



THE BULLETIN



Published by the Scovill Manufacturing Company for its Employees.

Vol. XXIX

March 18, 1946

Number 11

Agreement Reached . . . Strike Officially Ends March 18

Week Grace Given To Blue Cross Members

Instead of the announced plan that cash payment would be accepted for Blue Cross dues from employees of the Main Plant and Waterville Division, who would have received no pay for the week ending March 17, there will be a deduction made from all members' pay for the week ending March 24.

This extended week of grace will keep all hospital plans in force for April. Those who do not return to work that week must either make a cash payment to the Blue Cross Office upon receiving a bill or suffer a lapse of policy.

This is the only week during which Blue Cross policy holders can pay their April fee by deduction.

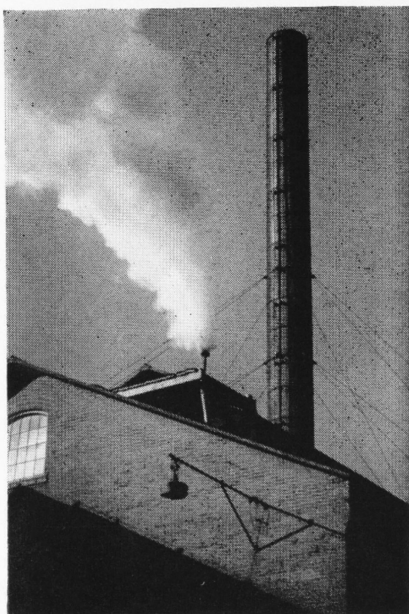
Pay Loss To Date

(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
270,000	" " "	3/16/46

1,530,000 Total
153,000—10% Increase Refused
1,683,000 Grand Total

Thar She Blows!



The Scovill Whistle, for years the symbol of men and women at work—producing the goods our nation and its people need in war and peace, earning money with which to provide themselves and their families with food, shelter, clothing, and the typical American luxuries—the Scovill Whistle blows again. The strike is over!

Employees Returning As Quickly As Plant Can Be Put Back Into Operation After The Long Shutdown

The nearly six-week-old strike at the Scovill Main Plant and Waterville Division officially ends at 12:01 A. M. Monday, March 18, at which time many employees will be back at their work. It is expected that complete normal operations will be effected within this week. Individual employees have been and are being notified when and where to report for work.

Delay is necessary in recalling some of the employees because of the need to service long-idle equipment.

Following are the principal agreements which resulted in the ending of the strike. A complete contract will probably be signed this week.

Addition to General Wage Provisions

\$.18-1/2 per hour shall be granted to all employees in the Bargaining Unit. This shall be effective on March 18, 1946, and shall continue in effect for the duration of a complete agreement when signed. The general wage level shall be neither raised nor lowered by general increases or decreases for the duration of the agreement. The agreed upon application of this increase and of the inclusion of \$.14 per hour in rates is shown in Schedule "A" below*.

It is appreciated that the resulting high wage and earning level resulting from this wage agreement will make it imperative that all operations and assignments be at their most efficient operating level, and that all wastes be reduced, so that the Company's competitive position may be maintained.

In applying the increase herein, and the \$.14 per hour (sum of previous general increases), any error will be corrected when called to the attention of the Company. However, no other complaint based upon the application of this sum will be considered as a grievance.

Hobby Show Entries Cover Varied Fields

When the Scovill-wide hobby show opens this Spring with a multitude of representative entries, even active hobbyists will turn interested spectators.

To date, over thirty persons have entered their sideline "love" in the Scovill show scheduled for the Center. There may be groups of painters, stamp collectors or button collectors, but little duplication. Every entry has strict individual tendencies.

For the show, the SERA model engine enthusiasts are planning an exhibit revealing the mechanics of miniature engines from start to finish.

Sponsored under the joint efforts of the Scovill Girls' Club, the Foremen's Club and the SERA, the entries will be accepted at the Recreation Office anytime now for the Spring showing.

Explanation of Schedule "A"

Method of figuring base rate (Schedule "A")—

Add \$.14 the sum of wage increases since January 1, 1941
.185 present increase

\$.325 total increase

Normally, employees should earn at least 30% over base rate. Therefore if such employees are to receive \$.325, add \$.25 to old base rates.

