



THE BULLETIN



Published by the Scovill Manufacturing Company for its Employees.

Vol. XXXIII

August 15, 1949

No. 16

Ideas Worth \$25 To Two Employees

The Industrial Improvement Committee has announced the presentation of two cash awards to employees of the Main Plant for prize-winning suggestions. At the Committee's meeting of August 9, seven suggestions were submitted for discussion. Five were tabled to the next meeting so that further investigation and testings may be made of the suggestions.

Two prizes of \$25.00 each were awarded to Frederick J. Nolan, formerly of the Slide Fastener Department, and to Alec McGuffie, of the Casting Shop.

Fred Nolan's suggestion, in connection with the Bottom Stop machine, will make possible considerable savings in tool costs and machine parts.

Alec McGuffie suggested a change in method of moving ladles of molten metal to the continuous casting machine, making it safer for the operators.

Got An Idea? Turn It In It Could Pay Off In Cash

A total of 89 suggestions have been submitted by employees for the year 1949 to date to the Industrial Improvement Committee. Sixteen of these suggestions merited cash awards to the suggestors and all the others were sent a letter of commendation.

The man with an idea is necessary to insure the continued progress of any industry.

The Committee is at your service so start the suggestions rolling — they could pay off in cash.

The High Cost Of Doing Business

We have discussed the high cost of living, profits, and other economic matters from time to time. Dollar profits of industry generally have been high. So have wages, taxes, food prices, machinery, and most other items in the economy. However, corporate profits after taxes were a smaller share of the national income in 1948 than was the case in 1929. Profits generally are shrinking this year. The high cost of doing business requires high profits. Everyone benefits when corporate profits are high. With low profits we all lose.

We have received confirmation of the high cost of doing business from an unexpected source — our new union, PMC-CIO. Apparently the Union is hoping Scovill members will go for \$2.00 a month dues. This would be whacked up as follows:

\$.65	per capita monthly to IUMSWA-CIO
.35	" " " to PMC
.015	" " " to City CIO Council
.05	" " " to State CIO Council
.20	" " " to Local reserve
.735	" " " to run Local
<hr/>	
\$2.00	Total

The old dues were \$1.00, in another Union of course. It is understandable that the cost of operating a Union has gone up. It is difficult to understand why Unions dispute the fact that the cost of running a Company has increased greatly also. A corporation buys in the same inflated markets as does the Union or an individual. We all use the same depreciated dollars. High costs are a problem common to the entire economy — to all individuals and organizations in it. Let no one tell you different.

Scovill Double Check Valves Rate "A" In Inspection



Time for a check-up. Mr. M. A. Cummings, Factory Mutual Engineer, was on hand last week for his periodic inspection of double check valves in the Main Plant.

Above, left:—Mr. Cummings and Scovill Health Engineer Walter Racicot look on as Richard Stack (Pipe



Shop) does a scraping job and Harry Rosevear (Pipe Shop) oils one of the valve cover bolts.

Right:—Richard Stack in a manhole chamber, ten feet below the surface, scrapes off tubercules (rust accumulations) from the side of an iron check valve body.

City water for use in the plant is brought in through underground pipe mains. At seven locations throughout the plant, check valves are placed in the mains to automatically separate the plant fire protection water system from public (city) water system when Plant fire pumps are operating and to

Woodtick Area

Weather and employee participation favorable, the Woodtick Recreation Area will not close with the celebration of the Labor Day weekend.

Attendants will be on hand at the swimming area until Woodtick is officially closed for the year.

permit maintaining high pump pressure in the fire system.

In case of fire within the Plant and greater water pressure is needed, the pumps in the Power House build up a pressure which automatically closes these check valves so that the additional pressure is not forced back into the city mains but is kept within the Scovill plant.

From a public health standpoint, these valves are maintained at high efficiency to prevent contamination of public water system when the pumps are operating. They are a double safeguard which prevent discharging fire protection system water (not city water) into the public water system.

To guarantee efficient and proper operation, these double check valves are periodically tested by the State Department of Health; are also systematically inspected and tested annually by the Factory Mutual Engineer. At these times they are opened, cleaned and, if necessary, new rubber facings are installed in the presence of the Plant representative and the Factory Mutual Engineer.

