



THE BULLETIN



Published by the Scovill Manufacturing Company for its Employees.

Vol. XXIX

March 11, 1946

Number 10

"Missing In Action" Scovillite Now Dead



S/Sgt. Paul Provincial

The total Scovillites killed in action was brought to 46 when word was received from the War Department declaring Staff Sergeant Paul Provincial officially dead as of October 6, 1944. The establishing facts in his death were sent to his wife, Louise, at their home in White Plains, New York. He began his Scovill employment in the Loading Room June 17, 1941 and entered the Army Air Forces March, 1943.

Few Scovillites knew of his death, but much was suspected when a Christmas package was returned to the Plant in March 1945 bearing the ominous cancellation "Missing in action." Paul was a ball turret operator on a B-17 "Fortress" when reported missing and had just received a second cluster to his Air Medal with a citation for "coolness, courage and skill while participating in several bombing missions on German war plants, military defense points and communication lines."

Out of the many that left the Loading Room to enter service, Paul was the only man to lose his life in combat, according to his foreman, Henry Holihan, who also commended Paul's loyalty and his ability to further harmony among the workers who were directly under his charge.

Paul received his gunner's wings at Laredo Field, Texas in December 1943 and arrived in England in the late Spring of 1944.

Pay Loss To Date

(Estimated)

\$180,000	for wk. ending	2/9/46
270,000	" " "	2/16/46
270,000	" " "	2/23/46
270,000	" " "	3/2/46
270,000	" " "	3/9/46
<hr/>		
1,260,000	Total	
126,000	—10% Increase Refused	
<hr/>		
\$1,386,000	—Grand Total	

Hospital Plan Fees Payable Next Week

Employees who are to receive no pay for the week ending March 17 must pay their Blue Cross fees in cash on the following schedule if they wish to keep their Hospital Plan in force through the month of April without the payment of an extra charge. Employees who will receive pay for the week ending March 17 will have their Blue Cross fees deducted from that pay.

Waterville Division employees can make payment at the Waterville Employment Office on Wednesday, March 20, between 9 o'clock in the morning and 3 o'clock in the afternoon.

Main Plant employees can make payment at the Pay Station to the rear of the Foremen's Club on East Main Street according to the following schedule:

Manufacturing Departments 1 through 89, Wednesday, March 20.

Mills Department 120 through 181, Thursday, March 21.

Service, Tool and all other Departments, Friday, March 22.

The pay station will be open for hospital plan payments from 9 o'clock in the morning until 3 o'clock in the afternoon on each day. Please bring with you the correct change to avoid unnecessary congestion at the windows.

The monthly hospital plan fees are 90 cents for a single person, \$1.75 for a married person without extra dependents, \$2.00 for a married person with extra dependents.

Payments not made according to this schedule will have to be made at the local Blue Cross Office on receipt of formal notice.

Another Attempt To Settle The Strike

We call to the attention of our employees, whether Union or non-Union, the Company's efforts — first to avert the strike, and then to settle it while the strike was in effect.

On February 4, 1946, the Company offered an immediate 10% general

increase, and agreed further to meet any additional increase for which Brass in Waterbury settled. There were no other issues. This the Union rejected and the strike was called at 12:01 a. m. February 6, 1946.

On February 18, 1946, the Company submitted by mail to the Union a proposal to end the strike. This was rejected by the Union without a meeting with the Company. The complete proposal was published in the last issue of *THE BULLETIN*.

On March 7, 1946, at a meeting attended by Commissioner Truax of the U. S. Conciliation Service, the Company submitted a new proposal. This is published completely in this issue of *THE BULLETIN*. This latest proposal offers an immediate 15% general increase.

We sincerely hope, for the benefit of all concerned, that the strike at Scovill's Main Plant and Waterville Division will have been settled by the time you read this. Nobody wins a strike.

The New Proposal

March 7, 1946

Proposal to Settle Strike Offered By Scovill Manufacturing Company For Its Main Plant and Waterville Division To International Union of Mine, Mill and Smelter Workers, Local 569, C.I.O.

1. The strike will be called off immediately and the Company will return employees to work as rapidly as it can absorb them. All employees cannot be given work immediately because of a condition beyond the control of Management.

2. As it is in the interest of Company and Union and employees to get the plant running as soon as possible, employees will be given jobs they can perform satisfactorily without consideration of seniority. As a general rule, employees will be placed in the department to which they were regularly assigned immediately before the strike.

