



# THE BULLETIN



Published by the Scovill Manufacturing Company for its Employees.

Vol. XXXIII

January 3, 1949

Number 1

## 1949 Vacation Plan

There will be no long shutdown for vacations during 1949 unless conditions arise which would make it advisable according to notice posted throughout the plant last week.

Main Plant and Waterville hourly and piecework employees who qualify for vacations in 1949 (as per posted notice) may take their vacation during the calendar year at a time convenient to their supervisor. At all times necessary operations must be manned. Absence for vacations should be arranged for at an early date.

Employees who qualify and who do not take vacation time off will receive pay in lieu of vacation. Vacation pay will be figured as in 1948. All regular vacation pay will be distributed during the week ending July 3, 1949 regardless of when vacation is taken.

Regular employees (according to Company-Union Agreement Article XIV, Paragraph 6) who work during the payroll week ending May 29, 1949, and who have at least 13 consecutive weeks of work and unbroken service ending with the week ending May 29, 1949, will receive a one-week vacation with pay.

Regular employees who work during the payroll week ending May 29, 1949, and who have at least five years

(Continued on Page 8, Column 3)

## Scovill Board Elects Three New Officers

At a meeting of the Scovill Board of Directors, held on Thursday, December 30, 1948, three new officers were elected.

S. G. Gaillard, Jr., was elected Vice-President in connection with the affairs of the Waterville Division.

H. W. Leavenworth was elected Vice-President in connection with the affairs of the Oakville Company Div.

R. L. deBrauwere was elected Assistant Vice-President with respect to this affairs of A. Schrader's Son Division.

## Scovill Choral Group Sing Carols In Plant, Around City



Scovill Carolers at American Brass, St. Mary's Hospital, Southmayd Home, Waterville Division

The singing of Christmas carols, as presented by the 4th Edition of the Scovill Carolers, was enjoyed by Main Plant and Waterville Division employees as well as employees in other industrial concerns, stores, both local hospitals, Brookside and Southmayd homes, and radio listeners.

An interested audience is the group of employees at the American Brass (left photo). Top, center:—Erv Honyotski (Rod Mill) was visited in his room at St. Mary's hospital where he was a patient; that's Choral Leader George Ward with Erv. Top, right:—Residents of the Southmayd Home also received a visit from the Choral Group. Bottom, right:—Employees of the Waterville Division hear the Carolers.

Starting on Friday, December 17, and singing during Christmas week, the Group brought their activities to a close on Thursday, December 23,

with a program at the Hotel Elton Lobby (amplified to carry out over the

Green) and with Mayor Snyder extending Christmas greetings to the city.

## C. P. Goss, Jr., Dies After Long Illness

Vice-President Chauncey P. Goss, Jr., died at the Waterbury Hospital on Sunday, December 19, 1948.

A native of Waterbury, Mr. Goss would have celebrated his 70th birthday on Christmas Day, 1948. He was the son of the late Chauncey P. Goss who was president of Scovill at the time of his death, and Caroline (Ketcham) Goss. Two of his brothers, Edward O. Goss and John H. Goss, had also served as president of Scovill.

He attended the Waterbury public schools, Holbrooks Military School in Ossining, New York, and the Hotchkiss School in Lakeville.

He first came to Scovill in the summer of 1899 when he entered the Cast-

ing Shop as a caster's helper. During his career at Scovill, he learned all mill jobs and worked intermittently in the Rolling Mills, Wire Mills, Rod Mills, and Tube Mills. He was named Superintendent of Mills in 1912. He was elected a Vice-President of the Company in 1929, which office he held until his death. He had been on the Board of Directors since 1920.

Mr. Goss had served in the 2nd Connecticut Infantry National Guard for eighteen years. During World War I, he was a 2nd Lt., U. S. Army.

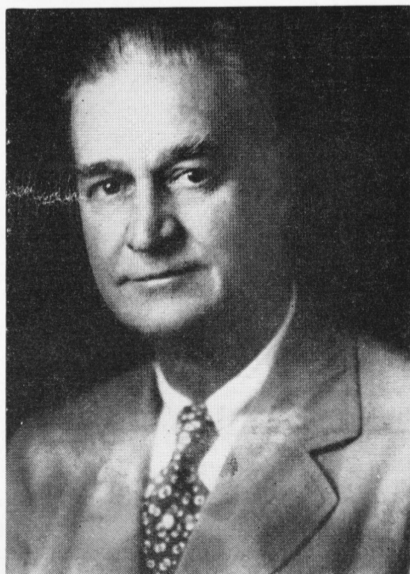
He had been an outstanding athlete during his school years, particularly in football and track events. He was a great devotee of outdoor sports, especially hunting and fishing. He was a member of the Laurentian Club of Canada, and a member of the Waterbury Lodge of Elks.

