delivered under such contracts may be made from funds appropriated for the fiscal year in which the contract is made or from funds appropriated or which may be appropriated for such supplies for the ensuing fiscal year."