



# THE BULLETIN



Published by the Scovill Manufacturing Company for its Employees.

Vol. XXIX

February 11, 1946

Number 6

## This Is The Strike Story To Date

Let's Review The Parade Of Facts

In the course of the past few weeks there has been much confusion concerning developments leading up to the strike now being experienced by employees, the Company and the public in general. In an effort to line up events in their order, we make the following summary of the situation:

After more than six months of negotiations between the Company and the Union on a new contract, all provisions were agreed upon except four issues which prevented the signing of a complete new agreement. The issues were as follows:

1. The Union demanded a 30% general wage increase; the Company offered to wait until settlement of the national pattern on wages and then to negotiate the question.

2. The Union demanded a Union Shop in which all employees in the Bargaining Unit would have to join the Union within a stated period of time and keep in good standing therein to continue to be permitted to hold their jobs; the Company proposed a voluntary and revocable check-off of union dues.

3. The Company asked for a strong No Strike-No Lockout clause in the new contract; the Union did not care to accept it.

4. The Union demanded an accumulation of continuous Company service for employees who might leave their jobs to work for the Union; the Company agreed to grant leaves of absence to such employees but refused to permit the accumulation of Company continuous service during the course of employment in Union duties, since no other employees were granted that right.

The Company offered to seek, together with the Union, Wage Stabilization Board approval of a 10% increase in wages to be effective for all members of the Bargaining Unit after the Wage Stabilization Board's approval of the increase was received. Also, the Company offered to negotiate the wage question further concerning any additional increase when a national pattern on wages was set by decisions in other major industries. This the Union refused.

The Company also withdrew a proposal for a revocable check-off and proposed a voluntary irrevocable check-off with a 30-day escape period before the named expiration date of the new agreement.

The strike was scheduled to become effective on 12:01 a. m. on Monday, February 4. At an eleventh hour meeting of the Negotiating Committee with the Company on Saturday, February 2, the Company maintained its previous offer and stated that such part of the previously offered increase as was allowable under the cost of living formula of

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## Scovill 'Dimes' Drive Realizes \$426.21

After the mountainous task of sorting and counting the miscellaneous change collected in the Scovill "March of Dimes" containers, the total amounted to \$426.21. All excepting a few containers were turned in to the "Dime" headquarters at the Hotel Elton February 5.

John J. Collins, heading the city-wide "Dime" drive said the Scovill donation would help the fund considerably. Half of the funds collected will remain in Waterbury for local use while the other half will be administered by the National Foundation for Infantile Paralysis on research and other needs.

The War Production Drive Office handled the March of Dimes drive in the plant. John Madden stated that all but a few of the containers have been turned in and the remaining few will make little change in the amount collected.

## It's An Idle Plant Now



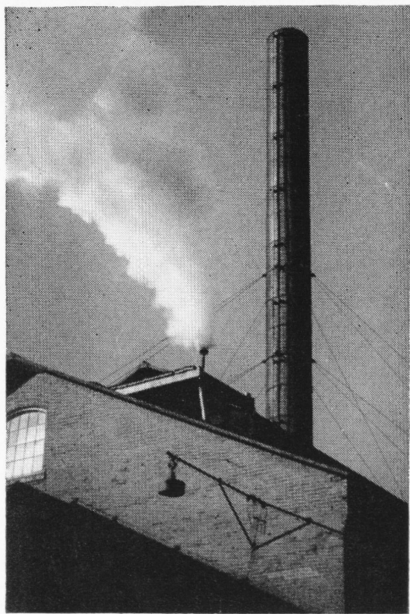
The smoke stacks out East are quiet and beneath them men don't work today to provide man with his most useful metal in its most useful form. Let's all hope a settlement in the Scovill strike will soon be reached.

## Girls' Club Valentine Dance Is Cancelled

Officials of the Scovill Girls' Club announced last week that their annual Valentine Dance, scheduled for this Wednesday, February 13, has been cancelled.

Tickets for the affair are already in circulation, but people who have purchased them, may turn them in and their money will be refunded.

## Silent!



For many years the Scovill whistle has blown signifying men and women at work. The strike makes it silent. We hope not for long.

## The "Arithmetic" Of This Strike

To avert this strike Scovill made an offer of an immediate 10% general wage increase. It also offered an additional increase to meet any additional increase resulting from a settlement of Brass wages in Waterbury.