Reports of these inspections and testings are sent to the State Department of Health and to the City Health Department.

James Kenny Retires From Active Service

JAMES KENNY, North Mill, has been placed on the Special Retirement List as of August 1, 1949.

Mr. Kenny holds a continuous service record of forty-three years with the Company, all of which have been spent with the North Mill. He was first hired in January, 1905 for work at the pickle tubs in the mill. Leaving Scovill in May, 1912, he returned within a year to the same department. Since that time he has served as an annealer, sweeper, and at his retirement, he was caretaker of the locker room.

Labor Day Shutdown

The factory, mills and offices of the Main Plant will be closed on Monday, September 5, 1949, in observance of Labor Day.

All departments will open with the first shift on Tuesday, September 6. Any deviation from the above will be announced by departmental posting.

The Waterville Division will also be closed on Labor Day.

SERA Kids' Day Camp Over 100 Children Enrolled

Camp Woodtick, the SERA-sponsored day camp for children of Scovill employees, is proving to be quite a hit with both the kids and the parents again this year. The Camp was opened on Monday, July 11, with 77 boys and girls between the ages of 6-12 enrolled for the first week. To date, a total of 131 children have enjoyed its activities.

At present, plans are to run the Day Camp until Friday, August 26. If there are a sufficient number of parents who would like to have the camp continue, it will be kept open for another week.

Challenge Privilege

"There may be conditions or situations that arise in the course of your employment with which you are dissatisfied, or that you do not understand. You are urged to take such situations to your supervisor immediately. If you are not satisfied with the explanation or reply you receive, you have recourse to your department head and to Top Management representatives."

—SCOVILL, YOU AND YOUR JOB
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Published by the Scovill Manufacturing Company for its Employees.

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

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Why Safety Rules?

While walking through the yards, departments or hallways in Scovill, we encounter many safety rules and posters. We look at them and then walk away without giving them much thought. If we do stop to think about them, it's apt to be something like this: "What a silly thing to post. Anybody in his right mind would know enough not to do that". Or, "What's the sense to that ruling?"

These safety rules are posted for our benefit. They are to help keep us "Safety Conscious" at all times; to avoid unnecessary chance-taking which has always been one of the chief causes of accidents.

We should know the safety rules in connection with our job. Excellent safety hints can be found in the employee manual. "SCOVILL, YOU AND YOUR JOB," on Page 21. The old, but tried and true, motto—"Safety First"—is still the best rule for all of us to follow.

Go in Safety.

The Model Association

The Scovill Model Club held its third contest at Woodtick on Sunday, August 7.

The contest consisted of speed and stunt events. The first and second place winners of the speed event were: Charles Green—80 mph, and Anthony Rinaldi—75 mph. Gordon Weidinger took first honors in the stunt event with 137 points. Anthony Rinaldi was second with 128 points.

The next contest is scheduled for Sunday, August 21. All Scovill employees, and their youngsters, who are interested in model airplanes, are invited to join the Club.

On Tuberculosis

Did you know:—

That the germ which causes Tuberculosis is a long thin rod 110,000th of an inch long and one-third as wide? That it is called a Tubercle bacillus?

That Tuberculosis, like the common cold, is not inherited? That, like a cold, you can "catch" it from the sneeze and cough of a person who is sick with it?

That Tuberculosis is a contagious disease, like diphtheria, measles and scarlet fever? That you should have a chest X-ray if you have had contact with Tuberculosis?