\$.325 ÷ 1.3 = \$.25

Method of figuring guarantee (Schedule "A")—

Take Labor Grade 24 (Schedule "A")

\$.69 (base rate) x 1.30 x .80 = .7176 or \$.72.

MILLS

The piecework system in the Mills differs from that of the Manufacturing Department. The guaranteed rate and minimum and maximum of Labor Grades on Schedule "A" apply to Mills and Manufacturing Department, but the base rate on Schedule "A" apply only to Manufacturing Department.

To effectuate the increase and include the \$.14 in the incentive of Mill workers, the following percentages will be applied to piecework earnings before the addition of the \$.14. In every group this will result in an in-

crease on the average of \$.32-1/2 cents per hour or more.

Melting Division of Casting Shop, Alligator Shears, Cabbaging Machines—add 24%.

Rollers and Freight Loaders—Rolling Mills—add 26%.

Rolls Helpers—these men are paid a percentage of rollers' pay. Add 6 percentage points to their present percentage figure. This results in an increase to them on the average of more than \$.32-1/2.

Other Mill occupations—add 31%.

Union Security

The Union will supply 3" x 5" dues check-off cards acceptable to the Company which meet legal requirements. The check-off shall be voluntary and irrevocable until seven (7) days before the named expiration date in the agreement. In the last seven (7) days employees checking off may stop check-off by so notifying the Company in writing. The Company will send the Union a copy of such notification. The Company will notify employees of this privilege by posted notice. Their check-off will stop at the end of the month in which they notify the Company. Check-off of those who do not so notify the Company in the seven-day period will continue during any extension of the agreement or a renewal agreement containing a similar

(Continued on Page 4, Col. 3)

Schedule "A"*

HOUR WAGE SCALE FOR CLASSIFIED OCCUPATIONS

Manufacturing Dept. Only	Entire Plant		Entire Plant	
	Male	Piecework	Hourly Min.	Hourly Max.
Grade	Base Rates	Guarantee		
1			1.345	1.785
2			1.275	1.585
3	1.14	1.19	1.215	1.435
4	1.09	1.13	1.165	1.365
5	1.04	1.08	1.115	1.305
6	.99	1.03	1.065	1.255
7	.96	1.00	1.035	1.205
8	.92	.96	.995	1.165
9	.90	.94	.975	1.135
10	.85	.88	.925	1.055
11	.81	.84	.885	.985
Female				
21	.80	.83	.875	1.035
22	.77	.80	.845	.985
23	.73	.76	.805	.935
24	.69	.72	.765	.895

It is the intent of the Company to set piecework rates in the Manufacturing Department so that an experienced normal employee working normally on such rates under normal conditions will have an earnings opportunity of from 125% to 135% of the base rate of the job. If it can be demonstrated that the opportunity to earn 125% of the base rate is not present, the timing will be adjusted after study.

Piecework employees are guaranteed at least the guaranteed rate for their job. Except under conditions beyond the control of the individual, the requirement to pay the guaranteed rate under normal operating conditions indicates poor operation.

An hourly paid employee will be paid an hourly rate in the Labor Grade in which his or her job falls.

Approximately 44 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.

ARMY NAVY E ★ ★ ★

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 18, 1946 Number 11

Astrologist Says Hitler Still Lives

Bertrand Dilliber Forecasts War With Russia After Reading The Stars

Admitting earnestly that he made a mistake when he forecast some months ago that Hitler would be found alive in Holland by the United Nations organization, Bertrand Dilliber, seer, astrologer and general entertainer from the Eyelet Room again reiterated that Hitler lives and is now in Russia aiding the brewing of World War III. The war is due in seven years, he said.

"For Hitler," Bert asserted, "There is no death notice in the stars." As for what the stars say about international politics, he believes that England, Russia and the other borrowing countries are negotiating all possible loans from the United States with the sole purpose of driving America into bankruptcy, then making an armed attack. As for the present strike, he said the American Brass will return before Scovill, but expressed no date.

While his forecast bears a doleful note, Bert usually keeps on the humorous side with feats as drinking beer while standing on his head and sleight of hand tricks. With 101 Ranch Circus at 17 and practicing a magician's profession, Bert travelled the western hemisphere over and finished his professional entertaining with a two-year stay at Coney Island as an astrologist.

A devoted disciple to the truth in stars, Bert, according to his own story, forecast the end of the war in Europe April 28 the day of Roosevelt's death, and V-J Day.