Let us take the case of an employee who has been earning \$1.00 per hour. His earnings after the 10% increase would be \$1.10 per hour. If this employee was in one of the many departments that has been working 48 hours, he would earn after the increase in a 48-hour week (\$1.10 x 52) or \$57.20.

We do not know how long this strike will last. The Union has been quoted in the public press as stating that it will be long. For the purpose of figuring, we will assume it will last eight weeks. In eight weeks the above employee would have earned (8 x \$57.20) or \$457.60. Because the employee is on strike he will have lost \$457.60 in 8 weeks.

Strike or no strike, the amount wages can be raised will depend on

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## Chase Takes Scovill Hoopsters 40-32

Scovill ERA Men's Basketball team met its first defeat, Sunday, February 3, in the second round of the IRA Basketball Tournament. They played against Chase and went down in a 40-32 defeat. Joe Joyce was high scorer for SERA with 13 points.

Scovill is now tied for first place with the American Brass five.

## The International Union And The Local

Many Scovill employees have asked foremen and other management representatives why the management can only negotiate with authorized representatives of the International Union of Mine, Mill and Smelter Workers, C.I.O., in matters pertaining to its relationship with its employees in the bargaining unit and cannot enter into any negotiations whatsoever affecting its employees with the officers and members of the Scovill Brass Workers' Union, Local 569.

This company cannot advise the members of the Local Union with respect to their rights and obligations in their relationship to the International Union. It can only state its own position and understanding of the applicable laws controlling its action and negotiations with its employees.

During 1937 the International Union of Mine, Mill and Smelter Workers, C.I.O., started to organize the Main Plant and Waterville Division. The Scovill Brass Workers' Union, Local 569, C.I.O., was apparently given a charter by the International. During 1942 the International petitioned the National Labor Relations Board to conduct an election among employees to determine what Union, if any, should represent them as Collective Bargaining Agent.

When the election was finally run, employees of the Main Plant could choose between the International Union of Mine, Mill and Smelter Workers, C.I.O. and no Union. Waterville employees could choose between the International Union of Mine, Mill

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 In The Interests Of Its Employees  
 99 Mill Street, Waterbury, Connecticut  
 Editor—Francis L. Smith

"We pledge ourselves to investigate thoroughly for accuracy before publication the material presented in THE BULLETIN."

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## Local Traffic School Opened To Public

Police Chief Invites Scovillites

The Waterbury Police Department's "Traffic School," which has been inoperative during the war, reopened to a large class Friday evening February 8 at headquarters. The seven week, one night a week, course aims at teaching safety to drivers linked with knowledge of almost all traffic problems by versing them in motor vehicle regulations. Police Superintendent William J. Roach stated the course is especially designed to aid people who are about to get their driving licenses.

The Police Department classroom is fitted out with every type of Connecticut highway sign, traffic light and intersection problem. Persons attending are shown how accidents occur; what to do when a particular problem confronts them; and how to do the right thing in everyday driving. The course is filled with continuous drill on vehicle laws and persons who finish the course have a wider range of motoring knowledge than any who depend upon experience.

Lieutenant William Dwyer and Sergeant James Magner are conducting the seven weeks course Friday nights at 7:30 P. M. The police chief extended a personal invitation to all Scovillites interested and said they would be given a certificate when they passed their final test which would enable them to get a licence without a check on motor vehicle regulations.

## The International Union And The Local

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and Smelter Workers, C.I.O., or an A.F.L. Union or no union. The Scovill Brass Workers' Union was not on the election ballot.

In both plants the International Union of Mine, Mill and Smelter Workers, C.I.O., won the election. Therefore, on September 9, 1942, the National Labor Relations Board certified the International as exclusive Bargaining Agent for specified employees of both plants. The National Labor Relations Board is set up under Federal Law and the Company must obey its legal orders or be in violation of the Law.

Therefore, even though the Scovill Brass Workers' Union, Local 569, voted one way or another on any issue, the Company could not negotiate with the Local unless the International authorized it. Furthermore no agreement with a group authorized by the International to negotiate with the Company is binding until it is approved by the International.