Mr. Goss is survived by two sons—Chauncey P. Goss, 3rd, a Vice-President and Sales Manager of the Mills Division of Scovill; and Richard W., a buyer for the Company. Also, two sisters, Mrs. Hugh L. Thompson, and Mrs. Mary Kelly-Patterson, and seven grandchildren.

The funeral was held on Dec. 20 from the First Congregational Church. Burial was in Riverside Cemetery.

Honorary pallbearers were:—L. P. Sperry, H. Mitchell Wallace, C. P. Cook, R. L. McKnight, Dr. Walter L. Barber, and W. Shirley Fulton.

Active bearers were representatives of the Mills: T. O'Connell, J. P. Cusack, W. L. Wells, W. D. Hobbie, H. R. Kraft and Francis Connelly.



Chauncey P. Goss, Jr.

## The Boss

During recent weeks a long-established local plant is reported to have laid off more than 2,000 persons. It has been stated that excessive costs caused by too high wages and fringe benefits forced too high prices. The items manufactured could not be sold in quantity at the prices.

Scovill's management wishes to pay fair wages, provide reasonable hours of work with suitable working conditions. At the same time costs must be reduced through efficient operation and increased productivity. Only by so doing can our output be sold, and jobs be furnished our thousands of employees.

A practice is growing to pay for holidays which fall on Saturday. Such payment produces no goods for sale, but must be added to the cost of all goods produced. The total cost of all these non-productive payments amounts to more than sixteen cents an hour for every hour worked during the year.

We must decide whether we want work or unemployment compensation. Too many of Scovill's products are now being priced off the market. The customer is our boss. We will work only so long as he will buy that which we produce.

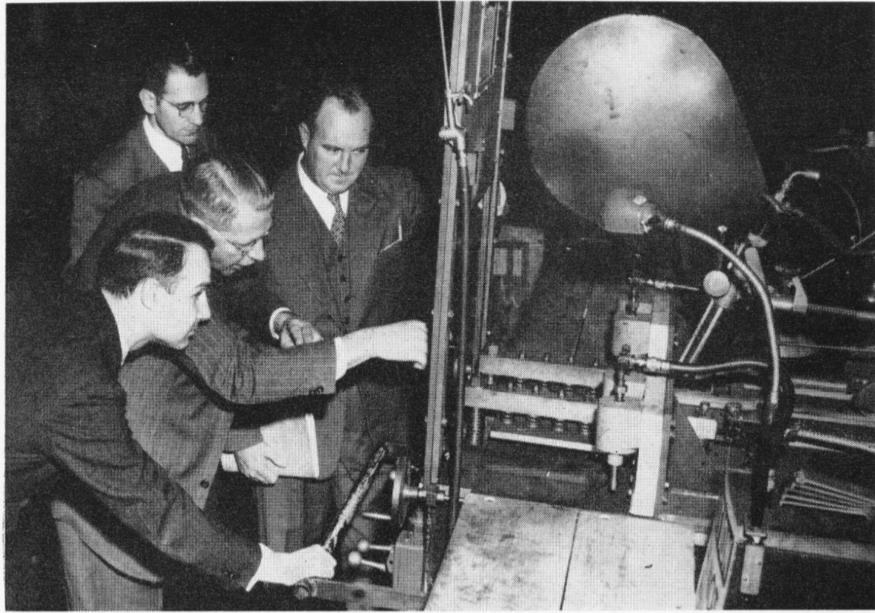
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WATERBURY, CONNECTICUT

5

# The Department Of Employee Relations

## Job Evaluation



Rolling Mill Superintendent Ward Hobbie (center) explains the operation of the new strip welding machine to Harvey A. Stackman, Jr., (left) as Mill Job Analyst Ray Breen and Chief Job Analyst Jim Coffey look on.

One of the staff services supplied to help the supervisor do a better job is Job Evaluation and Wage Administration. Through these means the supervisor can be sure the jobs of his people are given their just due in relation to all the other jobs in the Company.

