



THE BULLETIN



Published by the Scovill Manufacturing Company for its Employees.

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Number 12

Agreement Ends The Strike



Participating in the strike-ending session which took place at the Spencer Building conference room are, left to right, seated: William T. Moriarty, International MM & SWU representative; Edward Birmingham, President of Scovill Local 569; John J. Mankowski, Executive Board Member for the Union; Joseph Acetura, Local 569; Jerome Wolff, Manufacturing Superintendent; Alan C. Curtiss, Scovill Vice-President; Edwin C. Bradley, Personnel Assistant in Employee Relations; Willis Machin, Assistant Superintendent of Tool Division; Harvey Stackman, and John Matter, Assistant Mechanical Engineer.

Standing, left to right, are: Joseph D'Avino, Philip Bertrand, Joseph Scarpati, Gustav Ruey, Donald Beaudoin, Arthur Lussier and John Kennedy, all Union representatives; and William M. Black and Fred Reutter, Scovill officials.

Woodtick Rifle Range Nearing Completion

Good news to rifle and pistol enthusiasts — the indoor rifle range at the Cornelis factory building in Woodtick is being installed and will be ready for use in the very near future.

The factory building, which is built of brick, is over 120 feet in length and will house four rifle shooting alleys, complete with shooting tables and benches for all style shooting. The receiving end of the range will be equipped with steel-plate and sand boxes to render bullets harmless. Club quarters are also being installed.

Scovillites Urged To Aid Red Cross Drive

John J. Hoben Heads Drive

For the Scovill share of the 1946 American Red Cross drive, it has been announced that the solicitations will be limited to the office and supervisory forces. With the return to work and in view of the great need facing the Red Cross at this time, everybody in position to make a contribution is urged to do so during the coming week.

John J. Hoben, Scovill Mill Superintendent who is in charge of employee solicitations for the city's industries, stated that the Scovill drive will end on March 31 in conjunction with the city-wide drive. Every possible effort should be made, he said, to help the Waterbury chapter reach its \$135,000 goal of which \$80,000 is needed for local use. Office employees and supervisory forces will be solicited during the current week.

The committee in charge of the range will be announced shortly and THE BULLETIN will carry the rules and regulations governing the range.

Scheduled periods will be set up for the more experienced shooters and for those who are beginners. Arrangements are also being made to give instructions to the beginners.

40-Hour Week Delays BULLETIN One Day

With the Scovill Plant now operating on a forty hour week, the mailing of the Scovill BULLETIN will be delayed one day. Previously, THE BULLETIN was addressed and mailed on Saturday morning for arrival in mailboxes on Monday. THE BULLETIN will now be mailed on Monday which means arrival in employees' hands no earlier than Tuesday.

Concerning The \$.18-1/2 Per Hour Increase

Before March 18, 1946 (the date the \$.18-1/2 per hour increase became effective) all employees had added to their earnings \$.14 per hour. This was confusing. The Company and the Union agreed during contract negotiations that this \$.14 should be added to the rate of hourly paid employees and that it be adjusted into the rate of pieceworkers on an equitable basis.

When an \$.18-1/2 per hour increase was agreed to, it was apparent that the same confusion would result if it were not included in both hourly rates and in piece rates. Thus, the problem was to include \$.14 and \$.18-1/2, or \$.32-1/2, in hourly rates and in piece rates so that on and after March 18 the average employee would receive an increase of approximately \$.18-1/2 per hour worked. Actually, the method of application will add more than \$.18-1/2 per hour to the Company's costs.

The application of the increase can be best explained by example. We expect pieceworkers in the Manufacturing Department to earn at least 130% of the base rate of the job they are on. Actually, experienced operators as a group will average more than that. Let us take a job in female Labor Grade 23. The base rate before March 18 was \$.48. We wish to change the base rate so that an operator earning at the rate of 130% will receive at piece rates \$.32-1/2 (\$.14 + \$.18-1/2) more than she did before March 18. If we divide \$.32-1/2 by 130% we get \$.25. Then if we add \$.25 to the base rate, we should accomplish our purpose. \$.48 + \$.25 = \$.73, the new base rate.

Hourly earnings at 130% before Mar. 18		Hourly earnings at 130% after Mar. 18
\$.48 x 130% = .624		\$.73 x 130% = \$.949
Add .14		
Total Hourly earnings	\$.764	Subtract .764
		The increase
		\$.185

From the above we see that at 130% operation the \$.18-1/2 increase is earned exactly.

Employees who work at a rate which produces earnings that are higher than 130% will earn more than the \$.18-1/2 increase.

Before March 18		After March 18
\$.48 x 135% = \$.648		\$.73 x 135% = \$.9855
Add .14		
Earning at 135%	\$.788	Subtract .788
		The increase
		\$.1975

In the above case the increase has been \$.19-3/4 instead of \$.18-1/2.

Also, employees who work at a rate which produces earnings that are lower than 130% will earn less than the \$.18-1/2 increase.

Before March 18		After March 18
\$.48 x 125% = \$.60		\$.73 x 125% = \$.9125
Add .14		
Earnings at 125%	\$.74	Subtract .74
		The increase
		\$.1725

In the above case, the increase has been \$.17-1/4 instead of \$.18-1/2. The above examples will apply in the same way in every Labor Grade. Since actual experience shows that pieceworkers in the Manufacturing Department average to earn more than 130% then more piecework employees will receive above \$.18-1/2 than receive less than \$.18-1/2.

In the Mills a different situation existed, and the problem had to be solved differently. To explain the method used let us take a related group of employees who, before March 18, averaged to earn at piece rates \$1.25 per hour. We wish to include \$.32-1/2 (.14 + .18-1/2) in the earnings of the group so that the group will average to receive the \$.18-1/2 increase. We find that by dividing \$.325 by \$1.25 we get 26%. So if we add 26% to the earnings of the individuals in this group, the group should average to earn \$.18-1/2 more than they did before March 18.

Before March 18		After March 18	
Average earnings	\$1.25	Average earnings	\$1.25
Add .14		Add 26% of \$1.25	.325
Total earnings	\$1.39	Total earnings	1.575
		Subtract	1.39
		The increase	\$.185

Thus, the group on the average will get an increase of \$.185. Some will get more — some will get less, as the following examples show.

Suppose an individual in the same group earned at piece rates before and after March 18 only \$1.20 per hour.

Before March 18		After March 18	
Earnings	\$1.20	Earnings	\$1.20
Add .14		Add 26% of \$1.20	.312
Total earnings	\$1.34	Total earnings	\$1.512
		Subtract	1.34
		The increase	\$.172

(Continued on Page 8, Col. 1)

Scovill Recreation Wins Group Approval

During the two-day session of the Eastern Industrial Recreation Conference at the Hotel Elton last week, tours of the recreational facilities offered by Waterbury's industries bore out in actuality policies stressed as ideal by authoritative speakers and recreation directors from ten states.