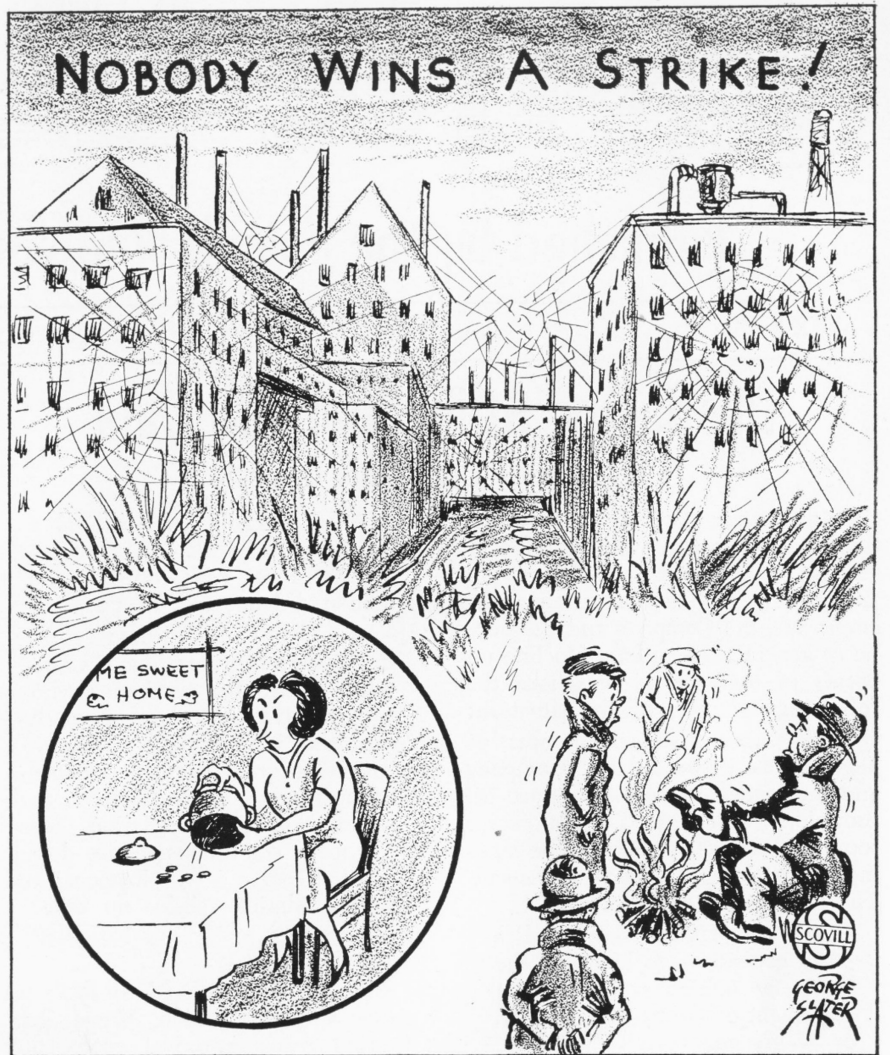
## A Fashion Note

Give the new Grecian look to an old dress of yours by twisting a long rope of pearls or an old gold chain around your waist, letting the knotted ends hang, rope fashion.

## Cabaret Dance Proves To Be A Hit



Everyone always has a good time at the SERA Cabaret Dances and the photographs pictured above just go to prove it. About one hundred and fifty people attended the affair and danced to Delfino's eight-piece orchestra. Vinnie Manzolli, of the Receiving Room, was featured vocalist.



Dear Sir:

This is in the nature of a thank you note from the crew and officers of the USS YR-60. We are now anchored in San Francisco harbor where we have just landed after a forty-nine day trip from the Marshall Islands.

Just before we left the Marshalls I received a large package of BULLETINS which had been following me all over the Pacific. Of course, as usual, I sat right down and caught up on the "doings" back home. After I had read them, instead of leaving them out for the crew as I usually do, I put them in my locker and forgot about them. After we had been to sea about thirty days, most of the ship's reading material had been well digested. Then I happened to think of THE BULLETINS. Boy, but was the crew happy to get them. Before we got into port, most of the crew knew Scovill as well as I do.