3. Provided that agreement is reached before March 15, 1946, a fifteen (15) per cent general increase will be granted, to be effective the payroll week after a complete agreement is signed. The Union will sign a Form 10 requesting Wage Stabilization approval of this increase.

(Continued on Page 4, Col. 3)

Income Tax Deadline Four Days Away

Despite the fact that income tax deductions are made weekly under the withholding tax proposition, Uncle Sam requires the filing of an income tax form — and four days remain till the deadline. On the 15th of March, the local Internal Revenue Office will remain open until midnight to care for the last minute case. (P.S. That's the very last.)

In all respects, make sure you file your 1945 return before that date. Do it now. Uncle Sam never forgets, so why should you?

Notice Posted In Offices March 1

Wage And Salary Increase

Non-Exempt Employees Not In The Bargaining Unit,
Main Plant — Waterville Division

1. In accordance with the Company's announced intent on January 23, 1946, we applied for Wage Stabilization approval of a 10% wage increase to employees not in the bargaining unit.
2. Such approval has been received for non-exempt employees not in the bargaining unit.
3. Effective March 4, 1946 a 10% increase will be granted to the following groups of employees:

Monthly and weekly paid employees who are entitled to receive overtime pay for work over forty hours

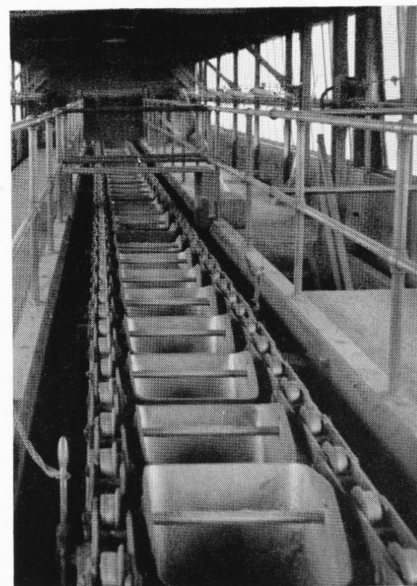
Hourly and piecework employees outside the bargaining unit
General Training Course in 4000 hour (and longer) courses
Guards.

4. The increase will be extended to exempt weekly and monthly employees when further approvals are received.

5. No request for approval has been made for those in the bargaining unit, as the Company's offer was rejected by the Union.

Alan C. Curtiss
Vice President

Empty - - -



The coal conveyor in the East Power House is empty — empty and quiet. Except for the comparatively small demand for power in the struck plant, the mighty turbines and generators are quiet too. Machines don't turn; men are not earning money.

ARMY NAVY THE BULLETIN SCOVILL

Published Weekly By The Scovill Manufacturing Company
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."

Vol. XXIX March 11, 1946 Number 10

Your Eyes Demand Everyday Respect

Right now—hold your hand over one eye while you read just this little item. No fooling, cover one eye while you read this.

Did you know that permanent disabilities to eyes receive higher actual compensation than any other part of the body, such as arms, legs, hands and feet? Your eyes are your most valuable possession and they suffer severe injury more easily than any other part of your body. By the way — how do you like to read with one eye? Working all day at the job with one eye is a lot tougher. Many good jobs can't be done with one eye.

We said eye injuries paid off better than any others and that's right from the National Safety Council

statistics. You want to know how much in dollars? Well, permanent disabilities averaged \$1,596. Total loss of sight naturally runs a bit more. Want to sell an eye? Of course not. No one wants to, and you are sure you aren't going to lose one of yours. But you are forgetting that thousands of persons just like you will lose an eye this year. They will all be shocked at the sudden, unexpected little thing which blacks out forever half of their vision and all sense of depth and distance.

Remember this. It only takes one very small chip or sliver, which you will never see coming at you, to do the damage.

Our plant gives to every worker on every hazardous job the best eye protection that money can buy and urges all employees to use these glasses or shields.

How about it? Isn't it a lot easier to wear eye protection than to read this with one eye? Your safety is your problem when it comes to eyes.

Forgetting Pays Small Dividends

Mostly everyone forgot the exclamations that were uttered by Earl Odell at the Foremen's last pinochle match, but he left an unforgettable incident when he forgot to cash in on something that happens but once in a lifetime to some players. Earl drew eight aces, saw seven in his hand, melded 100 points instead of the 1,000 he actually had.