The Supervisor knows the skill required is appreciated, because he himself told the job analyst about the job-duties (see photo above). He knows the jobs in his department are compared to all the jobs in other parts of the plant because he, or the foreman on the job before he took over, sat in at a meeting where that comparison was made.

He knows the merit rating — or check of job performance by the man holding the job — is done carefully and fairly, because he makes that check. At the same time, he knows that he is considering the things the Company as a whole values most highly, like quantity and quality of work, because he is using the same standard man-rating system other supervisors use. In fact, it was developed in conferences with supervisors.

### Wage Rates Compared With Others In Industry

The Job Evaluation section also gives the foreman assurance that Scovill rates of pay compare with going rates in the industry and labor market area of which we are a part. To do this it runs its own Bureau of Labor Statistics making wage rate comparisons on a continuous basis. Quite a bit of statistical interpretation and graphic presentation is needed to make that wage data most useful to all those responsible for establishing our wage policies.

A sideline activity in connection with this is interpreting the eligibility of employees for payment under the Scovill Company's vacation and holiday pay schedules. Every individual situation is investigated through the supervisor, and a brief report passed on for approval or rejection by the Company officials.

### Employee Merit Rating

As long as men have worked for a living — and that goes back a long

ways before our modern capitalism — there has had to be some kind of a system of pay. Ours at Scovill is based upon the Scovill wage policy presented in the employee's handbook.

In "Scovill, You and Your Job", Management has promised to use job evaluation to establish the classification of jobs. That's the fairest way. Our Management has also said, "All salaries and hourly wages will be reviewed at scheduled periods during each year so that individual merit will not be overlooked". Could anything more reasonable be done?

### Job Rating System

The job rating system we use is based on the most popular plan found in industry today. It has been especially tailored to fit Scovill needs. We consider the skill, effort, responsibility, and job conditions on each job. It is hard to compare directly the many different jobs in a company as big as ours:— lathe operators, truck drivers, casters, toolmakers, plumbers, inspectors, assemblers and eyelet machine operators, to mention a few. Instead each job is compared to a set of yardsticks. Then, just as each job compares to the standard, so they compare to each other.

While each job compared to other jobs has a fairly fixed relationship, no man is fixed in a job. Promotions, new duties, changed methods make it necessary to restudy jobs all the time. Under ordinary conditions every job in the Company is reviewed two or three times a year.

At any one time, there are about 1500 active job classifications in Scovill's main plant and mill. Some 300 of these are found in the mill, and an equal number among women workers. Counting all the war jobs, there have been as many as 4500.

To boil all of these down into our eleven labor grades for men and four for women is the task of the Job Evaluation staff. Under Harvey A. Stackman, Jr., that staff consists of Jim Coffey, Ray Breen, Bill Morrison, and Don Pierce. The merit rating file and statistical analysis is handled by Marsha Dzubyay. Records and general clerical duties occupy Elsie Finnemore who doubles as departmental stenographer.

## Industrial Improvement Office



The Industrial Improvement Office is located on the second floor of Building 61. The staff is made up of John Madden and Gertrude Swirda pictured above as they check one of the Suggestion Boxes in the Main Plant.

### Employee Suggestions Receive Prompt Attention

It is the responsibility of John Madden and Gertrude Swirda to check all suggestion boxes in the Main Plant daily to insure prompt handling of suggestions. In many cases it is necessary for them to investigate each suggestion further by talking with the suggestor and sometimes his foreman. Frequently a suggestion can be immediately put into effect through this contact with the foreman.

After a thorough investigation by the Industrial Improvement Office, the suggestions are referred through nec-

essary steps to the Industrial Improvement (Employee-Management) Committee for action.

John Madden acts as executive secretary of the employee half of the Committee and makes sure that all suggestions are handled promptly and that none are lost. Cash prizes for suggestions are awarded by the employee half of the Committee.

Because Mr. Madden and Mrs. Swirda constantly circulate through the plant, they have been able to informally assist employees in many ways.

## Ice Is Here Again---Ready For It?



Although tons of sand are used yearly by our Yard Department, and our plant roadways are usually sanded and cleared long before many city sidewalks, accidents happen. Last year seventeen employees were victims of icy conditions around the plant, reporting for hospital treatment. Two were seriously injured. Above, Guard Jim Murphy sands an icy spot near his post.

Following these few simple rules will help you reduce your chance of injury due to icy conditions:

- 1) Wear treaded overshoes.
- 2) Use sanded paths wherever possible. Look out for short cuts over ice.
- 3) Don't run or hurry on slippery pavements. Use special care on light fresh snow.
- 4) Avoid carrying bundles with both hands when walking on snow or icy walks.
- 5) Use hand rails on steps.