William Rosevear, F 1/c  
 USS YR-60

Dear Ed:

Thanks for keeping me informed as to the news concerning the old gang in the General Training Room. I guess the fellows I used to work with are spread pretty well all over the world. Right now I am driving a two and a half ton truck for the Quartermaster Trucking Company here in Munich, Germany. Our job is carrying supplies around Munich and to different towns and cities in Germany. In that way we get to see quite a bit of the country. One of my favorite spots is Garmich. That's where the winter olympics were held back in 1936. It's an ideal spot for skating and skiing. I have a ticket on the ski train that goes up there this Sunday from Munich. I hope I don't break my neck on those steep Bavarian Alps.

Well, thanks again.

Pvt. James MacKerracher  
 Munich, Germany

## Results Of SERA Dusty, Trumbull Bowling Match

Scovill Men's and Girls' Dusty Leagues, bowled a special match against the Trumbull Electric Company teams from Plainville on Saturday, February 2. SERA men took two games and won total pinfall. SERA girls copped their three games.

## Dressmaker Suit



A restaurant suit in mauvy pink faille, with molded silver buttons, shows the new sleeves with fulness at the inside. Softly styled of faille, satin or velvet, suits of this type may be worn with or without a blouse or scarf for semi-festive evenings. One of the important points in making a suit is the proper use of shoulder pads. Information on this and other technical points of sewing are contained in the sewing leaflet "The Professional Touch—How to Achieve It." These leaflets may be obtained free of charge by calling or writing The Bulletin Office.

# A FEW OF OUR RETIRED SCOVILLITES!

ORSON MacLELLAND



"MANAGE TO FIND INTERESTING THINGS TO KEEP ME BUSY"

MRS. CARRIE BOWNE



"NOW I'M CATCHING UP ON MY CHURCH WORK"

JOHN COSTELLO



"SURE MISS ALL THE FOLKS I USED TO WORK WITH IN SCOVILL"

EDNA MURRAY



"KNITTING FOR THE RED CROSS KEEPS ME BUSY NOW"

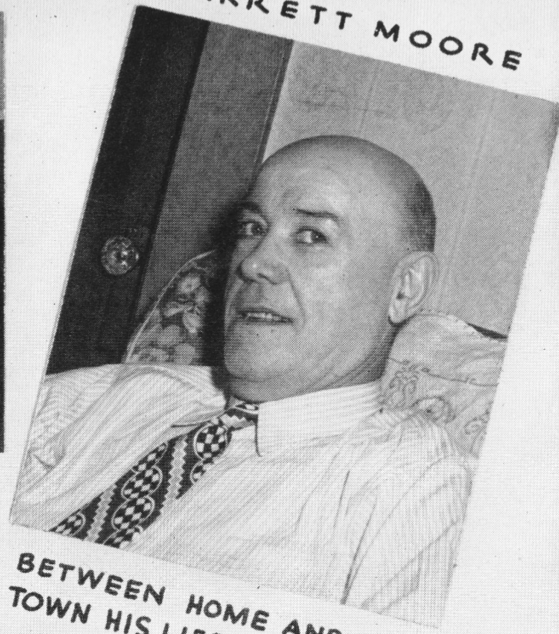
MINNA HAGE



KEEPING UP A SCOVILL FRIENDSHIP WITH LOTS OF FREE TIME NOW

KATE CULHANE

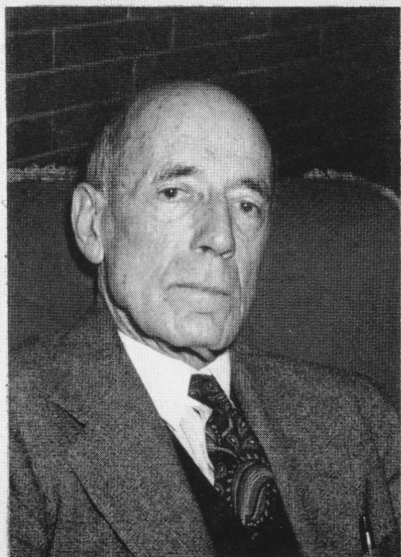
GARRETT MOORE



BETWEEN HOME AND DOWNTOWN HIS LIFE ISN'T IDLE



GEORGE HODGES



"MY GREATEST HOBBY IS SCOVILL, THEN THE GREAT OUTDOORS"

LIBBY PRATT



ONE OF THE OLDEST RETIRED SCOVILLITES-1919

ARTHUR COONS



"WORK A BIT-READ A BIT RELAX A LOT"

LUIGI BOCCHICHIO



"STAY PRETTY MUCH AROUND HOME NOW"

# The "Arithmetic" Of This Strike

(Continued from Page 1, Col. 3)

what the government allows as an increase in the price of our products. No company can operate for more than a limited time unless prices bear a proper relation to wages and all other costs.