Leaky Containers May Cause Accidents

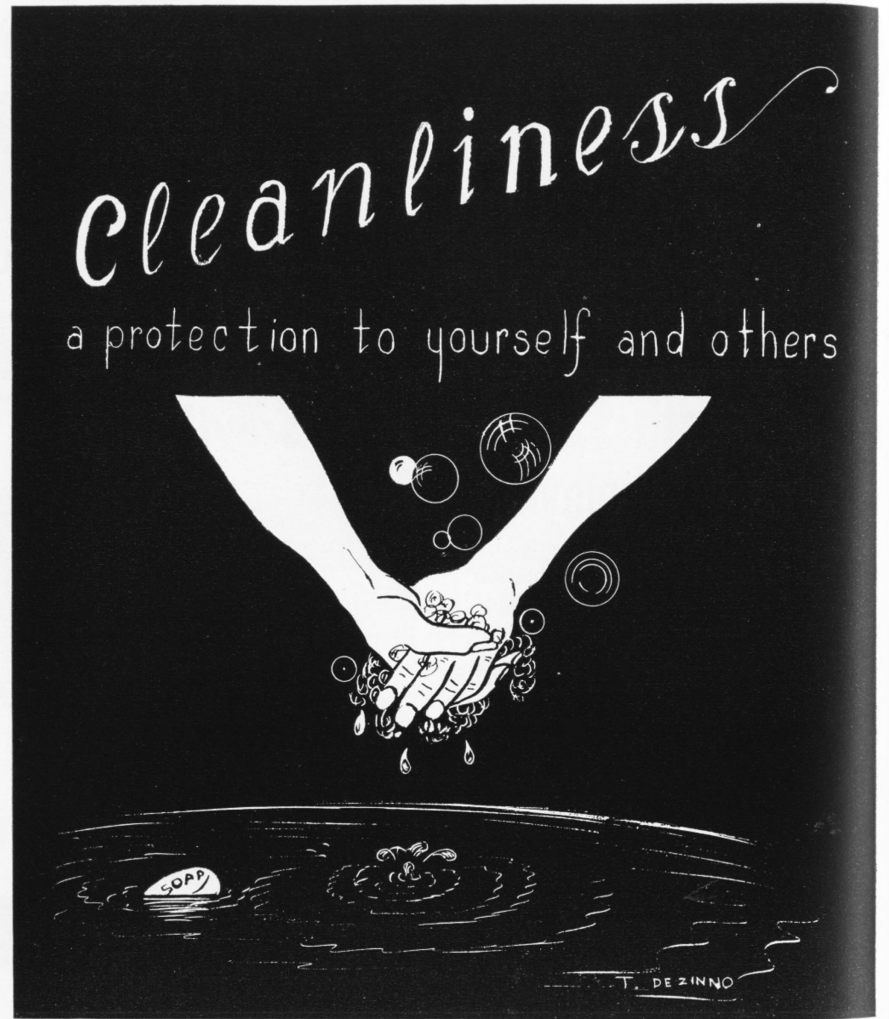


Now, here indeed is a bad situation. The liquid leaking slowly from these cans may be flammable and the sawdust used to soak it up makes more of a fire hazard even though the entire mess is on a metal pan.

Unburnable, absorbent compound is available throughout the plant and would be far safer for soaking up spills of oil or other liquids. Better yet would be the use of tight cans which would assure delivery of the

full quantity without leaving hazardous slippery trails.

For your own safety—when containers are defective, report them for repair or replacement to prevent injuries or fires.



Lightning--And How To Dodge It

About nine-tenths of the fatalities and injuries from lightning occur in rural districts rather than in areas with many buildings or large buildings, according to data from the U.S. Census Bureau. People engaged in outdoor pursuits are most exposed to the hazards of lightning.

Although lightning usually strikes an isolated object on high ground, such as lone trees, farm buildings, country schoolhouses, and country churches, it does not always strike the highest object in the area.

Studies of industrial fatality reports show that deaths from lightning are rare in industry and do not occur in large plants. Large steel-frame buildings act as a shield to their occupants. Even though tall steel-frame buildings are frequently struck by lightning, the steel frame conducts the lightning to ground without its being noticed.

Persons working within metal shields, like those provided by tractor cabs, automobiles, trucks, cranes, draglines, power shovels, and the like, are in no danger from a lightning stroke. Although the machine may be struck, a person within the shielded area does not provide an easy path for the bolt of lightning to pass to ground.

Evidence indicates that many lightning discharges pass through openings, such as open windows or doors, but the reason has never been positively determined.

Upon the approach of an electrical storm:—

Discontinue operations which are out in the open.

Stop loading, unloading, or handling of flammable liquids or products in open containers in exposed places.

Leave the tops of tanks, buildings, and the like.

Discontinue work on fences, telephone and power lines, structural steel erection, pipelines, or other metal materials which conduct a lightning charge.

Keep away from drain pipes on the outside of buildings, steel towers, cranes, and other metal objects onto which the current might be induced.