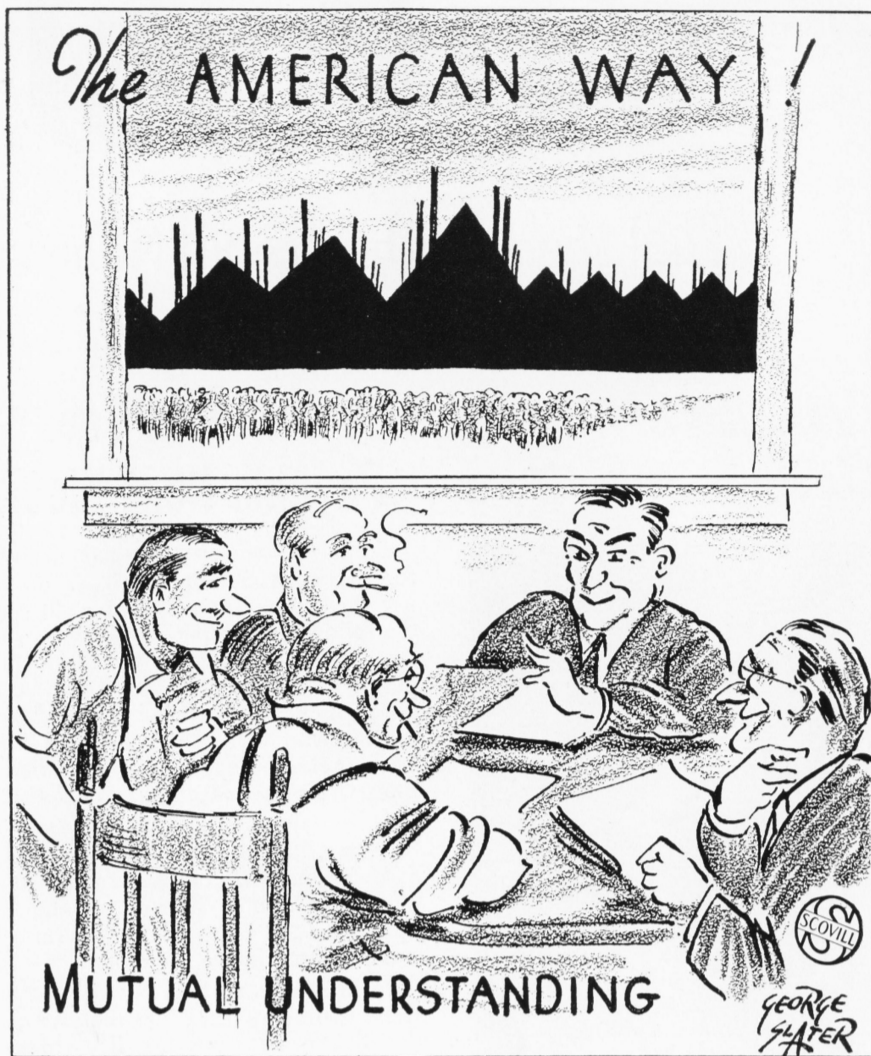
A few cards had been tossed out before Earl realized this, but it was too late, but not too late for the other foremen to start heckling.

Perfect card hands are becoming the fashion with the foremen. Eddie Duncan, playing in the Foremen's Club last week during leisure hours, drew a perfect pinochle hand, a double suit in trumps for 1,500 points. This was the first in three years for the foremen.

Bids Awaited On Club Kitchen Renovation

The kitchen of the Foremen's Club will have its face lifted in a short while according to announced plans which include installation of a new large gas range, new food preparing tables and general renovation of the entire outmoded kitchen.

Several contractors have already surveyed the kitchen and bids for the project are expected shortly. The new gas range has been purchased, is in storage and ready to replace the awkward coal-burning stove now in use.



WEAR YOUR GOGGLES

Eyes are the most precious of our senses and can't be bought or replaced at any price. Those are the best reasons why we should care for them.

James Dineen, Retired --- Dies Recently

James Dineen, who joined the Scovill Company three days after he came over from County Cavan, Ireland in March of 1892 and has been retired since 1931, died at St. Mary's Hospital March 3 after a short illness. Mr. Dineen entered the North Mill in 1892, worked steadily for a 13-year period, was away for an eight-month period, then came back to finish nearly 39 years of service with the concern.