At present a considerable price increase is necessary to cover our current costs, as prices are generally frozen at their levels when wages were less than now.

If the government should permit sufficient price increase, so that at the end of an eight-week strike a 5% increase could be added to present pay, and if, because of the loss of business and increased costs, the hours of work had to be fixed at 40 hours a week, then the employee would have to work 4 years and 5 months at the increased rate to get back the money he lost by the strike.

## Ten-Year Service Awards

The following employees were scheduled to receive their ten-year service pins for continuous service:

Jose S. Fernandez, North Mill, as of February 3; Howard G. Kemp, Electrical, as of February 3; Joseph Lamontagne, Tube Mill, as of February 6; and Walter H. Derouin, North Mill, as of February 8.

## 25-Year Gold Service Pin For Miss Yoakum



Adeline C. Yoakum, stenographer in the Traffic Department of the New York Office of Scovill, attained her twenty-fifth anniversary of continuous service with Scovill on January 21.

Miss Yoakum was first hired into the Button Fastener Sales Division of the New York Office but presently carries on in its Traffic Department. She is the most engaging and cooperative figure in the office.

On her anniversary George Engle, New York District Manager, presented Miss Yoakum her twenty-five year gold service pin and certificate.

In honor of the occasion her associates in the office gave her a Hamilton wristwatch and the girls took her out to dinner at Iceland.

## Pinsters' Scramble

In the Men's Inter-Department Handicap League, Tin Shop is leading Reidville by five games with 47 wins and 21 losses. Art Taylor, Main Tool Room, is leading the averages with 109.8.

Assembly is leading Special Training by five games with 54 wins and 18 losses in the Girls' Inter-Department Bowling League. Marie Veneziano, Time Office, is leading the averages with 98.30.

In the Men's Dusty League, Scovill is tied for second place with American Brass, two games behind Chase. On Thursday, January 31, Scovill lost two games to Chase. Chris Poulsen, B & F Sales, was high man with a 151 game for a 396 total.

## This Is The Strike Story To Date

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the Wage Stabilization Board would be put into effect when a complete agreement was signed, and further agreed to meet the raise agreed to by the Brass Industry in Waterbury if it was higher.

The Negotiating Committee of Local 569 expressed a willingness to accept the Company's proposal and to postpone the strike one week in order to finish formal negotiations on a contract. The International Representative, Mr. William Moriarty left this meeting, stating that the International Union of Mine, Mill and Smelter Workers, CIO could not continue negotiations under the circumstances and stated that the strike would be called on schedule.

The International called a meeting of employees for Sunday afternoon, February 3, at the State Armory where it was agreed by the membership present to postpone the strike 48 hours to give Scovill another chance to consider meeting the wage settlement the Steel industry agrees upon.

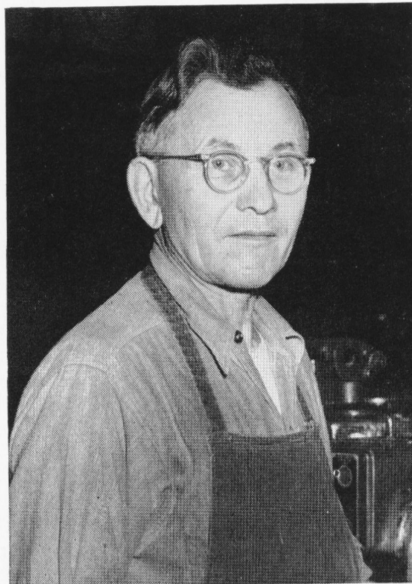
The final meeting of the Negotiating Committee was held on Monday, February 4. All points at issue had been agreed upon except wages. The Union demanded that the Company agree to meet the Steel settlement. The Company offered to make the 10% wage raise effective the week after a contract with the union was signed without first securing the approval of the Wage Stabilization Board, and, in addition the Company agreed to meet Brass in Waterbury after settlement was reached whether it was higher or lower than the settlement in Steel.