Stay away from the crests of hills or other places where protection is not afforded by tall objects. Avoid isolated trees, small exposed sheds or out-buildings, wire fences, and telephone poles.

At the approach of an electrical storm, close all openings to outside.

In case of an electrical storm, seek shelter:—

In large buildings or buildings equipped with protection against lightning.

In a grove of trees, a cave, a ravine, or a gully.

In smaller buildings with protection against lightning, stay away from windows, stoves, fireplaces, radiators, telephones and radios.

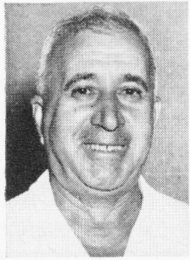
Western Style



It's off to the "Wild and Wooley West" for Rosemary Favale, sixteen months old. Joe Favale of the Wire Mill is her justly proud father.

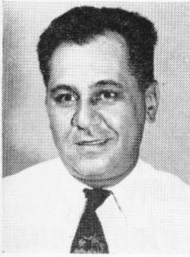
Salvus Ite

Twenty-Five-Year Service Awards



Silvestro Desocio, Buff No. 1, celebrated 25 years of continuous Scovill service on August 4, 1949.

Mr. Desocio has been employed in the Buff Room during most of his 25 years of service here. He first came to Scovill in May, 1916 in the Yard Department. Due to several periods away from the Plant, his continuous service record started August 4, 1924. He has served as a buffer in the Buff Rooms and at one time as a washing machine operator and cleaner in Fuse Wash.



Joseph Raimo, Mfg. Room Clerks, rounded out 25 years of continuous service on August 8, 1949.

During his Scovill career, Mr. Raimo has served as a floorman, buffer, checker, clerk, manufacturing time-keeper, accounting clerk and clerical supervisor in Buff No. 3 and No. 2, Central Time Office, Manufacturing Time, Manufacturing Time & Tabulating, and Mfg. Room Clerks.

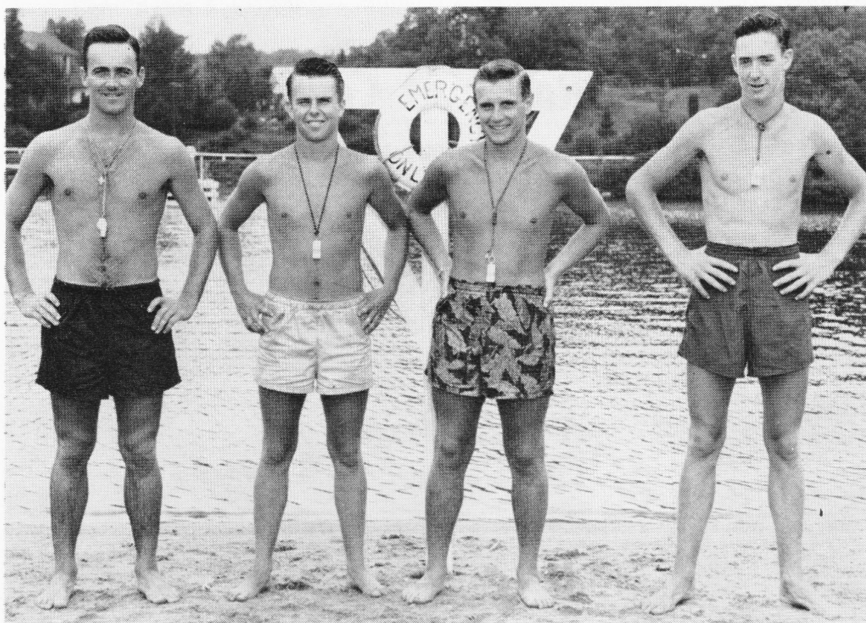
Rod & Gun Club

There are still some tickets available for the annual outing of the Rod & Gun Club to be held at Woodtick on Saturday, August 27, starting at 10 a.m. All interested are invited to attend.

There will be money prizes for skeet shooting held in the morning and casting events in the afternoon.

Tickets are \$2. There will be plenty of food and refreshments.

Keeping Woodtick Safe For Swimmers



If you've been out to the Woodtick Swimming Area this summer you've seen these boys at work and know what a grand job they are doing. Especially so during the recent heat waves when the number in attendance at the Area have really provided action for the boys. Besides watching the swimmers, they keep the area clean and also take care of the bathhouse. They are (left to right):—Dick Hinchey (back for his second summer), Jim Healey, Dick Capozzi, and Marty Miller. Jim Gill was not available for the picture.