An honorary member of the Scovill Foremen's Association, Mr. Dineen also belonged to the Holy Name Society of St. Patrick's parish. He is survived by two daughters; Miss Mary Dineen of this city and Mrs. John T. McHale of Lake Hitchcock, Wolcott; two grandchildren, Kathleen and Sheila McHale; three brothers in Ireland, John, Patrick and Edward and a sister Bridget, also of Ireland.

Scovill representatives at the funeral were Ed Rafferty, Mort Spencer, William Caputo, Phil McGrath.

Red Cross, Carrier Of American Generosity Support Of Everybody Needed To Rebuild War's Devastation

Everyone knows the suffering that follows in the wake of Nature's disasters, how long it will take to remedy the situation, but there is no measure for the suffering that is left by man-made war. That is why the Red Cross is facing the greatest challenge in its history. Service to the armed forces overseas, the hungry, disaster-ridden civilians and Americans at home must come as a brotherhood with the Red Cross providing the link that binds them together.

Waterbury's share of the national goal is \$135,000, of which \$85,000 stays in local hands for home service, community needs and the rehabilitation of veterans from hospital to home. Those who gave last year watched the work their dollars achieved; this year

the work of their dollars is featured daily in headlines about European and Asiatic needy. Six long years of war and destruction have brought hunger and horror as constant companions to children and their families. From American hearts has come emergency relief through the Red Cross. Today, more must come.

The Red Cross is the carrier of American generosity to the frustrated and needy peoples of the world — let them carry your contribution.

A Touch Of Spring



As sure as Spring follows Winter, you can add a touch of Spring to your Winter costume with this trick bit of millinery and fetching handbag. Built high, the hat is trimmed with contrasting grosgrain ribbon finished in back with a tailored bow. Crocheted of the same material, is the matching bag of cotton, same stitch with fluted edges at each end and opens conveniently at the top—zip. Call or write The Bulletin Office, for instructions, they're free.

Inter-Department Sports

In the third round of the Inter-Department basketball session, the Tube Mill toppled the West Machine last Monday at the Center by a narrow 25-23 margin while the Office force stopped the first round winners, AS-MD, 32-23. The company-wide elimination tourney starts the first week of April.

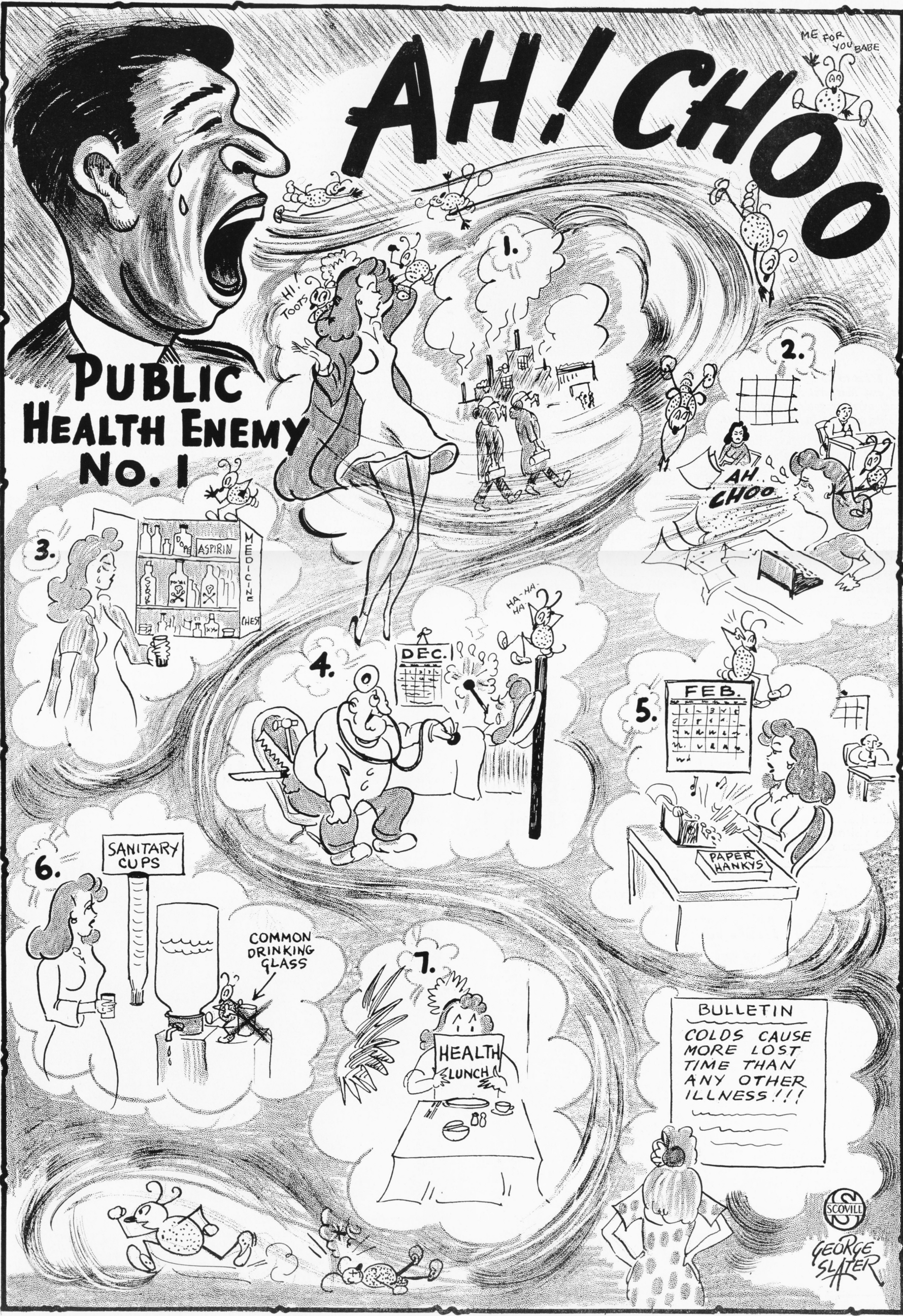
The Tin Shop is still leading the Extruded Rod bowling entry by three games while Art Taylor of the Main Tool Room still holds individual high average. In the Girls' loop, Special Training is two games up on the Assembly entry. The leagues end in two weeks.