He also sees a depression in the near future as a culmination of over-production with its subsequent lay-

offs in all industry. Three weeks of celestial observation covering all of the major planets went into Bert's latest forecast and as Bert said, "The stars? —They never lie."
 Well-I-I?

Dick Tracy Bowlers To Meet March 19

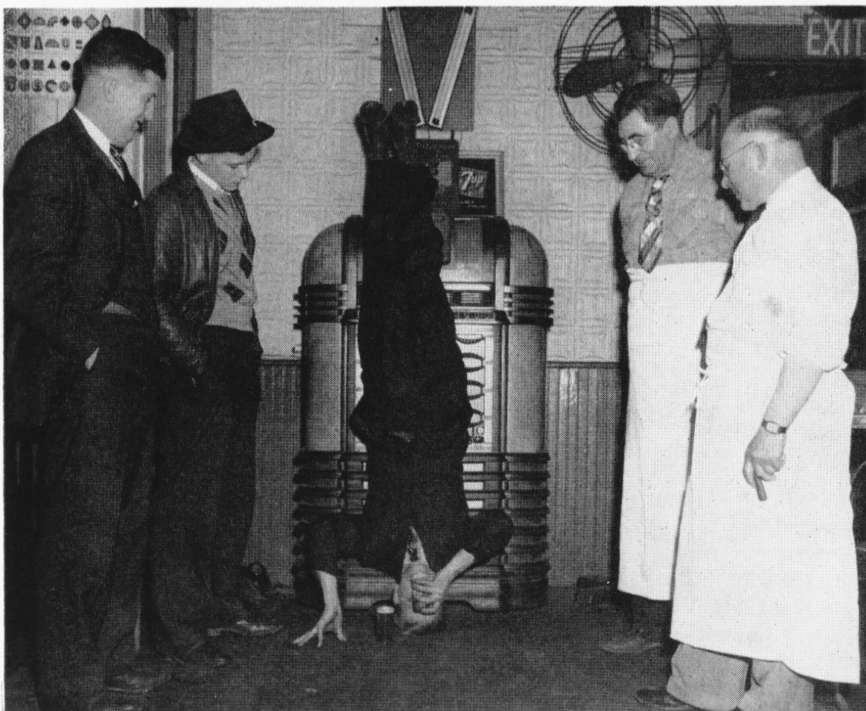
As the bowling season is nearing a finale, members of Waterville's Dick Tracy Bowling league will meet Tuesday evening, March 19, to draw up plans for the annual season's end banquet. Lester Brodeur announced that the important meeting will be held at the bowling alleys and requested all participants' attendance.

Girls' Club Banquet Hotel Elton, May 9

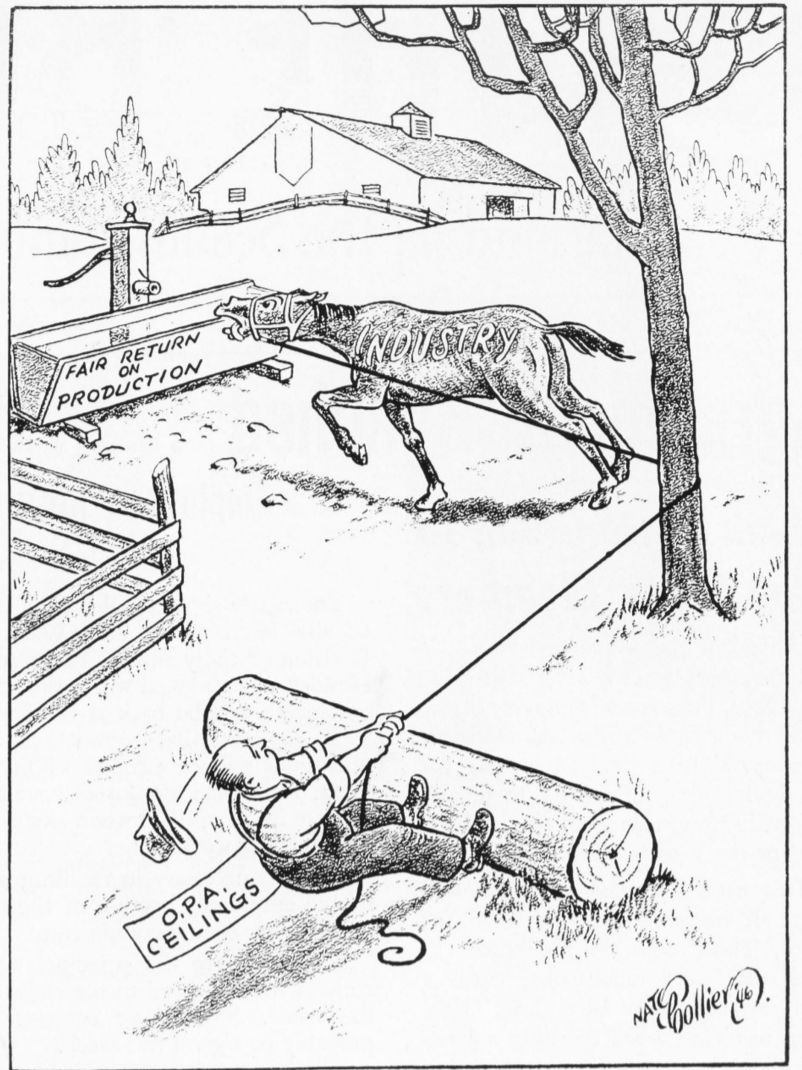
The annual banquet of the Scovill Girls' Club which will be held in the main ballroom of the Hotel Elton May 9 is expected to attract between four and five hundred people, according to Miss Jane Peck, chairlady of the affair. No speaker will be featured at the affair.