## Two Men Receive Service Awards



William Barlow

William Barlow, process engineer, completed forty years of continuous service on December 31 on which day he was scheduled to receive his diamond-studded pin.

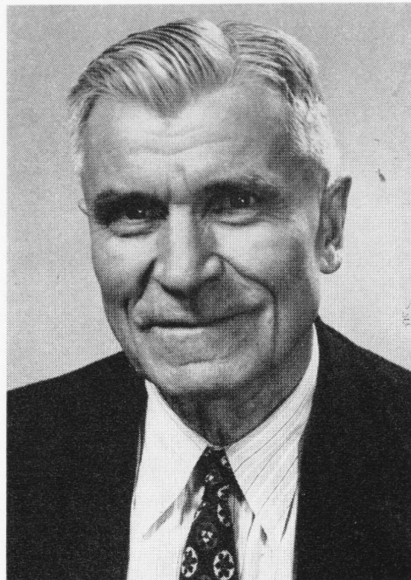
It was on December 31, 1908 that Mr. Barlow first came to work for Scovill as a toolmaker in Tool & Machine. He worked in that capacity for three years and then became a foreman in the Grinding Department, and a foreman in the Tool Office twenty-four years later. On April 6, 1936 he was transferred to the Manufacturing Superintendent's Office as a process engineer. Since January 11, 1937, Mr. Barlow has been a process engineer in the Manufacturing Inspection & Process Engineering Department.

Married, he has two daughters and two grandsons. One of his daughters, Nancy, formerly worked in Production A Office, while his other daughter, Jane, is now attending Edgewood Park Junior College. A brother, George is also employed in Manufacturing Inspection & Process Engineering Department.

## Ten-Year Service Awards

The following employees received the silver service pin for ten years of continuous Scovill service:

Thomas Kaukas, Blacksmith, as of December 27; Canio Coviello, North Mill Rolls, as of December 28.



Frank Gedraitis

Lithuanian born, Frank Gedraitis, Lacquer Room, was the recipient of his gold service award after completing twenty-five years of continuous Scovill service on December 27.

Hired on June 19, 1923, Mr. Gedraitis went to work in Buff No. 2 as a buffer. A month later, he was transferred to the Lacquer Room and has been there ever since. He has worked in the Lacquer Room as a cleaner, floorman and stripper.

Married, Mr. Gedraitis has five sons, four daughters and one grandson. Three of his sons, Anthony, Benedict and Albert — were in the Army during World War II. Albert and Anthony are former Scovillites. They both had been employed in the Lacquer Room.

During his spare time, Mr. Gedraitis does work for the Lithuanian Club on Green Street.

## Credit Union No. 1 Annual Meeting

The 11th annual meeting of Scovill Employees' Federal Credit Union #1 will be held on Wednesday, January 19, at 7:30 P.M. at the SERA Clubhouse.

All members are urged to attend this important meeting for the purpose of declaring a dividend and to elect officers for the coming year.

## 93.6% Scovillites Blue Cross Members

The odds are better than 9 to 1 that Scovill employees will not have to worry about hospital expense in 1949, according to the latest figures on Connecticut Blue Cross membership at the Main Plant and Waterville Division. The total count of hospital plan members after the plant-wide Blue Cross reoffering last month reveals that 93.6% of the total payroll now belongs to Blue Cross. Here are the figures:

New applications	554
Already enrolled at time of reoffering	4955
Total	5509

Blue Cross headquarters reports that Scovill, with more than 9 out of every 10 employees covered, ranks among the highest in the state for enrollment in large industrial firms.

Actually, the Blue Cross family at Scovill is a lot bigger than these figures indicate, for most married employees have taken advantage of the hospital plan's "family coverage" policy which extends full benefits also to the employee's wife or husband and all unmarried children less than age

19. Including family dependents, Blue Cross estimates that about 12,700 people now enjoy plan benefits through the Scovill Blue Cross group.

Coverage will start on February 1, 1949 for the 554 employees who joined during the recent reoffering. While the reoffering is officially closed, employees who were absent from November 19 to December 1, 1948, may turn in applications through January 15 for effectiveness March 1, 1949. This extension also applies to those who wish to transfer Blue Cross memberships from direct payment to the Scovill group.