Varsity Horseshoe

The Scovill Varsity Horseshoe Team, upon completion of the first round, was tied for second place.

There are two more weeks of play in the second round. To date, Scovill is tied with the Bristol Company for second place.

Players on the team are: C. Napolitano, E. Honyotski, E. Gilbert, D. Kovach, J. Moneta, V. Pace, W. Cordelli and R. Morse, captain.

Rod Mill Topics

By Dom Polo

Last year ROCCO RINALDI had a grand time teasing WINNIE ZENICK about being "sleepy-eyed" each morning after walking the floor with the "new master" most of the night. The shoe is on the other foot now, eh, ROCCO? SENOR RINALDI looks a bit weary each morning as he rings his timecard. All kidding aside, ROCCO, we all congratulate you and the missus on the arrival of your baby boy.

Heard that TOM BEAMON's wife left the hospital recently and is now recuperating at home. Here's to a speedy recovery, MRS. BEAMON.

Vacationists had a grand time . . . JIM FRYER motored to Canada to visit relatives . . . JIM NOLAN entertained guests from Ohio . . . HAROLD SULLIVAN visited Canada . . . MAE ATKINSON stayed at home and had a "big sleep" . . . AL BOUCHER vacationed at the White Mountains.

No. Mill Men Off To Game

On Saturday, September 17, the boys from the North Mill are going to New York on a chartered bus to attend the Yankee-Detroit game. They will leave Waterbury at 8 a.m. and return in the evening.

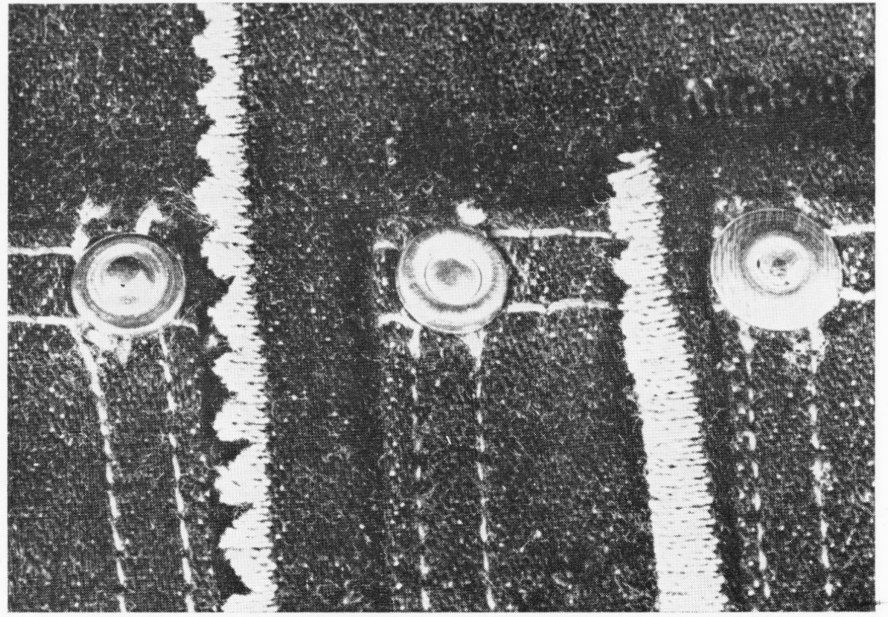
Scovillites interested in securing tickets for any of the games should get in touch with the Employee Activities Office well in advance so that reservations can be made.

Varsity Bocci

The boys on the Scovill IRA bocci team completed the first round with top honors.

They are now in the midst of the second round, having won 3 and lost 6 to date. At the close of the round, they will play the winners of the second round for the city championship.

Made At Scovill--What Are They?



Can you identify any of these three items? Did you know that employees at Scovill have been producing them by the millions over quite a few years? They're in everyday use — surely you have seen them at home, at work, or at play. They are decorative as well as serving a practical use.