This the Union refused and the International Representative said the issue would not be presented to the Local Union for consideration. The strike went into effect at 12:01 a. m. Wednesday, February 6, 1946.

The Company's offers thereby were withdrawn.

## Observe Continuous Service Anniversaries

William Kalack, And John Steponaitis With Scovill 25 Years



John Steponaitis

Stating that he felt just as able now as ever and that he would continue to add to his twenty-five years of continuous service which was marked February 5, John Steponaitis has passed the greatest part of his Scovill career in the Buff Room, then to Loading and is now in Chucking. A native of Lithuania, John came to the states in 1902 and has a family of four grown sons, three who are in service.

John is not alone in his Scovill work. His wife Domicella has been with the Lipstick Department for years. One son, John, is a captain in the dental branch of the Army. Another son, Walter, is a radio operator in Japan and Joseph was recently discharged from the service, attaining the rank of sergeant in the Medical Corps. The last son, Alfred, is with Chase.

Slightly reticent, John said that he spends most of his spare time with work on his Chipman Street Extension home, caring for household needs and a garden in the summer. One thing that he did state emphatically was that he liked his Scovill work and would continue as long as he could.



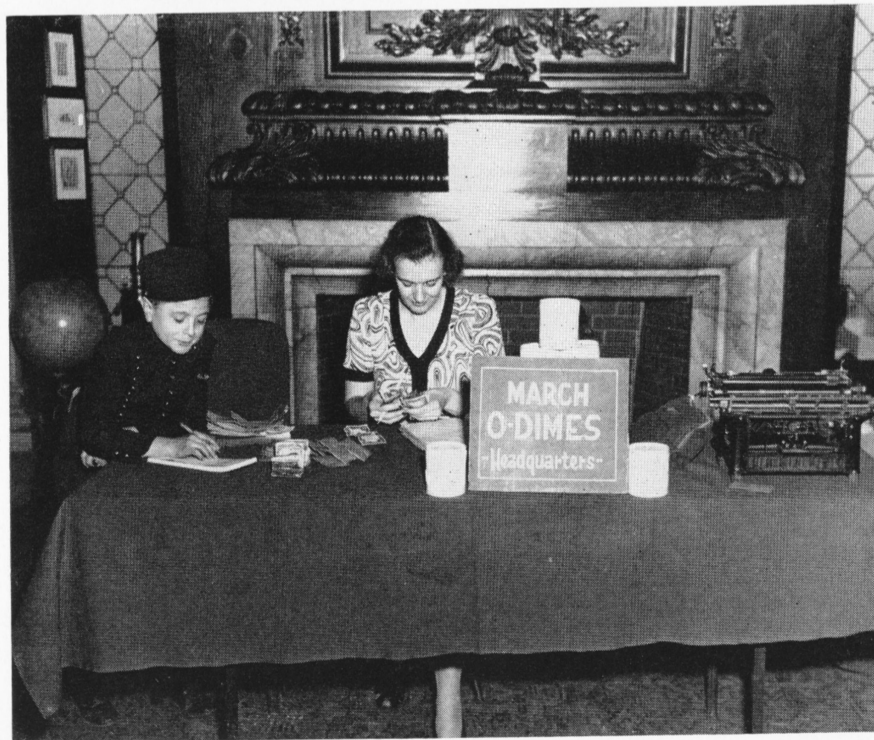
William Kalack

When a man works for twenty-five years with the same group of men, he knows how the other fellow's family is getting along, his problems, what they can do together on a night out and what it means to continue work with such an intimate group. Quitting work after that many years just isn't in the plans of such a man — William Kalack of the North Mill.

Coming from Russia in 1907, William started his twenty-five years of continuous service with Scovill, February 5, 1921 and still finds more mental occupation in work than anything else. Married, he has two sons and one daughter. One son, John, was recently discharged from the Army Air Forces. His daughter Anne is married with a family of her own and the other son William is with a local bottling concern.

A little reading, plenty of hours spent by the radio and a deep interest in all sports fill his leisure hours. From baseball every Sunday in the summer, he now takes in all the major bowling events for winter.

## March Of Dimes Headquarters



Joey Scacco and Celestine Wolff Kearney, both well known to Scovill employees — Joey in the bond drives and Lessie a former employee in the Purchasing Office, clean up the March of Dimes returns at headquarters in the Hotel Elton.

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