For the benefit of new members — and a reminder to old ones — here are tips on how to make the most of your Blue Cross membership:

1. Show your membership card when you or a family member listed on your application enters a hospital. You'll find that the card will cut red tape and eliminate delay at the admitting office. Always carry your card.

2. Add new dependents immediately. Single members who are planning to get married should get an "Adding Application" from Mrs. Helen White, Scovill Blue Cross Office, Spencer Block. By returning this form to Blue Cross right after your marriage, you can make sure that your wife or husband will have full benefits, too. Remember: Maternity coverage is available *only* after 12 months' joint husband and wife membership. Married members may use this same procedure to add new arrivals to family application.

3. You can take Blue Cross with you. If you change jobs or temporarily leave the Scovill payroll, you can continue your membership by paying dues directly to the plan. Blue Cross will send you instructions at your home address. If you follow these, your benefits will continue without a break.

4. When your children reach age 19, they can still keep Blue Cross even though they are not eligible any longer as your dependents. Blue Cross will send you a reminder and a new application card before the child's 19th birthday, and if the child signs and returns the application, he will become a subscriber in his own right. In case of marriage before age 19, he should notify Blue Cross immediately, so that he can have the same option.

## Within Our Gates

By Jack Driscoll

Hope that Santa was good to everyone and that all had a joyous Christmas.

One of my friends went shopping and asked the clerk to show him the thinnest thing in waists. The clerk replied, "I would, only she's gone to dinner".

ED LAWLOR, Press I, wanted to buy DON SHUGRUE, Steel Stores, a tie but ED claims that he didn't know the size DON wore.

"CHIMP" KELLY is thinking of taking up tennis. Why not, it's a good "racket".

Condolences to the McKENNA family on the passing of MICHAEL recently and also to JACK DOWLING on the passing of his sister, Josephine.

Thanks to my many friends for the cards this Christmas. I received twenty-four to be exact and they were nifties.

JERRY LUCAS passed by a gypsy fortune teller recently. She said to JERRY, "Tell your fortune — fifty cents?" JERRY replied, "How'd you guess?"

ART JENKINS came home from a Christmas party and said that instead of having bags under his eyes, he had bags over his eyes.

ART PICARD, Trim & Knurl, got hungry recently and came home at seven and "eight" o'clock.

## Five Graduate From Training Course During December



John Zwanch

John Zwanch graduated from the Training Course as a Toolmaker on December 26, 1948. He has been assigned to the Manufacturing Tool Room. John graduated from Watertown High School. His father, Alex, is working in the Wire Mill.

Casimir Szczepanski completed his



Casimir Szczepanski

training as a Machinist on December 12, 1948. He has been assigned to the West Machine Room. Casimir is a graduate of Wilby High School. He served in the Navy. He is the son of Peter, East Mill and the brother of Raymond, Department 92.

John King graduated from the Train-



John King

ing Course as a Toolmaker on December 5, 1948. He has been assigned to the Manufacturing Eyelet Tool Room. John attended Crosby High School and served in the Army.

Edward Cusson completed his training as a Toolmaker on December 19, 1948. He has been assigned to the



Edward Cusson

Manufacturing Tool Room. Edward attended Leavenworth High School.

Kurt Klemmer graduated from the Training Course as a Machinist on December 19, 1948. He has been assigned to the West Machine Room. Kurt served in the U. S. Marine Corps and is a graduate of Leavenworth.



Kurt Klemmer



# THE BULLETIN



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."

Volume XXXIII

January 3, 1949

No. 1

## A New Year Is Born

Most business organizations take inventory at the beginning of each new year. Inventories are important for the efficient operation of business. If they are important and necessary for business it would seem that they are important for the individual.

So, at the start of this New Year why don't we all take stock — review our activities of the past twelve months and see what we have accomplished. Probably it would be more important to evaluate the things we left undone.

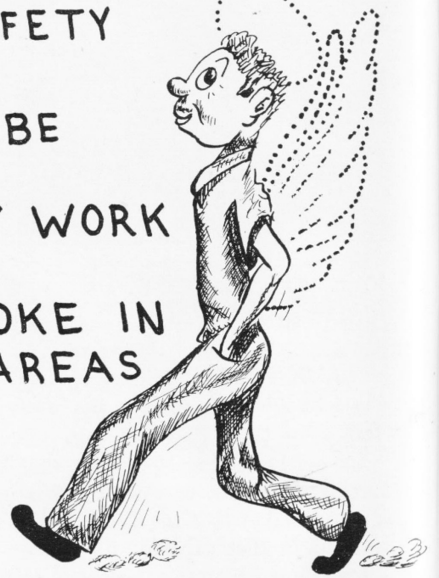
The newspapers of December 27, 1948, carried news stories of many sad happenings over the holiday weekend. Many of these tragedies could have been averted if everyone on January 1, 1948 had resolved to be careful, considerate of others, fire and safety conscious.