How well Scovill met the conference idea in that recreation cover the family as well as the employee was revealed when Scovill Coordinator of Recreation Fred Wilson escorted the delegates on a tour of the Center, Woodtick and the Girls' Club. He showed how Scovill was meeting the four basic requirements of athletics, social, cultural and outing, expressed as vital to employee programs by Edward B. DeGroote, president of the national IRA.

Industrial Recreation Increased Production, Safety And Health In War

At the opening session of the meeting, Doctor Floyd R. Eastwood of Purdue University asked that recreational facilities be expanded to keep parental delinquency at a minimum and to keep American living at its present high plane. Quoting the war record, Dr. Eastwood commended industrial recreation for increasing production, improving health and greater safety. He said the aim of industry should be to cover all employees, not the 10 per cent who are athletic or recreation "geniuses."

Many phases of the conference dealt with employee-employer mutual cooperation in recreation and management's responsibility once a program was inaugurated. In this respect, Mr. Wilson said that all Scovill programs are the joint effort of employees and management and that increases in facilities come about when employees and management actively participate together. At the second day of the meeting, Mr. Wilson conducted an "Information Please" program on questions concerning industrial recreation.

Peg Cosgrove Lands A Sailfish



The biggest catch of the day, at the West Palm Beach Yacht Club Dock, on Monday, February 25, was made by Peg Cosgrove, Planning Office. The sailfish, which weighed forty pounds and was seven feet, one inch long, took Peg one-half hour to land in a rough sea. She is now a member of the West Palm Beach Fishing Club, and has a certificate to prove it. All this happened when Peg was on a two-week vacation which lengthened into a month because there just weren't any return tickets. The above picture was taken when Peg's boat, The Marlin, docked. With her are Mr. Paul Sevenich, Mrs. Thomas Daly, (Peg) and Mary Daly.

Men's Dusty Bowlers Now In Second Place

In taking over the first-place American Brass outfit three straight games in their March 14 encounter at the Mattatuck alleys, the Scovill Men's Dusty bowlers combined three games of 634, 573 and 673 for a total team pinfall of 1880 and the season's second high team average.

Chris Poulsen pulled through the evening with the top high single of 157 as well as taking high three average with a formidable 402.

By turning the American Brass back with three straight games, Scovill moved into second position in the league with Chase and the American Brass tied for first place. Seven weeks remain before the league ends.

Scoring: Montville, 382; Napolitano, 362; Poulsen, 402; Klobedanz, 373; Byrnes, 361.

New York Items

By F.L.G.

CATHERINE R. FLANAGAN, of the Button and Fastener Division, was married March 2nd to EDWARD FENFERT, formerly a Lieutenant in the Army Air Corps.

The girls gave MISS FLANAGAN a shower and then took her to dinner. The entire office personnel presented MISS FLANAGAN a silver sandwich tray and a pair of silver candlesticks.

MISS FLANAGAN intends to continue with her present position in the New York Office. The best of luck, KAY.

In The Battle That Is Never Won

In keeping our occupation troops happy and close to America in thought, in trying to rehabilitate countless wounded men in military hospitals, in fulfilling regular chartered duties of local chapters and in aiding veterans to resume civilian life, the real fight of the Red Cross is just beginning.

Take the men overseas now. There, Red Cross clubs are still growing, providing the lonely and homesick soldier with things to do — a ski trip, all types of sports, educational tours — as Romeo to a Red Cross Juliet in amateur theatricals. These friendly girls from "back home" let the boys know "what cooks" there, chat with them about pet "gripes" or help in discussing

their future plans. Keeping them close to America instead of headlong flight into fraternization is their task. How well they succeed comes in GI Joe's "stateside" expression, "Those Red Cross workers really helped me out."

When a soldier knows that a Red Cross worker at home actually sees and talks with his folks, his wife or sweetheart, on his family problems or just "worries," he rests easy. The Red Cross is the connecting link between him and home.

Then there is the home front fight — never won — against suffering, want, fire, flood and disaster. That is why the Red Cross must have full support from every American. TODAY.

Bowling Notes

In the Men's Inter-department Handicap League, Tin Shop and Extruded Rod are tied for first place with 61 wins and 31 losses. Art Taylor, of the Machine Tool Room, is leading the averages with 110.2.

Assembly and Special Training are tied for first place in the Girls' Inter-department Bowling League, with 66 wins and 26 losses. Marie Veneziano, Central Time Office, is leading the averages with 98.5.

In the Girls' Industrial League, Scovill is leading with 8 games with 6 more weeks of bowling.

Ten States Represented At Eastern Industrial Recreation Conference



At the Eastern Industrial Recreation Conference held at the Hotel Elton March 14 and 15, industrial recreation directors from concerns in ten states attended, hearing such authoritative speakers as Doctor Floyd R. Eastwood of Purdue University and Edward B. DeGroote, National Industrial Recreation pres-

ident. Doctor Eastwood, (second from right in left photo) was snapped during an informal discussion with the delegates. At the right is the large display covering Scovill recreation facilities in a series of photographs along with trophies won by Scovill recreationists.

Plant Badminton Tourney April 3-5

On April 3, 4 and 5, the company-wide badminton tournament which is open to all employees is scheduled for the SERA Center with the play divided into five sections. According to the Recreation Office, there will be play in men's and women's single, double and mixed doubles.

The first part of the tourney will be played on a best two-out-of-three basis while the finalists will stage three-out-of-five matches. Entry blanks are now being sent to all known badminton players in Scovill, but additional entries may be made at the Recreation Office.

All matches will be played at the Center and the first shuttle is due to fly at 7:00 P. M.

Trim And Knurl

By Jack Driscoll

BABS GEDRAITIS, IRENE HAYES and ELAINE MARCEY spent two and a-half weeks in the sun. They look like Egyptians. BILL HOGAN has a brother who is a hair dresser and is an expert at hair waving. P. S. If he's that good he can have a "permanent" business.

DAN MALONEY said he dreamed this reporter was a kid chasing all the girls. He never dreamed about me catching any!

JOE McHUGH says he knew a fellow who had an uncle who got pinched so much he used to run for the wagon so he could get a seat. He always had to stand up.

Congrats to all the birthdayers and cheerio to all the veterans who have returned home and to the departments.

East Machine Room

By John Moriarty

We wish to extend our sympathy to the family of *Frank Cieslik* who died recently.

We are all glad to see *Jimmy White* back with us again. The former Sergeant served in the Pacific theater of operations.