The following employees received the silver service pin and a certificate upon completion of ten years' continuous Company service:

Carl Hellendrung, Slide Fastener Tool, as of August 4; Thomas O'Brien, Slide Fastener Tool, as of August 6; Walter Keating, Waterville, as of August 10, 1949.



By Dora Mori
Stork Wings

During the month of July, the stork blessed the homes of five of our former Club members. Kim Stevens made a three-cornered landing at the home of MARY (BRUNO) SENAY and hubby Paul. MARY is formerly of the Telephone Office . . . Arlene Frances became a member of ELLEN (MacLELLAND) DONOVAN'S family. Arlene's mama formerly was employed in the Bulletin Office . . . ROSEMARY (COLWELL) SICKLES presented proud father GEORGE SICKLES of Mill Sales a boy whom they named Craig. ROSEMARY was one of the CTO girls . . . Donna Jeanne, a second child and first daughter was born to JOYCE (KUNTZWEILER) FORGUE, formerly of Mill Production, on July 15 . . . ELEANOR (LaFLAMME) DEELEY of Mailing is the proud mother of a girl, Sandra. Aunt BARBARA LaFLAMME is with Slide Fastener Sales.

Engagement

It has been rumored that THERESA CHARPENTIER of Slide Fastener Sales has had to carry her arm in a sling lately. It seems as though it has been since that large, sparkling stone was added to her third finger, left hand.

Vacationing

DOROTHY LASKY of Mill Production is exploring new fields — it's Nova Scotia for two weeks . . . LAURETTA CLARK, HAZEL DIDSBURY and FLORENCE McEVoy, all of the Waterville Division, have chosen Cape Cod. By the way, LAURETTA became the proud aunt of a boy on July 25 . . . The bathing beauty that caused such a sensation at Riviera Beach, Florida was pal, ALICE LANE, Waterville. Spartanburg, South Carolina also got a glimpse of ALICE . . . Another member attracted by the blue waters of Cape Cod is BETTY CARD of the Sales Managers Office. It's Falmouth Heights for BETTY.

Yes, the items pictured above are the burrs that you see on blue denims where they are used as reinforcements on pockets, etc.

They're used in large quantities on men's, women's, boys' and girls' dungarees and appeal to the kids particularly as decorations.

These three types are now being made at Scovill. Pictured above are, left:—the standard style which is usually copper-plated steel as is the second, and more recent, style (center). Right:—this third burr is made of all-copper and gives the effect of a hand-riveted job.

Incidentally, all of these burrs are attached to the garments by Scovill automatic machines at the garment factories.

Camera Club Notes

The first meeting of the fall session of the Camera Club will be held on Thursday, September 8.

A very interesting and active program is planned. Members and any other Scovill ladies and gentlemen interested in photography are invited to attend this meeting. It will be held in the Spencer Block Conference Room at 8 p.m.

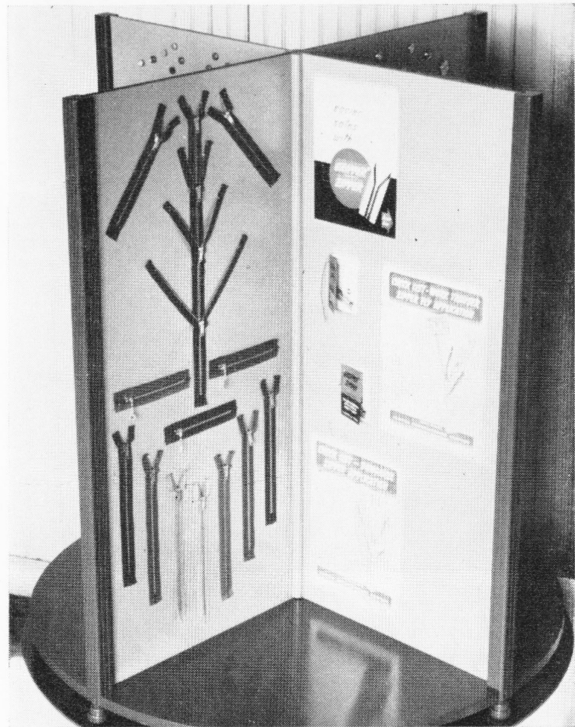
What A Fisherman!



Lee Reid, Slide Fastener, proudly poses with two of the eight Striped Bass he caught at Cape Cod while on vacation. The one on the left weighed 12 pounds and the other, 18 pounds.