Classified Ads

WANTED TO BUY—One second-hand ice box. Call 5-0331.
FOUND—Lady's fur lined mittens, at Purchasing Office entrance. Call Plant Protection at 345, anytime.
WILL SWAP—One large sled for smaller size. Contact 3-6511 anytime.

AH! CHOO

PUBLIC HEALTH ENEMY No. 1



ME FOR YOU BABE

Hi! Toots

2.

AH CHOO

3.

ASPIRIN
RZ-N-OMIX
(HES)

4.

DEC.

HA-HA HA

5.

FEB.

1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

6.

SANITARY CUPS

COMMON DRINKING GLASS

7.

HEALTH LUNCH

BULLETIN
COLDS CAUSE MORE LOST TIME THAN ANY OTHER ILLNESS!!!

SCOVILLE

GEORGE SLATER

Two Scovill Girls Now Featured Soloists

Both Girls Agree Voice Gift Becomes Art Only Through Practice



What to do when you find that you have a fair voice? Well, Arlene Bauder, left, and Margaret Mitchell agree that you must sing and sing, time will let you know whether you're successful. These two Scovill songsters are now featured soloists with the Industrial Chorus.

By accident or strict adherence to effort, the road to singing success is not all "tra-la, tra-la" or an offspring of "the flowers that bloom in the spring," but a pathful of bumps and monotony leading to an elusive horizon. But take it from the Misses Arlene Bauder and Margaret Mitchell every note sung takes away a noteful of troubles making it lots of fun.

It was just eight years ago when Miss Mitchell was singing in the Mill Plain Choir. The featured soloist took ill. Since that day she took the lyric soprano spotlight, she has filled major engagements with many local Protestant churches, numerous recitals and musicals besides radio programs and starring performances with the Choral Club.

Miss Bauder did it another way. She just decided she should become a soloist, stepped from the ranks of the Second Congregational Church choir into capable teaching hands, made a mark when she captured top scholarship honors in the Mattatuck Musical Arts competition as a contralto. With a definite leaning towards radio work, Arlene visions a radio career beyond the environs of Waterbury and fol-

lows "practice makes perfect" in a Bunker Hill Church quartet. Just to keep musical expressions clear, Miss Bauder explained that a contralto becomes an alto when singing with a group. Kathryn Hotchkiss Fenn of Middlebury was her teacher.

With expectations of a career beyond Waterbury, Margaret was coached by the late Flo Wessel of Boston and Walter Golde of New York City recently and hopes that a coming near future national audition will net her a place in radio.