It's about time for *Bill Parsons* to be browsing through his various seed catalogs. This is an annual ritual with him. More power to you *Bill* and may your tomatoes be as large as cantaloupes.

Best wishes to *Dorothy Van Buren* on her marriage which took place March 2. She is now *Mrs. John J. Collins, Jr.*

Are You A 'Gulp And Run' Breakfast Eater?

By the way, did you eat a good breakfast this morning? Or did you grab a bite and run for the bus? Too many of us are eat-and-runners. We just fail to allow the few extra minutes which a good breakfast requires. Too few of us begin to understand why a better breakfast is so important to our morale, our day-long efficiency, and to our safety.

Lowered efficiency on your job results when you have had an inadequate breakfast, or no breakfast at all. Increasing hunger during the morning hours leads to nervousness, lessened judgment, inattention to work and fatigue. The "eleven o'clock lag" means less efficiency and more accidents.

Between supper and breakfast there are at least twelve hours. Eight hours may be spent in sleeping, but it takes energy even for sleep. Morning is the time to break your fast and refuel your body with the foods required to supply the energy you need. You can't have what modern living takes if you only prime your body with a cup of hot coffee in the morning. It's like opening furnace drafts without putting in any fuel.

Grinding Room Grins

First and Second Shifts

By George LaPointe

Welcome back one and all. I hope everyone had a good time and plenty of shuteye.

Congratulations to EVE and PIKE on their recent nuptial. May all their troubles be minor ones.

AL CARVER took himself to Miami, Florida during his time off to see what he could see and has added a few "you-alls" to his vocabulary.

That tall gentleman artist who was waving a paint brush at a building on Bank Street week before last was none other than our own JOE SULLIVAN.

LOUIE SAVINO has the recipe for cooking crows. It has something to do with tomato sauce. This I gotta see!

The envy of many a gal is RUTH FALLON who is the proud owner of not one but three pairs of nylons.

Our best get-well wishes are extended to ANTHONY MARCO who was hospitalized for an operation but is now recuperating at his home. A speedy recovery, TONY.

City-Wide Groups To Entertain Veterans

Girls From Local Concerns Visit Rocky Hill March 27th



Gertrude Swirda, Production Drive Office, will be mistress of ceremonies for the Rocky Hill veterans' show. The combined groups will also try to cover the other Connecticut veterans' hospitals in the near future.

Several girls with singular talents as singers and specialty artists together with twenty-five cheerful, good-looking hostesses from concerns all over the city are combining with the Scovill Production Drive Office in an entertainment enterprise for the wounded veterans at the Rocky Hill Hospital, March 27. Gertrude Swirda of the Drive Office said that girls from Chase Brass, Waterbury Tool, several local stores, Scovill and the American Brass are joining together for the effort.

A cheerful show is in store for the men at Rocky Hill. Besides having twenty-five comely hostesses from city-wide concerns on hand as dancing partners for the men, there will also be an entertainment program. Claire McNichols of Scovill and Martha McKnaught of Chase will entertain the boys with individually-styled songs, and June Howes will add variety with her tap dancing.

Also on the program is an exhibition of baton twirling by Shirley St. Hilaire of the East End Drum Corps. Edith Moody of Chase will be the pianist of the evening. A Waterbury dance band will accompany the troupe.

Girls Now In On Center Card Parties

Girls — girls interested in setback, cribbage and pinochle—will be in on the next Scovill-wide card party offering at the Center Friday, March 29, the Recreation Office has announced. Owing to insistent demands of numerous girls interested in the card party setup that has been a growing success with the men, the lid has been lifted from the "men only" tag that prevailed at the parties.

The identical rules that have governed the men's parties will apply to the opposite sex in regards to food and refreshments and the cash prizes at the end of the night's play. The fifty cent entry fee will also apply to the girls.

A committee consisting of Frank Cardinal, Painters; Art Rompre, Tool Room; Art Denker, Estimating; Bob Monnerat, Tool Room; Art Roberts, Chucking; Romil Roberg, Hot Forge; Joe Pendy, West Machine, and Jack Riordan of Blanking Tool are arranging the parties. Tickets may be gotten from members or the Recreation Office.

The card party will start at 7:30 P. M., but it was announced by the Recreation Office that registration must be made, if possible, before the date of the party, so ample refreshments may be procured.

Both Men, Girls Win 3 From Bristol Club

In a special match with the Wallace-Barnes concern in Bristol, March 15, both the men and girls' teams bowled through with three straight wins apiece, led by Chris Poulsen and Flo Reynolds with high threes of 375. Flo also came in with a high single of 128 for the girls.

In the play, the girls hit team strings of 519, 536 and 567 for a 1622 total against a 1456 pinfall for the Wallace-Barnes girls. The Bristol outfit, besides being amiable win or lose, entertained the group at a buffet supper and dancing after the matches.

Fifty Persons Attend Annual Bowling Banquet

The Men's Inter-department Bowling League wound up its season somewhat earlier this year and subsequently had its annual bowling banquet Saturday, March 16, at the SERA Center.

A chicken dinner was served to the fifty persons attending and equal cash prizes were awarded each member in the league.

The "banqueteers" took advantage of the many facilities the Center has to offer and from what we gathered, had a fine time.

Basketball Tournament Scheduled For Center

A plant-wide inter-department basketball elimination tournament will be staged this Thursday, March 28 and Monday, April 1, at the SERA Center.

Any and all teams may enter and so far teams from West Machine, Automatic Screw Machine Department, Cost Office, North Mill, Hot Forge and General Training have been scheduled for play.

Any teams wishing to enter the elimination tournament may register at the Recreation Office.

Assembly Room Notes

By The Mystery Man

GENE SULLIVAN certainly did admire the red polka dot tie that a certain gentleman in the room was wearing last week. He says it's not for sale, GENE. Besides it's a birthday gift.

ANNE KROSS did look pretty nifty last Monday morning with her new haircut. Why not let the other girls in on the secret, ANNE, by telling them the name of the hairdresser.

Quite a number from the room were seen in New York on Fifth Avenue watching the parade on St. Patrick's Day.

MARY LYNCH O'BRIEN has left our department to take up her household duties now that her husband has been discharged from the service. Lots of luck to you both from the Assembly Room.

We all welcome our new comrades who are now working in our department. We hope you like our company, folks.

Count Eyes Lost..... Yes Saved.....No!



In keeping books on the human machine, people know the debit side of their ledger — a missing eye or limb is self evident. But the credit side is skipped in many cases where eyes or limbs were saved through proper use of safety equipment. The above safety spectacles were used in a certain period in Scovill. The numerous broken lenses testify how they stopped flying fragments, splashes of molten metal. They'll save your eyes, too!