Full details as to reservations and entertainment have not been completed but will be announced shortly, Miss Peck related.

Scovill Astrologer Makes New Forecast



One of Bertrand Dilliber's favorite stunts is the feat of drinking a stein of beer while standing on his head. When this picture was snapped in May 1945, he said he had forecast Roosevelt's death, Hitler's capture by the United Nations in Holland. This week Bert asserted Hitler is alive and in Russia aiding scientists start up World War III.



Waterville Team Tops Main Plant Circuit

With the finale in Scovill's oldest bowling league but a few weeks away, Ed Creem's boys from the Waterville Division are hitting "hard and often" to maintain their four-game lead over the "Wallmen." Now in its 30th year, this year's current figure gives high average honors to Tony Sebastian with a tidy 108.19 closely followed by Tom Pawlowski with 107.44.

High single of the year is Ed Creem's 153.

Team	Won	Lost
Creem	59	37
Wall	55	41
Snyder	53	43
Caputo	51	45
Warner	50	46
Cullinan	50	46
Niekerk	43	53
Shanley	43	53
Pawlowski	42	54
Foley	35	61

Girls' Club Dance At Elton April 27

An April Spring dance, a pleasurable occasion foregone by the Scovill Girls' Club during war years, will be held amid festive Spring decorations at the Hotel Elton ballroom in mid-April—Saturday, the 27th from 9 till 1 A. M. with dress semi-formal.

Miss Jane Peck, chairlady of the affair, said that tickets are now being distributed by council members with attendance limited to seventy-five couples. The dance, however, is open to the public, not only club members. Assisting Miss Peck in arranging details that promise to make the occasion memorable are Barbara Bunting, Louise Longo, Jean Ostrowski and Lillian Murtha.

West Plant Guards Take East Bowlers

When guard Jim Leary pounded out three strings of 136, 137, 138 for the West Guards against the East force March 8, he not only aided a team victory, but carried away top single and top high three honors for himself. The boys presented him a new Easter tie for his efforts.

Dan Callahan was top man for the East force, but had little help in stemming the two-out-of-three West guards' victory. The boys will celebrate with a banquet soon.

Spring Semi-Casual

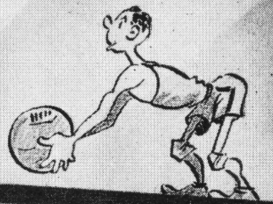


This season, it's contrasting skirts and jackets. So, if you're making a Spring suit, combine a black or navy skirt with a bright top—lime, peacock blue, burnt toast or coral. A new comprehensive booklet, "Basic Ingredients of Successful Tailoring" is yours for a phone call or a card to the Bulletin office. The above semi-casual can be dressed up or down for anywhere, anytime wear. Two deep darts flanking the front closing give the waistline that fitted and snug look.

Seovill WINTER ACTIVITIES



SOME FISH !!



