

too large considering clerks' salary in the neighborhood, what he saves out of his salary is a personal saving but not drug store profit. After drawing his salary regularly for some time he finds he has all bills paid, has not reduced his stock and still finds a surplus, then he has what I call real profit.

One of the important things is to always know where you stand. To know things as they really are. And the more definite all steps are taken the easier mistakes are found out and rectified—before they become of such magnitude as not to be controlled.

The drug store has many sides and offers many questions. Many items are peculiar to certain stores, but expense of running business is connected with all, and the boss's salary is of vital interest to each one of us. "How much am I really worth?" "Am I getting it?" "What per cent. is my real profit?" are questions not to be passed over lightly but to be answered carefully and honestly.

SOME ADVANTAGES OF MAINTAINING A LUNCH ROOM FOR EMPLOYEES OF PHARMACEUTICAL MANUFACTURING ESTABLISHMENTS.

W. A. PEARSON.

Your chairman has requested me to state some of the advantages of maintaining a lunch room for employees of pharmaceutical manufacturing establishments. I doubt if I am well qualified to discuss this subject, as I have only had a limited and somewhat distant relation with one.

This lunch room was started by the Smith, Kline and French Company for the benefit of their employees, and in its present condition is a development from the rather crude beginning of eleven years ago. It was intended primarily to provide a place where their employees could obtain a warm substantial lunch and a suitable place in which to eat, in an undesirable neighborhood. Unfortunately, laboratories must be located where good railroad service is available and this condition is not often found in the best neighborhoods.

An expert chef was engaged and began serving lunches to about sixty employees six days each week. Beef stew or sandwiches, of different kinds, with bread and butter, with a choice of either coffee, tea or milk was provided. Those employees who patronized the lunch room were charged fifty cents each week.

Those who preferred to bring their own lunch were required to eat it in the lunch room but at separate tables, consequently a few of the men obtained the popular buffet lunch in nearby saloons. This practice was demoralizing as well as leaving the "consumer" in a condition not conducive to exerting his maximum efficiency. Later it was made compulsory for all laboratory employees to take lunch in the lunch room and the most satisfactory results have followed. On Saturday sandwiches with choice of either coffee or tea were served at 12:30, but so few patronized the Saturday lunch that it was decided to carry sandwiches around the building at about 10:00 a. m., dispensing them to those who desired them at that time. This was afterward changed, and the money which had been

used for six lunches was used to provide for five and these then were made slightly better.

The food is always well cooked, clean, and wholesome and of sufficient quantity to satisfy those who do the hardest manual labor, although it is necessarily plain and not served with Parisian nicety and with exquisite musical selections.

Each table is numbered and bears a menu of the main dish for the following day. Each one seated at the table states his preference for the next day. The next day the waiters give to that table just what has been ordered for it. The orders are placed on the end of the table a minute or two before the employees enter the lunch room and thus they save time and waiter service. By thus voting the previous day the chef is enabled to buy supplies to better advantage; having the list to guide him he does not buy excessive amounts of one thing and too little of another. In this way we have been enabled to practice economy and yet serve a quantity of dishes with a surprisingly small waste. A choice of three kinds of meat or nutritious soups is offered and an abundance of potatoes, bread and butter provided together with a cup of coffee, tea or milk. Desserts are charged a minimum amount extra and those who desire may obtain pie, ice cream, or other dessert; usually but one kind of dessert is provided each day.

The actual monetary cost of providing this lunch is not entirely met by the amount charged the employees; that is 10 cents a meal, although an attempt is made to keep the expense as near this amount as is possible, and were it not for the ability of the chef to prevent to a very large measure the waste, the expense to the corporation would be much greater, or the quality of the food would be poor. However, if the gas, heat, rent, flour and sugar were taken into account there would be a small deficit. Moreover, the porters about the laboratory serve the dinners and do not pay for their own. The chef has three assistants in the kitchen to prepare the food, dish it and wash dishes.

The main lunch room, 30 x 50 feet, is painted white, contains twelve long tables and each employee is assigned a seat. The well appointed kitchen, 15 x 40 feet, contains two four-foot gas ranges, a 20-gallon steam kettle, large plate warmer, mechanical potato peeler, dish washer, vegetable steamer, coffee and tea urns. A large skylight supplies an abundance of light, and a reading, smoking and game room adjoins the kitchen where many employees profitably and pleasantly spend a few minutes after lunch before returning to their tasks.

The number of employees has now increased to nearly three times that of the early days of the lunch room, but the lunch is now served better and a greater variety given than formerly, because by the addition of the above facilities the same amount of help can do such kitchen work as required in a shorter time and spend the time thus saved on preparation of food and service.

Conducting a lunch room for employees has many obvious advantages, a few of which may be mentioned:

First. It provides wholesome food for employees so that greater efficiency may be expected and obtained.

Second. It eliminates the abuse and accompanying undesirable effects of the "free lunch counter."

Third. One-half hour is sufficient for obtaining lunch in the building.

Fourth. No time is lost by employees before or after the time for lunch caused by change of dress, adjusting hats, etc. •

Fifth. Better moral influence than if allowed to go into undesirable neighborhood.

Sixth. It eliminates the necessity and inconvenience of carrying cold lunches and of going out in disagreeable weather.

I desire to express my indebtedness to W. G. McHenry, superintendent of this laboratory, for much of the data here presented.

THE PRACTICAL PHARMACIST.

—
L. HALE.
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There exists many opinions as to what constitutes the practical pharmacist, each individual opinion to a great extent formed by the channel of thought and endeavor of the respective pharmacist.

The idea that a man can spend four or five years selling various drug store goods from soda water, cigars, shoe polish, and patent medicines and claim the right to be a pharmacist is past. There must have been a certain amount of research and study before anyone can claim such a title. For a number of years there has existed two distinct forces representing the ultra opinions as to the ultimate position the pharmacist is to occupy. Each is vigorously endeavoring to master the situation and each having a few splendid examples of success to confirm the soundness of their contentions, but not practical for the average pharmacist for in each instance these successful examples have been to a great extent creatures of environment and would be wholly impracticable for the great army of pharmacists over our country.

On the one hand we find so-called drug stores that are really department stores with the drug department one of the smallest and most insignificant features. Such stores can exist only in congested centers of population and it is exceedingly rare that they ever attain any great degree of success in what must always be the chief aim of the properly conducted pharmacy—the filling of prescriptions. As an illustration of the success of such stores in this line I will remind you of the fact that one of the largest stores of this type in the United States fills on an average only 100 prescriptions a day.

Against this is arrayed that which would immediately strip pharmacy of all commercial features and transform her into a full fledged profession. However desirable this may be we are not ready for it yet and it is impracticable at this date.

In my opinion for many years to come the most practical pharmacists will be those who correctly blend the professional and mercantile into a happy union. The pharmacist must be both a professional man and a merchant. As a profession I believe that our recognized schools teach all the age demands. I further believe that all pharmacists would be the better by having taken the course of study they prescribe and that the demand for this is constantly increasing each year. The