ARMY NAVY THE BULLETIN SCOVILL

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 Editor—Francis L. Smith

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

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Fair Day's Work For Fair Day's Pay

As water flows over a spillway, there must be continual flow into the main body of water else it dries up entirely. This is a picture of what Scovill faces at the present day with increased wage levels and no proportionate increase in the selling price of materials. There is the necessity of putting in a fair day's work for a fair day's pay.

When workers apply for a higher scale of wages, they must expect to put forth a greater effort, counter-balancing increased wages with increased efficiency and productivity, plus more open-minded cooperation. It's necessary now.

During the war, in the preoccupation of getting out the production at any cost, some workers fell into habits not conducive to efficient production. Adherence to certain company rules and policies has been lax. This must now cease.

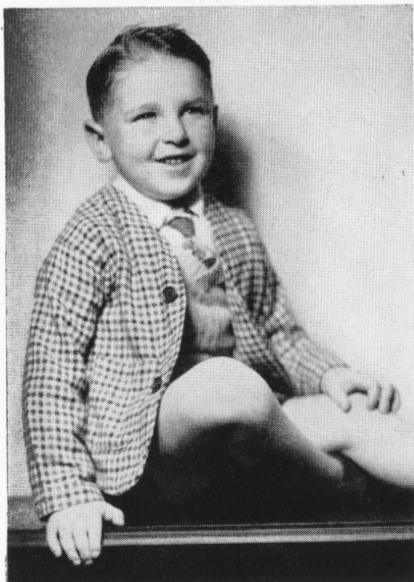
With wage levels increased, the story now boils down to one of acute competition — the most efficient and productive team will prosper. The highly competitive industry that does not increase these factors will slowly but surely dry up. Too much water over the dam in a drought of efficiency and production.

Scovill faces a task of increasing production efficiency. From one end of the plant to the other there are problems, but each has a solution. Wasted effort is the greatest problem to meet. Better planning, careful placing of workers and individual efficiency will help to solve the problems. Most of all, employees must be taught to appreciate the value of time. They must appreciate that they must work every expected hour at a reasonable wage.

All employees are personally responsible for wasted time. Much of this comes from adopting the wrong attitude towards a duty. Unnecessary visiting and slowdowns carry money over the dam without a fair return in value. Stalling to protect a job or piece-work rate eventually kills an employee's job because the costs stay so high that our customers go elsewhere to get their work done more economically. If the employee fails to meet the competition of other concerns, his job will pass out of existence.

Unnecessary leaks in efficiency and production must be plugged. If they are not, Scovill and the other concerns, like the main body of water, will vanish over the dam.

Bobby



Five year old Robert A. Shoneck is the son of Mr. and Mrs. Andrew Shoneck. Papa Andy is a toolsetter in the Automatic Screw Machine Department.

Get Behind The Fight To Conquer Cancer

Congress has designated April as Cancer - Control Month and next Monday, April 1, Connecticut will begin its drive to meet the \$277,400 goal that is its share in the nation's fight against the disease in 1946.

It is becoming generally known that approximately 170,000 persons are dying each year of the malady. Cancer is not a "certain age" disease. It can strike young and old; men as well as women. Cancer kills more children than diphtheria, infantile paralysis, scarlet fever and whooping cough combined.

How far the State and the country will go in tearing down the death grip of cancer during 1946 depends on the answer given to the appeal that will be made for funds by cities throughout the nation during April.

Get whole-heartedly behind this effort to stop the cancer death rate!



Dusty Bowling Teams To Compete In Providence

The Scovill Men's and Girls' Industrial bowling teams have entered the National Bowling Tournament which is being held in Providence, Rhode Island, on Saturday and Sunday, April 6 - 7.

About 100 teams from Connecticut are entering the tournament, which hasn't been held since the beginning of the war. The last tournament was held in Baltimore.

Annual Sports Banquet Scheduled For April 16

After the cessation of winter sports always comes the sports banquet, and this year's has been scheduled to be held at the SERA Center, Tuesday, April 16.

Dinner will be served to all varsity team members who will be notified of detailed arrangements and definite starting time by the Recreation Office.

During the course of the evening appropriate awards will be made to deserving team members accompanied by a few short speeches.

Following dinner there will be music for dancing.

Old Timers' Sick List

Out due to illness are Joseph Fregeau, Millwrights; Dennis Keane, North Mill; Howard DeForest, Packing B; and Joseph Marinelli, Yard Department.

Back to work are Bridget Cluney, Assembly Room; Sarah Daly, Closing; Pat Murphy, Extruded Rod Mill; Alexander Elukovich, East Rolling Mill; Angelo Paduano, Trucking; Ivan Milton, General Manufacturing Tool Room; Helen Sullivan, Fastener; Catherine Summa, Lipstick; George Stankevicius, North Mill; Andrew O'Dea, North Mill; Nellie Murnane, Packing B; and John Rozdilski, Tube Mill.

Training Course

The following have been assigned to the General Training Course during the week of March 18, 1946, according to C. A. DuBois.

Edward Burns was assigned to the Electrical Department; Joseph Gillette, and Francis Lovett, Manufacturing Eyelet Room; James White, East Machine Room, Ernest Weir, Pipe Shop.

John Reardon, Edward Ney, William Mercier, Harold Hogan, Irving Leach, and Augustine Fidalgo, to the General Training Room.

Thomas Sathory, Milling and Grinding; Edward Masayda, Paul Blanchette, Alex Lukachevich, Walter Buczak and John Baranauskas, to the West Machine Room.

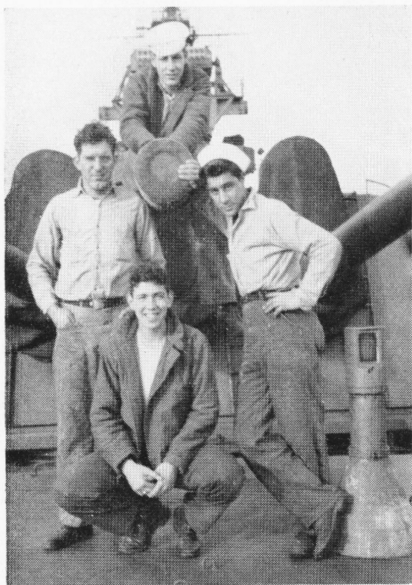
All of the above are returned veterans.

By The Beautiful Sea



Olivia Jeanne Troiani, niece of Betty DiMeco, Mechanical Engineering Office, planted a salty kiss on the cheek of young Dennis Stanek, grandson of Peter Gyba, Assembly Room, when this picture was taken last summer at Myrtle Beach. Both youngsters are three and a-half years old.