BADMINTON



BOWLING

SCOUTS

PINOCHLE



Men's BASKETBALL



CHORAL CLUB



Girls' BASKETBALL



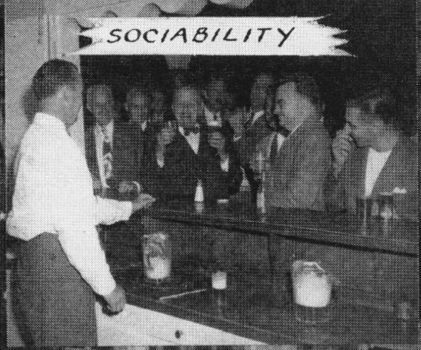
FOREMEN'S CLUB



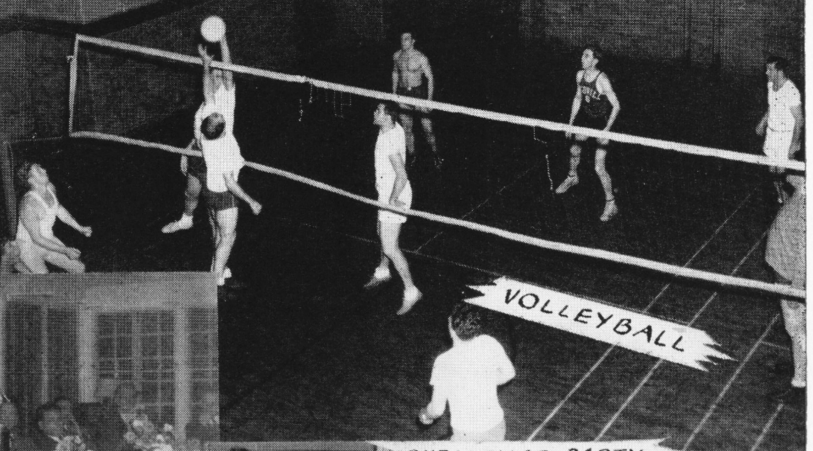
DANCING



SOCIABILITY



VOLLEYBALL



HALLOWEEN PARTY



BANQUETS



CHRISTMAS PARTY



Simple Meals Also Aid World's Hungry



In America one can still eat the best of meals yet aid the world's hungry with the same move. By tying in nutrition rather than quantity, the results are simply achieved. Take this breakfast—fruit juice, whole cereals, milk, bread and butter—coffee for adults. It saves food, is far above government approved nutrition standards, helps extra food to reach needy folks in the world.

Ruth Phelan's 9.25 Points Per Game Tops

In winding up its basketball season, the Scovill Girls' Dusty team dropped into second spot with a 25-12 loss that gave the U. S. Time girls first position. Four teams started in the loop, Chase dropping out and the Benrus aggregation taking third place. Throughout the eight game season, Ruth Phelan and Flo Reynolds sparked the Scovill team. Phelan, a forward and Reynolds, a guard, were outstanding floor coverers with good shooting ability. In eight games, Phelan sunk a total of 74 points with Reynolds looping in 42 for seven games for 9.25 and 6 points per game respectively. Stacia Butner garnered 18 for five games; Irene Landry, 13 for eight; Evelyn Roberge, 8 for seven and Evelyn Hyland, two points.

Tube Mill-ASMD Meet In Department Finals

The championship of the Inter-Department basketball league will be decided in a three game playoff featuring the ASMD, first round winner, against the Tube Mill who garnered both the second and third rounds. The teams enter the playoff evenly matched, for the March 11 Tube Mill victory over the ASMD came by one point, 31-30. First game of the playoffs will be held at the Center March 18 and the following matches will be scheduled following the first game. With the winner of the loop decided, all teams in the Inter-Department loop will enter an elimination tournament.

Inter-Department Sports

A season average of 97.48 held by Marie Veneziano of the Time Office leads the Girls' Inter-Department league, followed by Ann Kisonas of Assembly with 96.38. Assembly and Special Training are tied with 66 wins and 26 losses apiece. In the Men's, Pin Shop is leading Extruded Rod by two games with 59 wins and 29 games dropped. Art Taylor, Main Tool Room, still holds high average with 109.49 to Al Crandall's 108.41.

Jungle Action Movie Set For Early April

"Jacare, Killer of the Amazon" a sound movie produced by Frank Buck, will be a presentation of the Scovill Rod and Gun Club at the SERA Center during the first part of April, according to the report of a meeting held by the club March 12.

