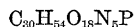


An empirical formula based on these values is



We have found organic phosphorus in commercially available distillery slops concentrates which would seem to confirm the belief that the above compound is essentially a yeast product.

F. W. ZERBAN

THE NEW YORK SUGAR TRADE LABORATORY

LOUIS SATTLER

BROOKLYN COLLEGE

CONTRACT BETWEEN THE SHELL DEVELOPMENT COMPANY AND THE CONGRESS OF INDUSTRIAL ORGANIZATIONS

A SATISFACTORY contract has been consummated between the Shell Development Company, Emeryville, California, and the Federation of Architects, Engineers, Chemists and Technicians (CIO) (Chapter 25). The contract was signed on May 25, 1942, at the conclusion of a mediation hearing in Oakland before Paul A. Dodd, public associate member of the National War Labor Board and professor of economics at the University of California at Los Angeles.

The following statement was given by Mr. J. F. M. Taylor, president of the company, and Mr. Marcel Scherer, international vice-president of the Federation of Architects, Engineers, Chemists and Technicians:

The signing of a collective bargaining contract indicates remarkable progress in collective bargaining in this field. We look forward to setting high standards in labor-management relations which will result in furthering Shell Development's contribution to the war effort.

Some 275 laboratory, engineering and pilot plant technicians of the company will benefit from this agreement, which establishes a contractual basis for hours, working conditions and wages. The company recognizes the federation as the sole bargaining agent for the employees covered by the contract.

The contract provides for promotions based on merit, layoffs based on seniority, and time-and-one-half payment for required overtime work. Employees are protected against arbitrary discharge. In cases of dismissals for general inefficiency or low standards of work, warnings are given a reasonable period in advance in order to afford the employee an opportunity to correct them. A clause on hiring states that no person shall be discriminated against because of race, color, creed, nationality, sex or religious belief. Among the economic benefits gained under the terms of this contract is the acceleration of the rate of advancement within the existing wage scales. The agreement contains a maintenance of membership clause whereby the company recognizes the obligation of employees who are now members or may become

members of the Federation of Architects, Engineers, Chemists and Technicians, to maintain themselves in good standing in the union for the duration of the contract.

The outstanding and unique feature of the agreement is the inauguration of a patent bonus plan, the benefits of which will be shared equally by all employees of the company. This plan will undoubtedly stimulate inventions among the employees and thus contribute largely to the war effort.

At the conclusion of the hearing Professor Dodd stated:

Because of the high intelligence and education of the negotiators on both sides of the table, it has struck me that this case is one of the most unusual cases to come before the War Labor Board. I am sure that the enlightened spirit which has prevailed at this conference table will be continued with a resulting satisfactory bargaining relationship.

DAVID E. ADELSON

THE STATURE OF MEN

IN the May 22, 1942, issue of SCIENCE there appeared a communication (on page 529) from S. L. Calhoun, of Leland, Mississippi, mildly scolding a collaborator and myself for our promulgation of a "false hypothesis." This correspondent writes in part as follows:

Recent articles in SCIENCE have left the reader with a certain amount of skepticism as well as a large amount of thought-provoking data.

In the December 12 issue of SCIENCE (Vol. 94, No. 2450, pp. 552-553) Leonard R. Rowntree gives an average height of over 2,000,000 registrants examined as 67½ inches, the identical average of men in World War I. An increase in weight of eight pounds was shown.

Your correspondent then goes on to cite an article written by Richard G. Canning and myself which appeared originally in *Human Biology*, Vol. 13, No. 4, pp. 533-540, December, 1941, and which was discussed in SCIENCE, Vol. 95, No. 2454, *Supplement*, p. 13, January 13, 1942. We had shown that freshmen in the University of Cincinnati had increased over two inches in average height from 1916 to 1936. We had generalized from our data that men were getting taller. It seems that we had no right to do this, for your correspondent says:

These observations would lead one to conclude that childhood care and advantages, which result in increased growth, are much greater for those students in the University of Cincinnati than for the United States as a whole, and that any conclusions drawn by Chenoweth and Canning should be confined and not generalized.

I think the explanation of the difficulty is a simple one. I have before me Medical Statistics Bulletin No. 1, National Headquarters, Selective Service Sys-