Jerry And His Mates



Jerry LaFreniere, formerly employed in The Bulletin Office, sent us this picture of himself (kneeling) with some of his shipmates. Jerry is aboard the U.S.S. Belosi which is now somewhere in the Pacific.

William Colina Added To Retirement List

WILLIAM COLINA, Assistant Superintendent of the Mills Department, has been placed on the special retirement list effective March 15, 1946.

Mr. Colina began his fifty-six years of service with the Company in May, 1889 in the Brass Finishing Department. On through the years he became Assistant Foreman in Production work in the Manufacturing Division; Foreman in the Welsbach Department; from 1917 until 1927 head of Planning; Assistant Superintendent in the Manufacturing Office and on November 9, 1941, Assistant Superintendent of the Mills Department working out of the Mill Superintendent's Office.

Friends and fellow workers of Mr. Colina wish him the very best in his well-deserved retirement.

Two Hour Sport Show At Center April 12

Two solid hours of action movies featuring an eighty-minute production by Frank Buck, "Jacare, Killer of the Amazon," will be shown at the Center Friday, April 12 at eight by the Scovill Rod and Gun Club.

A sporting action program throughout, the additional movies will all cover an outdoor aspect. The Frank Buck film is the result of an expedition into the heart of the Amazon basin and covers the actions of almost all South American animals in natural habitat. The jungle film is one of the best yet to be shown to sporting enthusiasts and a large audience is expected.

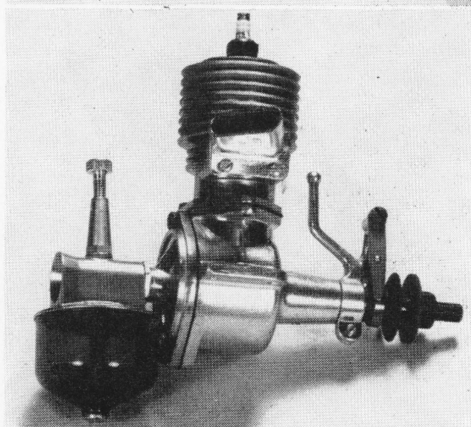
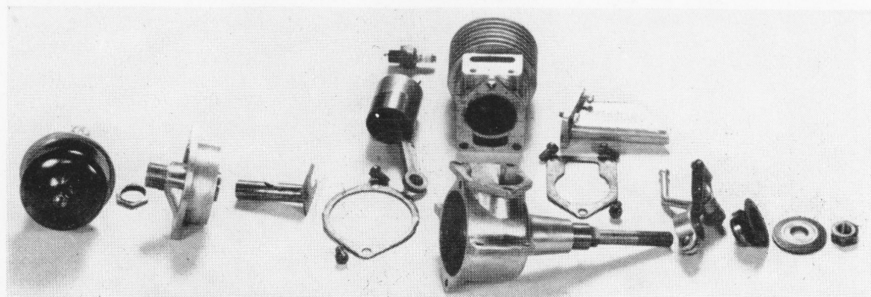
Seats for the April 12 show may be obtained at the Recreation Office or from members of the Gun Club, said Jim Littlejohn, club president.

Share A Ride

RIDE WANTED: From Main Plant to the East Waterbury Road at 3:00 P. M. Please call extension 494 or Naugatuck 4300.

Mass Production Aids Model Engine Fans

War-Born Machining, Mechanical Knowledge Reflected In Miniatures



Above is a torn-down engine, a two-cycle, one cylinder affair. Atop the cylinder is a tiny 3/4 inch spark plug powered from a small flashlight battery. Note the thimble-like piston. Its close tolerances compress and develop 1/5 to 1/3 horsepower at 10,000 revolutions per minute.

At left is the assembled engine, minus condenser and coil. The glass gas tank holds about 3/4 of an ounce, enough for 2-5 minute flights at 80 to 140 miles per hour.

From building thousands of planes, from building countless power plants that were designed to harness several thousand horsepower inside the fuselage of a plane, has come knowledge for use in a peaceful era. Mass war production with its minute mechanical tolerances is now being reflected in miniature counterparts — the model engine.

The war-found ability to produce quality en masse has given the miniature two-cycle engines powers never known before. Every day brings new types of engine on the miniature market from single cylinder to the new five cylinder type. Some weigh but nine ounces plus a tiny coil and condenser, and turn out one-fifth to one-third horsepower at 10,000 revolutions on five thimblesful of gasoline.

Power is the thing today. The war shut off miniature engines and the enthusiasts waited. But now they have the breaks with countless small, war-born machine shops endeavoring to convert idle machines and metal into tiny engines. They fit in planes; models of Sir Malcolm Campbell's "Bluebird" racing car or Gar Wood's speedy watercraft. This is a gas builder's heyday. Their cost is low—time used is the most expensive feature, but even this pays off with new and needed mechanical knowledge.

Speed is not lacking. A Canadian boy holds the record for planes with a tidy 121 miles per hour while the unofficial checks stand at 141 MPH. The SERA Model Club is now readying for a gas model meet. Reidville will have a track for model racing cars, "130 MPH. or bust," while above the field gas models may soon be flying at 120-140 MPH. controlled by tiny radios or wires. Whatever gas models they use, they will be prepared to fly or build the super machines of tomorrow for the miniatures reflect giant counterparts.

George Kerr's Death Prompts Inquiries

Due to retirement in 1940 and the subsequent taking up of residence in St. Petersburg, Florida, the death of George B. Kerr, February 25, left a host of close friends without information as to his place of burial and were unable to send floral tribute to the genial 40 year veteran or console Mrs. Kerr in her bereavement.

Inquiries have increasingly entered the concern regarding the former supervisor of the Tube Sales who spent 18 of his 40 years with Scovill in Waterbury amassing a large assembly of friends with his upright appearance and amiable manner. A Mason as well as an aggressive golfer, his Scovill career started in Chicago under his dad, coming to this city in 1922.

Friends who were denied the chance to offer Mrs. Kerr condolences due to the lack of information will find her residing at 2350 Oakdale Street, South, St. Petersburg, Florida.

SERA Power Model Charter Group



Pictured are the charter members of the SERA Model Airplane Club who are planning to exhibit power model planes and boats in the Scovill Hobby Show. Included in the group are William Kleiva, Art Remppfer, Kasimir Pernerowski, Joe Abromaitis, Victor Sabalauskas, Steve Triantafillos and George Millette. Their next meeting will be Sunday, April 7, at the Center.

Classified Ads

For Sale

K.88 "Speedmatic" portable-cable 8" blade portable saw. Original price \$123 will sell for \$100 cash. Call 4-7452 after 5 P. M.

Man's pre-war woolen suit, size 38, blue and white stripe, \$15. Call at 17 Oak St. after 4 P. M.