Plans for the movie show which will be open to all Scovillites and friends have been in Gun Club agenda for some time, but were delayed due to the strike, president Jim Littlejohn revealed.

The action film which deals exclusively with wild animals going through their everyday life in the jungles is the first of its type to have been taken in the wilds of the Amazon basin jungles. Unlike Hollywood, the "truth is stranger than fiction" life of animals in this picture needs no backdrops or "props" to increase fascination.

Full details of the show will be released shortly, the club president stated.

Agreement Reached - - - Strike Ends

(Continued from Page 1, Col. 4)

clause, with a similar escape period seven (7) days before each anniversary of this agreement, but will terminate with the lapse of this or subsequent agreements.

No Strike - No Lockout

During the effective period of this agreement or any extensions thereof, the Company will not lock out and the Union, its representatives, or its members will not picket, strike or participate in mass or illegal acts which interfere with production. In the event of any unauthorized violation of this paragraph, the Union will order any of its members or agents who participate to cease such violation immediately. Participants in such violation will be disciplined by the Company as it sees fit. In the event of such discipline, only the matter of determining whether or not there was violation will be subject to the article on Grievance Procedure herein. If an individual whose discipline has resulted in loss of pay is proven innocent of violating this paragraph, he will be reimbursed for time lost at his straight time average hourly earnings less any earnings from substitute work, and shall be returned to work in his old job if it is available, or in one substantially similar subject to Article (Seniority).

Every American Part Of The Red Cross

When the Red Cross pulled through the past global war with flying colors, it at once became evident that war never ends for that organization because only after the smoke of battle is cleared is it possible to see fully the extent of humanity's suffering and need.

You are the Red Cross. Every bit you gave last year added to the total accomplished. Every dollar or every hour of volunteer work you give now will make you a greater part of the American Red Cross for the challenge is great in 1946 and 1947. The dual task of service to the armed forces and to hungry civilians is combined with assistance to Americans at home. So, being a good American is just being a good neighbor.

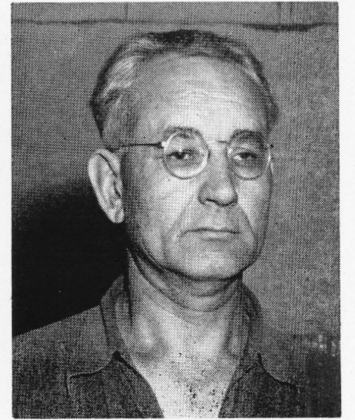
One-Year-Olders In The News



Son of a Waterville employee, James Cody, is young Jimmy. His mom, the former Mary Chianese, was in Case 4 for a while. His grandma Carmella Chianese now works in Electric Shell.

Two Scovill Veterans Die On Same Day

On Saturday, March 9, death claimed two Scovillites who both became associated with the firm about thirty years ago. Jacob Protzko, who has covered many positions in the North Mill since May 26, 1915, died at his home while Frank Cieslik, who first entered Scovill as a millwright in 1917, died the same day at St. Mary's Hospital.



Jacob Protzko

JACOB PROTZKO who came to this city 33 years ago from Ukrainia was a communicant of St. Mary's Russian-Greek Orthodox Church and has been with Scovill for thirty-two continuous years. A member of the Lithuanian Independent Political Club, Jacob is survived by his wife Anna; two step-daughters, Mrs. William Midgett of New York City and Mrs. Francis Shieblar of East Hartford.

Honorary Scovill pallbearers were Ed Rafferty, John Danaher, Albert Keane and Clarence Foster.

Frank Cieslik With Scovill 29 Years

FRANK CIESLIK, a native of Lomza, Poland came to New Hampshire 36 years ago, thence to Waterbury four years later and joined the Millwright staff of Scovill in 1917. His last work was in the East Machine branch. As a communicant of St. Stanislaus Kostka Church, he also belonged to the Ognisko Society of that parish.

Surviving him are two sisters, Mrs. Peter Taraskewich of Waterbury and Mrs. Adolph Taraskewich of Berlin, New Hampshire. He also has a brother Alexander Cieslik of this city.



All bundled up for a snowy dash is young Bruce Grenier, whose dad, Frank, is associated with the Waterville Division. Just past one year, Bruce is aboard his special sled, Red Devil.

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