Zipper, B & F Div. Products Displayed

Eight-Panel Exhibit Shown In Ohio and Illinois In August



The products of the Button & Fastener and Zipper Divisions were featured in recent displays.

The eight-panel exhibit displayed the new "Gripper Zipper" (at left) "Gripper" Fasteners, snap fasteners, tack buttons, wire goods and other Scovill closures. Shown also were the new "Stripper" Fashions, the new Scovill designed feature fashion.

The display was exhibited at the Southern Garment Manufacturers Association convention at the Netherland-Plaza Hotel in Cincinnati, Ohio from August 7-11, 1949.

It is also being displayed at the Textile Merchants and Associated Industries convention at the Palmer House in Chicago, Illinois from August 15-17.

Fishing Notes

By Jim Littlejohn

NEIL GRANOTH did it again! He caught a nice Black Bass 22½" long, 6 lbs. 10 oz. NEIL swears that this is the one that got away twice but the third time he succeeded.

Got a report that there was a fine catch of 13" and 14" Calico out at Woodtick on Saturday, August 6.

The day after the Competition, FRED EHRHARDT got a nice 19½" Bass. Just a day too late, FREDDIE!

ROCCO LOBRAICO, BILL OLLIS and FRANK HAUSER went deep sea fishing recently in Sheephead Bay. FRANK held onto the rail most of the trip and vows that next time he goes to New York it will be to see a ballgame. Stick to Woodtick, FRANK, it's not as rough.

BILL VINING and JERRY CEPELAK had 49 Porgies in the Pine Orchard district — all on two dozen sand worms! How BILL must have chopped those worms into small pieces! BOB FUMIRE claims he can beat this catch fishing out of Guilford. He and his pal had almost 100 fish on three dozen sand worms. Who's next?

Girls' Club Plan

Trip To Litchfield

Lucille Pepin, Chairlady of the Entertainment Committee, has announced that the Girls' Club has chartered a bus to attend the performance, "Love From A Stranger," starring Signe Hasso on Friday, August 19.

Tickets for the performance will sell for \$1.20 each. Round-trip bus fare will be \$0.85 per person.

All those planning to attend will meet at the SERA Clubhouse. The bus will leave there promptly at 7:15 p.m.

Members, their friends and other interested Scovillites are invited to go along. Members should get in touch with Lucille Pepin; other employees, the Employee Activities Office not later than Wednesday, August 17.

Classified Ads

For Sale

Two identical bridesmaid gowns with matching head pieces and mits, pink and aqua, size 9, satin and marquisette, worn once. Call 3-0951 after 5 p.m.

8" tilting table saw with ½ h.p. motor, heavy duty stand, 2 extra blades, complete. Call Watertown 755 after 4:30.

Collie puppies, exceptionally fine litter of males and females, 8 weeks old, American Kennel Club registered. Call 3-3836.

Hot water boiler, 64-gallon, with connections, used 4 months. Call Woodbury, 328-4.

Porcelain Coolerator, perfect condition. Call 4-1605.

Pullman cleaner, upright tank type, all cleaning attachments, plus attachments for mopping up and cleaning floors. Can be used as an air conditioner when not in use as a cleaner. A \$250 outfit—brand new, never used — any reasonable offer considered. Call Southington 44-W.

One-family house and two lots. Will sell or exchange for small farm. Call at 13 Shelly Street.

Porcelain Frigidaire, good condition. Call 4-5458.

1948 large Crosley gas range, two-oven. Call 5-2653.

Galvanized boiler, 12 x 60, \$10; small walnut pedestal table, \$10; lift-top blanket chest, \$8; boy's bike with shift and accessories, \$30. Call Wtn. 2151.

Brand new \$97.50 tent, 16 x 20, will sell for \$70. Call Joe Ciarcia at 5-7308 after 4 p.m.

White enamel sink with drain board and faucets, small lavatory hand sink with faucets, model-top furniture. Call 5-3676.

1939 Plymouth, 1936 DeSoto, 1934 Dodge. Call 4-3892 after 3 p.m.

1940 green Chevrolet, Special DeLuxe, 4-door, R & H, excellent condition. Call 3-1098.