Easter bunnies, \$1 and up. Call at Pine Hill Rabbitry, 212 Silver St.

Gas Stove. Call 3-4265.

Beagle puppies. Call 4-9673.

Springer Spaniel puppies; electric pump, 22-1/2 foot lift. Call 3-2508.

Baby and big rabbits, chickens and a duck. Call at 13 Shelley St.

Manure and loam. Call 3-5140.

Philco floor model radio, 11 tubes. Call 3-4736.

Three 29" Venetian blinds. Call 3-8039.

Wanted To Buy

Used sewing machine. Call 5-4888.

Rent Wanted

3, 4, or 5 unfurnished rooms. Willing to repair if necessary. Call 4-4471.

When me and my G.I. boyfriend take the fatal, but warming step this June 1, we believe that our love will stay warm in a 2, 3 or 4 room flat, unfurnished or otherwise. Call 3-2620 or ext. 355.

Lost

Man's LeCurtre wristwatch in Building 7, Main Plant, Wednesday March 13. Call extension 2278.

Services

Refrigerators and washing machines repaired. Call 5-0673.

Would like to care for child. Call 5-3526.

Ashes and rubbish removed. Call 3-5140.

Venetian blind service: washing and waxing, retaping and recording, also wax and clean. Call 3-8039.

Machine Tool News

By Beverly Luth

The workers in the room want to welcome back "RED" ELLIOTT. Glad to have you back, RED.

CHUCK FAHEY spent his vacation in Florida. It really hurt to leave that nice climate didn't it, CHUCK?

MIKE JACOBSON left us recently to take a new position. The best of luck in the world, MIKE.

AL MORRELL had a trying time standing in line last week. Don't give up, AL, as the saying goes — try, try again.

Little JOHNNY GUNTHER spent most of his time wandering around looking for butter. By the way, JOHN, how did you make out?

Birthday greetings go to PAT SCOTT who became a year older last week.

The boys are all glad to hear that HUGO P. has been discharged from the service. Hope we'll be seeing him around soon.

Drill And Tap

By Margo

EVELYN G. has decided to be a June bride and we all wish her the best of luck. ROSE DANIELE is enjoying a vacation down Florida way.

We're all sorry to hear that TOM had an accident and broke his arm. CONNIE B. is a happy mother since her son received his discharge from the United States Navy.

Spring is here and soon we'll be hearing BILL and FRED telling of all the big fish they catch.



In The Lead



Here's Marie Veneziano, Central Time Office, who has been leading the average now for about the last fifteen weeks in the Girls' Interdepartment Bowling League. Marie has an average of 98.5 and is followed by Eunice Therkildsen, Hot Forge, with an average of 96.53.

Girls' Club News

By Mary Minervini

Glad to be back on the job again, and good to see so many of our members after this long time. And now for a little gossip:

WE ANNOUNCE: Our Spring Dance will be an event of April 27th, on Saturday night, at the Elton Ballroom. It'll be a semi-formal affair, just to give you gals a chance to wear your prettiest gowns. It's been a long, long time since we've had a chance to "dress up," so make the most of this date. The price for tickets isn't bad either, only \$3.00 a couple, with dancing from 9 to 1. See your council members for tickets.

If that isn't enough . . . our annual banquet is slated for Thursday evening, May 9th, also at the Elton, at 6:30 P. M. We've had to deviate from our traditional Saturday night for this affair. Seems that's a very popular night for the next few months. Judging from the response in the past, you'd better get your tickets early, just to be on the safe side. But then, this is one Girls' Club event I don't have to "talk up."

Two of our members took advantage of our "vacation" to change their names. RUTH REICHENBACH is now MRS. DOMINIC SPADOLA, while DENNY TURGEON answers to MRS. EDWIN J. KENNEDY. RUTH is back with us while DENNY plans to live in New York. Best of luck to them both.

Recent additions to our local population are the daughters of MRS. LONG and MRS. GRADY. Just to set you straight on the subject, the proud mothers are SUE O'DEA LONG, formerly of Loading, and MARY MOSS GRADY, who worked in the Cost Office.

MAE DEEGAN BUCKLEY, Cost Office, a former Council member, and LOIS COOK BUNTING, Gen. Mfg. Sales Office, have joined the ranks of "stay-at-homes." MAE was recently partied at the 21 Club.

I'd like to wish a happy birthday to all our members who celebrated birthdays within the past six weeks. I'm sorry I can't list the names—too many. Birthdays coming up this week belong to MARY HYLAND, Mfg. Time, and MARY FEELEY, Gen. Training, on the 25th; EVELYN BROPHY, Waterville, on the 26th; and FRANCES LASKY, Special Training, on the 30th.

The Club League resumed its bowling last Friday night, so we'll have bowling notes again next week. With only six more weeks left in the season, and so many teams crowding around first place, anything can happen, and probably will. Along the same line FLO REYNOLDS, Recreation, put another feather in our cap when she took the Conn. State Championship. I've told you she was our star bowler, now she proves it.

The Woman's Corner

Does Your March Hair Need Taming?

Do you wish your hair was more manageable? Do you long for thicker or thinner hair? Is it too curly, too straight? Here are some hints that might be helpful in taming your hair so it will do right by you.

Permanents for too thin hair will give the appearance of greater thickness, and washing it often with a conditioning liquid shampoo keeps it fluffy. Have your hair shaped in uneven lengths. Uneven lengths of curl give fullness to the hair silhouette.

Thick and bushy hair needs thinning regularly and looks well in a style that is pinned or barretted close to the head. You might try one of the new 1946 versions of the 1920 bob which call for hair cut very short and fitted to the head like a cap.

Is your hair too short — does it never seem to grow? It may be that it is breaking at the ends as fast as it grows, so seems to stay at a constant length. If this is your problem, avoid having too many permanents or using combs with broken teeth or sharp hair curlers. Brush your hair regularly and use a brilliantine or pomade on the ends to counteract the dryness.

Is it difficult for you to get a curl that will stay in your hair for any length of time? Try the rag curling method! Comb your hair free of all tangles, divide it into six or eight sections around your head and roll it up on rags which have been torn to uniform size. If your hair has been tapered and the ends keep popping out of place as you roll, try folding a cleansing tissue lengthwise over the whole length of hair, then start at the ends to roll. Dampen your hair but slightly or the curl will be too tight. Embark on a be-kind-to-hair campaign and see how richly you are rewarded.

Red Roses



The new one - denier spun rayon fabric is especially effective in dark background prints. Pictured above is a smart afternoon dress which features a splashy rose print on a black background. Notice the becoming keyhole neckline and the unpressed skirt pleats. The rayon fabric has passed the crown tests for hand washing and good wear.

