

the retail drug business has his choice of locating where a strictly prescription pharmacy will pay, or conducting a modern drug store with such side lines as are necessary to support it. It is a question of specialization and the graduate in pharmacy still has the opportunity and privilege of making his choice. The apothecary of 1821 had only one avenue open to him and he was able to do all that the pharmacy and medicine of that day required. The pharmacist of 1921 cannot be expert in all branches of the work which modern pharmacy and medicine are liable to send his way. He should have a fundamental knowledge of it all, but he must specialize either in merchandising, prescription compounding, manufacturing or medical laboratory work.

One hundred years have not passed without developing pharmacy, and the modern pharmacist himself is a part of that development. We may not like some phases of the development but we ought to face the facts.

DRUG CLERKS, UNIONS AND STRIKES.*

BY JOHN CULLEY, OGDEN, UTAH.

[Editor's Note.—As an introductory to his paper the author discussed labor organizations and the methods pursued by them in carrying their plans of action into effect, and strikes play an important part. As the author states, we are mostly concerned with the relationship of these organizations to drug clerk activities, and that part of the paper follows.]

The great mass of people comprising this country's population may conveniently be divided into three general classes: Capitalists, professional men and laborers. A capitalist is one who owns bonds, has a savings account, shares of stock in a company, owns a business, no matter how large or small. Any one who uses his money to make more money is a capitalist. One who hires his fellow-men to work for him is a capitalist. The proprietor of a drug store is in that class. A laboring man therefore is one who works for another for a given wage. The professional class includes doctors, dentists, teachers, pharmacists, and, perhaps, men and women of a score of other vocations. I prefer to place the drug clerk in this professional class; technically, he may be laboring for another, but he is not paid for the actual work or labor performed, but his salary determined, more, by what he knows. He is, in fact, a working professional. The man in the professional class is not paid for the actual work he does, neither is he bound down to a specified number of hours, but his pay, his remuneration, is always based upon his knowledge of his chosen profession. The more he knows the more he will surely command. This applies to the drug clerk, the mining engineer, the physician, the teacher, the lawyer. If this were not so, why do some drug clerks command a higher wage than others, and why do some stores pay more than others? It is a matter of proficiency and knowledge, that's all. Drug clerks may join all the unions on earth, but that fact alone will never improve their condition in life or pave the way for advancement. They may work eight, six, or less hours per day, and four or five days per week, but it will

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not gain for them that which is most desired—better positions, managerships, or businesses of their own, and become proprietors, capitalists.

The normal ambition of a drug clerk is to become a proprietor. The right of ownership, of property, is with us fundamental, and, with the proper education, industry and thrift, there is no reason why every drug clerk should not enjoy this right.

A union slogan is "All men are born equal," and from that it is argued that all men should live under conditions of equality. I take issue with this slogan. All men are not born equal. The only equality of man is that of intellectuality, knowledge, spirituality and imagination. We do not possess them all to an equal degree and no union can give to a drug clerk these qualifications. But there is one thing that will give to the pharmacist this equality and that is, intelligent work. Mere work, however, that is, laboring for a few hours, so many days per week, as outlined by unions, may be the means to make a living, but that is all it will ever accomplish. To advance, one must inject into his work such peculiar and rare qualities as intellectuality, personality and individuality and love of the work one is doing. Make your vocation also your avocation. These are necessary qualities that no union can give, or even desire of its members. The very moment the drug clerk or any other working man uses his education and intelligence in his work and rises above his fellow workers, he ceases to be of value to the union. He is in line for promotion to more responsible positions and the union cannot hold him back. Analyze the career of any successful man and you will find that he has a very pronounced faculty and love for his work. He was not guided by union rules. The proprietor of a drug store who was formerly a drug clerk gave his employer full value received and then some. He did not work by the clock, but spent his spare time improving his knowledge, learning and doing things for his employer he was not exactly required to do—giving his employer extra service, and his pay was received in the extra knowledge and experience gained; when the opportunity arrived for bettering his condition he was fully prepared to grasp it, but it was not accomplished by union methods. The recent strikes of unionized drug clerks were failures, and no strike, of like character, will ever be a success for these reasons: The lack of equality, the desire of proprietorship and the love of the profession. There is said to be a panacea for all evils. The union of drug clerks with the Federation of Labor, with its resulting strikes and disturbances, is an evil that must end for the reasons heretofore mentioned, if we wish to succeed and be recognized as a profession; we cannot elevate ourselves to that standard by affiliating with labor unions.

My panacea for these troubles is a simple one and to the drug clerks I would say:

Work intelligently and always to the interest of your employer. Take yourself and your position seriously. Make yourself worth more to your employer by giving him your very best. Give him a profit on your services. If you are dissatisfied with your hours, your salary or other conditions, take your complaints direct to your employer, meeting him as man to man in a spirit of friendliness, respecting each other, rather than as opponents, and without animosity and distrust. When this is done, when proprietor and clerk meet in a friendly rather

than in a militant spirit, it will be possible to arrive at satisfactory terms and conditions, as neither party can prosper without the other.

Should a satisfactory conclusion not be arrived at, it is your privilege to resign and seek a position elsewhere and, if your contentions are right, you will not long remain out of a desirable position. Good men are always in great demand, and never idle. Lastly, associations of like interests are valuable to the members; therefore, join with your local and state pharmaceutical associations, take part in their deliberations; mingle with the proprietors on equal terms, and you will soon realize your ambition and be one of them.

AN EIGHT HOUR WORKING DAY IN PHARMACY.*

BY CORNELIUS OSSEWARD, SEATTLE, WASH.

There are several reasons, I believe, why an eight hour working day would be desirable; there are, however, certain reasons which make it an absolute necessity that the working hours in the pharmacies be shortened.

Look around and take note of the tremendous changes taking place; they are affecting you and me; they are changes which are requiring new methods in pharmacy as well as in other lines of endeavor. Look back, say, 15 or 20 years. What a difference in the methods employed at that time compared with the present-day methods of conducting a pharmacy. How little system, what poor methods, and how little real knowledge about the actual condition of the business did we have. To-day the successful store, the store that is doing the business, knows the facts; knows what is necessary, such as the cost of doing business, the percent of expense, profit, and turnovers.

And yet with all his business knowledge, his cleverness in improvement, the most important problem has been left untouched, the problem which to my mind will, if properly handled, produce more real results and give more lasting benefit to pharmacy than anything else. IT IS THE LONG HOUR PROBLEM.

The pharmacist has been, and still is, in the habit of working overtime. Is there any good reason why he should continue to do so indefinitely? Is there no way by which he can arrange his business methods so that he, too, may enjoy some time with his family, so he, too, may have the same privileges as his friend and neighbor, the shoe dealer or the drygoods man?

It is not so many years ago that this same shoe dealer exclaimed "impossible," when shorter hours were demanded of him, and yet to-day with up-to-date methods he is selling more goods in eight hours than he formerly sold in ten. He has forgotten the past, he is living in and enjoying the present, and he is physically in better shape to look after his affairs, because his hours of work are shorter.

To consider an eight hour working day in pharmacy we must do as the shoe dealer, get away from the past, think only of the present, consider present conditions, study these conditions and see if there is not some way by which we, too, can do the amount of business in eight hours which is taking us 12 and 14 hours to-day.

This of course you cannot do alone; it will require competent help, and competent help is our most difficult problem to-day. You cannot do a large business

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