General electric washer with timer, used only four times, \$145; 1948 floor model Philco radio, like new, \$50. Call 4-9734 days.

Lots to lease on the corner of East Main St. and Austin Rd. Inquire at 3452 East Main St. after 5 p.m.

Wanted To Buy

Wardrobe trunk. Call 3-6885.

Small bicycle for eight-year-old girl. Call Wtn. 2151.

Credit Union No. 4

Members -- Notice

The Treasurer will be on vacation from August 22 through September 6, 1949. No loans or withdrawals will be made during this period. However, in case of emergency, contact Emil Brodeur, phone 809.

Passbooks will be collected on Fridays, August 26 and September 2, and will be returned in the usual manner.

Please do not deposit any money except on the above dates during this period.

JOHN J. CAROLAN
Treasurer

Golf Leagues

Varsity

The SERA golfers and U. S. Rubber are tied for first place in the IRA Golf League with four wins and one loss.

In the second round, Scovill has won one and lost two.

John Jacobs, Frank Sabis, Henry Garlinski, Leonard Corrado, Howie Kraft and Ralph Daddasio make up the SERA team.

Inter-Department

John Jacobs and Frank McGrath are leading the Inter-Department Handicap Golf League, 9-1. Howie Kraft and Tom O'Connell are tied with Jerry Corrigan and Tom O'Connell, Jr. for second place, 8-3.

John Jacobs has low gross for the men with 34, while Jerry Corrigan has low net of 26. Jean Ostroski and Ruth Osborne are tied for low net honors for the women with 29.

Varsity Softball

The Scovill IRA softball team wound up in second place in the first round with 6 wins and 2 losses. Chase was in first place with 7-1.

To date, in the second round, Scovill is also in second place with 3 wins and 1 loss.

On Monday, August 8, the SERA men encountered Plume & Atwood and scored a victory of 4-2. Al Evans pitched a fine game. Nick Ruffino was outstanding in the field.

All regular games are played at the Huntingdon Diamonds on Monday evenings.

Two Men Succumb

Walter A. Barber

Walter A. Barber, retired, died August 4, 1949, after a long illness.

Born in Bellingham, Massachusetts, he is survived by a daughter.

Mr. Barber came to Scovill in November, 1897. From 1918 until his retirement in 1926, he was employed as a toolmaker in Tool & Machine No. 2.

The funeral was held August 6 from the Alderson Funeral Home. Burial was in Hillside Cemetery, Cheshire. John Gunther and Harry Pulford attended as Company representatives.

John Crowley

John Crowley, Plant Protection, died suddenly on July 31, 1949.

Since he was hired in March, 1941, Mr. Crowley has served as a member of the guard force and elevator operator in Plant Protection.

Born in Sayre, Pennsylvania, he is survived by his wife.

The funeral was held August 4 from the Barber Funeral Home in Sayre to the Church of the Epiphany. Burial was in S.S. Peter and Paul Cemetery, Towanda, Pennsylvania.

Schrader Boys Bow To Main Plant Team

The Schrader softball team travelled to Waterbury on Saturday, August 6 to meet the SERA team in a game at Woodtick. The score was 4-2 in favor of Scovill.

Marshall and Wiggins were the battery for Schrader, while Evans and Javovich represented Scovill. "Big Bob", who is left-fielder for Schrader, hit a beauty of a homerun. Nice going, "Big Bob"!

One of the highlights of the game was the return of Irv. Goldberg to pitch a couple of innings for Schrader. Irv. hasn't been with Schrader Company for awhile, but he's usually back for the games and it was swell seeing him again.

Everyone of the Schrader delegation seemed to enjoy himself. After the game, many went bathing and later to the picnic grove where there was plenty of food and refreshments. Playing bocci, volleyball and listening to the major league baseball game kept everyone well occupied.

The boys plan a return match at Rees Park, Brooklyn on Friday evening, August 26.

A Hot-dog Roast At Camp Woodtick



The weekly hot-dog roast is one of the activities that the kids at SERA Day Camp go all-out for. Last week, the two groups supervised by "Chief" Harry Grover and "Sergeant" Al Evans got together for a combined roast.

The "dogs" had disappeared when our photographer arrived, and the marshmallows (in varying shades of "toasted right") were quickly following suit.

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