Cereal Goes To Lenten Supper



Coming into its own as a day-long food, cereal goes to Lenten lunch or supper in an appetizing and nutritious egg ring that surrounds a zesty tomato-mushroom sauce. Add a salad and the main meal is made, incorporating cereal's important nutrition that includes protein, B vitamins, calcium, iron and energy. And by looking for the value in foods and cutting down on the quantity you will be doing your major part in aiding the world's hungry.

Cereal Supper Ring

- 1 quart milk
- 1 small onion, minced
- 1 teaspoon salt
- 1/2 teaspoon Worcestershire sauce
- Few grains pepper
- 1 cup wheat cereal
- 3 eggs
- 2 cups tomato sauce
- 1/2 cup cooked or canned mushrooms

Heat milk to boiling in saucepan; add onion, salt, Worcestershire sauce and pepper. Add wheat cereal gradually, stirring constantly. Bring to boiling point; boil 5 minutes, stirring. Remove from heat; cool slightly. Beat eggs; stir wheat cereal mixture into eggs, mixing thoroughly. Pour mixture into greased 9-inch ring mold. Bake in moderate oven (350° F.) 40 minutes or until firm to touch. Heat tomato sauce; add mushrooms. Unmold cereal ring on serving plate; fill center with sauce. To serve, cut cereal ring in wedges; serve topped with sauce. Serves 6.

With Spring Here, It's Cleaning Time Again

No doubt most of you housewives are up to your ears in Spring cleaning, getting rid of Winter's accumulation of dust and grime.

Stop a minute and take a look at your cellar stairs. Bet there's quite a clutter of empty fruit jars that should be put away, brooms, mops, old newspapers, overshoes, and whatnot.

Aside from the cleaning the stairs need, the clutter is a frequent cause for serious falls. A few minutes devoted to providing a rail from which brooms, etc. may be hung can prove to be a fine investment.

And as you go on with your cleaning watch for any other hazards which might cause serious accidents.

On This And That

Before hanging clothes to dry, group them in basket according to weight and size. Hang similar garments together, shaping them and straightening seams. Avoid making points or corners in material with clothespins.

Ancient Egyptians used excessively heavy eye make-up because to them eyes were literally windows of the soul! But lipstick was used with restraint in 2500 B.C.

It's been said that the best way to keep silver and silverplate clean is to use it.

How long is a window shade? It should be six to nine inches longer than the window it protects.

Look To Your Neck As Well As Your Face

Do you treat your neck like a step-child while you care lovingly for your face? A disillusioning throat, lined and neglected looking, is silly support for a pretty pan! Adding a few minutes to your nightly ritual works wonders for a swan like throat.

Cleanse by gently patting in a good cold cream, using downward strokes to carry the soiled cream away from the face with tissues. Next swathe your neck in a hot, damp turkish towel. While your skin is still warm and moist, massage in a rich dry skin cream—one that's homogenized and contains lanolin is best.

Light, long upward strokes do the massage magic. Leave a thin film of rich cream on overnight as the final step to the alabaster column your head deserves.



Concerning The \$.18 1/2 Per Hour Increase

(Continued from Page 1, Col. 4)

On the other hand, if an individual in the same group earned at piece rates before and after March 18 \$1.30 per hour.

<i>Before March 18</i>		<i>After March 18</i>	
Earnings	\$1.30	Earnings	\$1.30
Add	.14	Add 26% of \$1.30	.338
<hr/>		<hr/>	
Total earnings	\$1.44	Total earnings	\$1.638
		Subtract	1.44
		The increase	\$.198

In the Mills there are employees who earn a percentage of the earnings of other employees. Let us suppose that before March 18 a group of employees was paid 80% of the earnings of a roller who averaged to earn at piecework \$1.25 per hour and after the increase the roller earned \$1.575 per hour.

<i>Before March 18</i>		<i>After March 18</i>	
Rollers earnings at piecework	\$1.25	Rollers earnings	\$1.575
Multiply by	.80	Multiply by	.80
<hr/>		<hr/>	
Add	1.00	Percentage	
	.14	worker's earnings	1.26
<hr/>		<hr/>	
Percentage worker's earnings	\$1.14	Subtract	1.14
		The increase	\$.12

We find that 80% of the rollers' new earnings will not give the \$.18-1/2 increase to the percentage workers. These percentage workers would have to receive \$1.325 to get the increase. If we divide \$1.325 by \$1.575, we find the percentage is about 84. Therefore, the percentages used to figure earnings of percentage workers must be adjusted. This is being done on such a basis that related groups of percentage workers will average to receive the \$.18-1/2 increase.

Before March 18 in the Manufacturing Department the base rate and the minimum of the Labor Grade of a job were the same amount. This condition is now changed and the base rate is less than the Labor Grade minimum. Therefore, a minimum guarantee and hiring rate for pieceworkers was agreed to. It was arrived at by calculating 80% of the expected average earnings in each Labor Grade. Again taking female Labor Grade 23 we multiply the base rate by 130% and get expected average earnings. Then by taking 80% of expected average earnings we get the guaranteed rate.

$$.73 \text{ (base rate)} \times 130\% = \$.949$, expected average earnings.

$$.949 \times 80\% = \$.7592$ or $$.76$, the guaranteed rate.

It is hoped that this explanation has somewhat clarified the application of the increase. The pieceworker in the Manufacturing Department who equals or betters 130% of base rate on his job will receive at least the \$.18-1/2 increase. The incentive worker in the Mills who equals or betters the average of the group in which he is included will receive at least the \$.18-1/2 increase. This high wage scale will require a general increase in production efficiency if the Company is to maintain high employment.

News From The Waterville Division

Reporter—Beebe

We were sorry to see FRANCIS McCANN leave, but he asked to be remembered to all the gang and especially to the very nice letter writer. We are going to miss you, MAC, but as you said, you will be back to see us from time to time.

LORETTA McGRATH is certainly sporting some lovely blouses. Could we borrow them when we run short, LORETTA? TO HAZEL ADAMS in this time of sorrow may we express our sympathy to help lighten your grief on the recent death of your father.

PEGGY WHITE is quite happy about the gift her brother sent her from Japan. We were sorry to hear that ELSIE LEISRING was ill recently and it makes us very happy to see her back feeling well again.

It certainly was nice to see GEN DONOVAN that other day and she wants to be remembered to all. You look wonderful, GEN.

Congratulations are in order for our two new aunts, LOU MULHALL and BETTY BYRON.

ISABELL BATTERTON tells us that Spring is really here and of course that makes that current topic among the girls, what to wear for Easter.

Reporter—Shirley

"NANCY" received a beautiful ring and earring set which was admired by all.