Seen, heard and known to thousands of Waterburians, both young misses, (darned attractive, too) agree that native possession of a voice is a gift, but gifts are not art and become so only when long years of practice create new curves in the long roads of practice — a new delight or goal behind each curve. But its lots of fun they say.

Girls' Club Election Meeting March 18

Action on a proposed slate of officers selected by the Nominating Committee and nomination of officers from the membership at large will be the main business offering of the Scovill Girls' Club at their clubhouse quarters March 18 at 8 P. M.

All members are urged to attend the meeting which will cover plans for the coming dinner dance of the group and scheduling of the annual banquet. The Nominating Committee headed by Margaret Fenske and Ethel Johnson together with Jane Peck, Jean Ostrowski and Lucy Guarrera will select a slate of officers at an earlier meeting and place them before the general membership at eight, together with accepting floor nominations. Present officers' terms are due to terminate shortly.

The dinner dance is definitely scheduled as a post-Easter affair and suitable sites are now being canvassed.

The New Proposal

(Continued from Page 1, Col. 3)

4. Concurrent with the increase in Paragraph 3 above, the \$.14 per hour now paid as a separate item will be adjusted into and become part of the piecework price on as equitable a basis as can be worked out practically so that the total cost to the Company will be approximately the same. It is understood that some incentive workers will receive more, and others less, than \$.14 per hour by this action.

5. The \$.14 will be added to the rate of hourly paid employees.

6. After the effective date of the increase in Paragraph 3 above, the general wage level will be frozen for one year.

7. The wage clause shall include the following:

"Every step must be taken to reduce unit labor costs and all other costs if high wages and the competitive position of the Company are to be maintained and bettered."

8. All hourly pay will be in even cents. In applying the increase in Paragraph 3 above, hourly rates will be rounded to the nearest cent, but no one will receive less than minimum nor more than maximum of Labor Grade, except:

a. Persons now paid an hourly rate over the maximum of their Labor Grade shall receive only such part of the general increase as will keep their pay at the maximum of the Labor Grade, except that no hourly paid person will receive less than three (3) cents per hour increase.

9. A voluntary revocable check-off shall be a part of the contract.

10. A satisfactory no strike — no lockout clause will be a part of the contract.

11. A complete contract including suitable clauses to effectuate the above and all other previously agreed upon items (whether agreed to in writing or verbally) will be signed. All items of the complete agreement will be put into effect by the Company as soon as is reasonable.

Regains Connecticut Singles Crown



Mrs. Flo Reynolds, top flight star of the girls' Dusty bowling team, proceeded on her own last week to cop the 1946 Connecticut singles crown which she also held in 1944. Playing at Milford March 3, Flo gained a 3-2 win over Mrs. Mamie MacDonnell of Bristol on sheer ability. The versatile basketball and softball star of the SERA started to splinter the timber after Mrs. MacDonnell had forged a two-game lead, taking the final three games by a total of 66 pins. Her top string was a 138 to Mrs. MacDonnell's 98.

Scovill Entertains Rocky Hill March 27

Twenty-five girls, the Scovill "Hay-seeder" band and a combination of singers, dancers and specialty performers will entertain the veterans at the Rocky Hill Soldiers' Home, Wednesday, March 27, the Production Drive announced. Chase Company girls will present a singing ensemble while other concerns in the city will send girls to help entertain the wounded veterans. Gertrude Swirida will be in charge of the girls.

Men-Girls' Teams Bowl Bristol Mar. 15

On Friday, March 15, the SERA Men's and Girls' Dusty bowling teams will journey to Bristol to engage the Wallace-Barnes outfit in a special match.

At present, the men are in third place of the Industrial loop, five games behind the leader, but hope to slide in edgewise when the American Brass and the Chase entry battle together. Chris Poulsen took high three with 363.

The girls are showing their heels to all Dusty entries and now stand eight games ahead with a few games remaining to be played.

Center's Use Increases During Strike



With the strike increasing the number of idle hours among employees, the SERA Center on Hamilton Avenue has become the Mecca for many who use the facilities with organized groups or "just to kill time." The billiard tables, used little during the days when the Plant was going full blast, are increasingly popular while the other attractions in the Game Room and the Lounge draw interested newcomers. All facilities of the Center are now open to any Scovillite or group if they wish to stage special events during the ample time now available. Be sure to contact the Recreation office for details on arranging special group activities.

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