

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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\* Read before Section on Practical Pharmacy and Dispensing, A. Ph. A., City of Washington meeting, 1920.

unless you have the right kind of help, no matter how successful an organizer you may be; or if in addition you are a master in detail, and financially safe and successful; your business ideas may be clever and original, and yet would bring you but little success, unless your ideas were carried out according to your plans.

You cannot deny the fact that the clerk you employ is an important part of your business; that it will be the very best policy from a business standpoint to look after his best interests, for in this particular part of your business you cannot afford any friction. To-day this is without doubt our greatest worry; it is the problem which has not been looked after; the most important link in your chain is the weakest, and you have lost sight of the fact that the chain is only as strong as its weakest link.

In order to get 100% efficiency you must have 100% efficient clerks, and a dissatisfied clerk cannot be 100% efficient. Recent happenings have demonstrated only too clearly the great amount of dissatisfaction and unrest among our employees, and do not forget that the unrest is still there, the dissatisfaction has not been removed. Do you think it good policy to allow this condition to continue? Can you expect efficiency and interest, while we are working under such tremendous disadvantages?

Why not give your employee an eight hour working day, a good salary, and, when 100% efficiency is shown, also part of the profits? The farmer knows that unless he fertilizes his soil constantly it will soon cease to produce crops; he therefore returns some of his profits in the shape of fertilizer, in order that large returns may continue.

We cannot afford to have shorter hours forced upon us by any outsider; it will pay us much better if we bring about this condition ourselves; the eight hour day is coming sooner or later—we can't escape it; why not try it before we are forced to it?

We have considered this problem in our store from a purely business standpoint; we figure that by working our force eight hours a day they are in better shape to produce, there is more efficiency, more willingness, more interest. For nearly two years our store has been conducted under an eight hour working day, except that each clerk works eight hours every third Sunday. My employees are slowly but surely commencing to realize that it is their move now, that it is for them to produce results, in order that the eight hour day may continue. They are beginning to realize that efficiency is needed to produce financial results.

If we wish pharmacy to continue, if we do not care to be without clerks, we must get in line for an eight hour working day in pharmacy, for it is only in a reduction of working hours that we can expect to get the right kind of young men interested in pharmacy, and only under such favorable conditions can we expect to keep them.

So much for the employee. What about the employer? We as employers have been even more neglectful about our own time; we have been slaves to our business—our business has been running us.

If you wish to shorten your working hours, you must first shorten the hours of your employee; get him satisfied, get the unrest out of his system, get him in shape for 100% efficiency, then (and only then) he will be in condition to help you shorten your hours.

In order to shorten your hours it may be necessary to go over your business, department by department, searching out better methods, installing up-to-date systems, making more records, in fact, doing everything that will tell you how your business stands, what your percent of expense is, percent of profit, the condition of your stock, and your turnovers. In this work you will need assistance. Would not the satisfied clerk be the most efficient? He is the man who works with his head as well as with his hands, for his mind is on his work instead of on his dissatisfied condition.

What we need mostly in pharmacy today is

Satisfied Clerks.

Efficient Clerks.

Willing Clerks.

Clerks who will look after our interests.

Shorter hours will do this; put your clerks under the same working conditions as the drygoods clerk, and I am sure many of your troubles will disappear.

There is one more question. What about these evenings—the time that rightfully belongs to your family? What about these evenings—the time that rightfully belongs to your clerk's family? No matter what success you may attain in your business, if you have to get it at the expense of your home life, I say to you the cost is too high, the value received too low.

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### PURE SKUNK FAT.

BY J. M. ANDERSON AND E. C. MERRILL.

About a year ago, in connection with some work in this department, it was desirable to know the analytical constants of the pure fat of the skunk (*Mephitis mesomelas* Licht). A search of the literature at that time being fruitless, an authentic sample of the fat was obtained from a freshly killed animal and rendered in the laboratory at a low temperature. Inasmuch as there appears to be no previous record of these analytical constants in the literature, the following results which were obtained are submitted for purposes of record.

The oil obtained was a pale yellow oily liquid at 25° C. After standing for a time at room temperature, a large amount of semi-solid fat precipitated. When chilled to 13° C. it entirely congealed. It had a characteristic odor and an acrid bitter taste. It possessed the following constants:

Specific gravity at 40° C.....	0.91107	Unsaponifiable matter.....	0.25%
Solidification point.....	13° C.	Soluble acids.....	0.544%
Hehner value.....	95.26		
Saponification value.....	197.74	MIXED FATTY ACIDS.	
Iodine value.....	82.44	Melting point.....	33° C.
Acid value.....	3.61	Acid value.....	202.01
Acetyl value.....	10.98	Iodine value.....	79.62
Refractive index at 40° C.....	1.4610	Refractive index at 40° C.....	1.4510

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