Every afternoon about 3:30 RITA JOY gets very hungry. BARBARA is the one who usually comes to her rescue. Ah! BARBARA.

Reporter—Adele

Our congratulations to MR. and MRS. FRANCIS LEVESQUE who were married

February 2nd. Lots of luck from all of us. Welcome to JEAN BUDZUN and SOPHIE MAZUROSKI to our department.

Cluck, cluck. But remember PERCY M., you should never endeavor to calculate your juvenile poultry before the process of incubation.

Reporter—Della

AGNES CAMPBELL celebrates her birthday this week and we wish her many returns of the day.

MARY LAU should do something about those colds she gets so often.

We all like WINNIE HEINTZ in her new sweater.

Reporter—Bertha

Nice to see MILLIE BUXTON back with us again.

We extend our deepest sympathies to NELLIE SHEA and family on the recent death of her son.

Reporter—Ray

ED CREEM'S bowling team is right on top of the heap. With a little bit of luck his team should repeat last year's feat of winning the league. Just another victory for Waterville.

From reports of the last game that PERCY MacMULLEN bowled he must have used a pool ball instead of a bowling ball.

It is great to see ROLAND GRENIER back at work in the Grinding Room. ROLAND was recently discharged from the Army and he looks in A-1 condition.

BILL LaCAPRA of Dept. 721 has left us and I am sure BILL will be missed by the host of friends he made while working with us. We all wish you success and good luck at your new venture, BILL.

Death Claims Four Scovillites



Richard Knightly

RICHARD KNIGHTLY, supervisor of containers in the Trucking Department, died Monday, March 18, at St. Francis hospital, Hartford. With Scovill since June 14, 1906 Mr. Knightly worked as a trucker, assistant foreman, overseer and supervisor. Born in Ireland, June 5, 1885, he came to Waterbury in 1905. Widely known and respected through his 40 years in Scovill, Mr. Knightly had a host of friends. Surviving are his wife, three sons and a daughter.

The funeral was held Thursday, March 21, from the Mulville Funeral home to the Immaculate Conception church with burial in New St. Joseph's cemetery. Representatives at the funeral were William Aylward, Patrick Murphy, Joseph Capaldo, John Delaney, William Hardy, Paul Shaw, and Vincenzo Di Giovancarolo.

LOUIS SANTOS, with the Scovill Casting Shop since March 13, 1924, died suddenly of a heart attack on Wednesday, March 13. Born in Maer, Portugal, June 21, 1893, he came to this country in 1917. Surviving are a brother and a nephew.

The funeral was held Saturday, March 16, from his home to the Im-

maculate Conception church with burial in Calvary cemetery.

GEORGE ROBINSON, finisher in the North Mill, died Monday, March 18, at St. Mary's hospital. He had been with the Company since March 16, 1916. Mr. Robinson was born in Newark, New Jersey, February 14, 1883. He is survived by his wife and a brother.

Funeral services were held Wednesday, March 20, from his home with burial in Evergreen cemetery, Watertown. North Mill representatives were Larry Bainer, Walter Derouin, Vincent Kiely and Philip McGrath.

GEORGE LAFOND, who was retired from the Buff Room, May 7, 1931, died Tuesday, March 19, at his home on East Liberty street. He had been with Scovill since 1885. Mr. LaFond was born in 1866 in St. Thomas, Quebec, Canada and had been a Waterbury resident for fifty years. He is survived by a daughter, two sisters and three grandchildren.

The funeral was held Friday, March 22, from the Belleville Funeral home to St. Ann's church with burial in Calvary cemetery. Representatives at the funeral were Michael Day and Frank Verrastro.

Girls' Club Holds Semi-Formal Dance At Elton

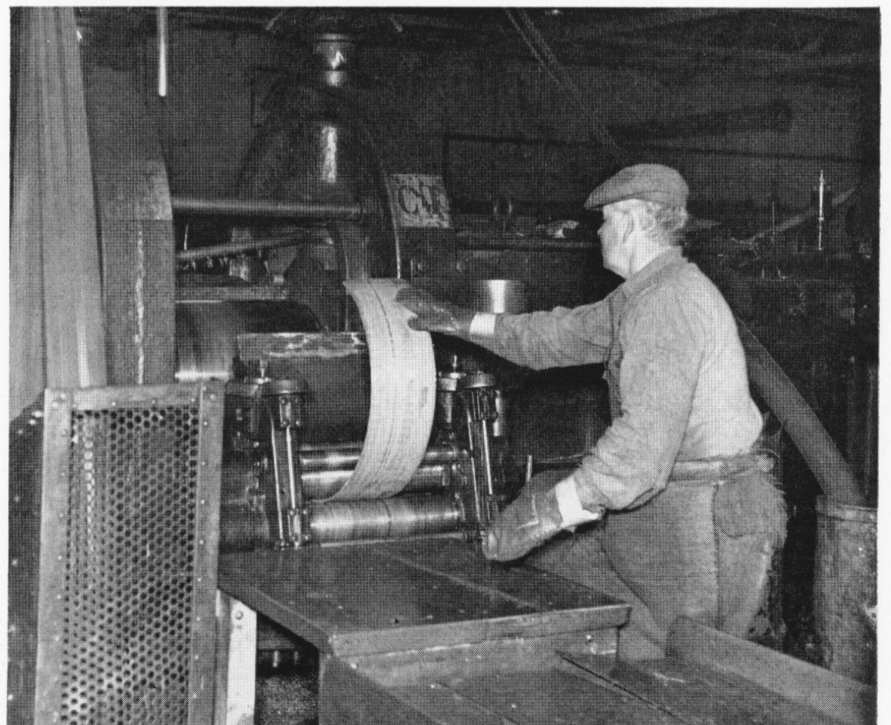
The latest in evening gowns will be much on display at the Girls' Club April Spring dance that will be a pleasurable event of Saturday, April 27.

The Hotel Elton ballroom has been reserved from 9 until 1 A. M. for dancing. Tickets, which have been distributed to Girls' Club council members, sell at \$3 a couple and attendance is limited to seventy-five couples.

The dance, foregone during the war years, is also open to the public.

Jane Peck is chairlady of the affair ably assisted by Barbara Bunting, Louise Longo, Jean Ostroski and Lillian Murtha.

Getting Down To Business In The Mills



In the North Mill which can easily be termed the "heart of the brass industry," the resumption of work went off smoothly and efficiently. As roller Joe Bauzas began rolling brass to supply the want of the Manufacturing Departments, so the numerous other rollers in the North Mill duplicated. The cry's now "let's get down to business."

POSTMASTER—If addressee has removed and new address is known, notify sender. Dept. B, on Form 3547, postage for which is guaranteed by the sender.

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