Probably the most important resolution we can all make for this year of 1949 is to walk safely — drive safely — be considerate of others and by our example be the means of making the year 1949 the safest yet.

# HAVE SAFETY IN MIND for '49

## RESOLUTIONS

- I WILL BE ON TIME FOR WORK.
- I WILL WEAR SAFETY EQUIPMENT.
- I WILL ALWAYS BE CAREFUL.
- I WILL KEEP MY WORK PLACE CLEAN.
- I WILL NOT SMOKE IN RESTRICTED AREAS



T. DE ZINNO.

## Scovill Credit Union No. 3---Annual Meeting

The annual meeting of Scovill Credit Union No. 3 will be held at the SERA Clubhouse on Wednesday, January 12, at 7:30 P.M. All members are requested to attend. Refreshments will be served after the business meeting.

GEORGE REILLY, Treasurer

## 1948 U. S. Individual Income Tax Return

**FORM 1040 A**  
Treasury Department  
Internal Revenue Service

**1948**  
CALENDAR YEAR

**EMPLOYEE'S OPTIONAL U. S. INDIVIDUAL INCOME TAX RETURN**

IF YOU USE THIS FORM, THE COLLECTOR OF INTERNAL REVENUE WILL COMPUTE YOUR TAX

Do not write in this space

Serial No. \_\_\_\_\_

Name \_\_\_\_\_  
(PLEASE PRINT. If this is a joint return of husband and wife, use first names of both)

HOME ADDRESS \_\_\_\_\_  
(PLEASE PRINT. Street and number or rural route)  
(City, town, or post office) (Postal zone number) (State)

Occupation \_\_\_\_\_ Social Security No. \_\_\_\_\_

**ATTACH ALL YOUR ORIGINAL 1948 WITHHOLDING STATEMENTS (Forms W-2)**

1. List your name \_\_\_\_\_  
Were you as of December 31, 1948: 65 years of age or over? Yes  No ; blind? Yes  No .  
If married, does this return include all income and exemptions of both you and your wife (or husband)?  
Yes  No . If answer is "Yes," list her (his) name \_\_\_\_\_  
Was she (or he) as of December 31, 1948: 65 years of age or over? Yes  No ; blind? Yes  No .  
List names of other close relatives with 1948 income of less than \$500 who received over half of their support from you. If this is a joint return of husband and wife, list dependent relatives of both and write letter "W" after name of any dependent supported by wife.

NAME OF DEPENDENT RELATIVE (Please print)	RELATIONSHIP	ADDRESS—If different from yours

4. Enter income tax withheld and wages shown on all your 1948 Withholding Statements (Forms W-2). If this is a return of husband and wife, enter income tax withheld and wages of both. Attach all Forms W-2.

Print Employer's Name	Where Employed (City and State)	Income Tax Withheld	Total Wages
		\$ _____	\$ _____
		\$ _____	\$ _____
		\$ _____	\$ _____

5. Enter total of interest, dividends, and any wages not shown on Forms W-2. If this is a return of husband and wife, enter total of such income of both \_\_\_\_\_  
If item 5 is over \$100, or if you had any other income (such as rent, etc.) use Form 1040.  
6. Add items 4 and 5. If total is \$5,000 or more, use Form 1040 instead of this form \_\_\_\_\_  
If item 6 includes income of both husband and wife, show: husband's income \$ \_\_\_\_\_; wife's income \$ \_\_\_\_\_

If you filed a return (Form W-2 or Form 1040) for a prior year, what was the latest year? \_\_\_\_\_  
Is your wife (or husband) making a separate return for 1948? (Yes or No) \_\_\_\_\_

If "Yes," write her (or his) name \_\_\_\_\_  
Collector's office to which sent \_\_\_\_\_

To which Collector's office was it sent? \_\_\_\_\_  
I (we) declare under the penalties of perjury that the foregoing statements are true to the best of my (our) knowledge and belief, and that ALL 1948 INCOME IS REPORTED HEREON.

(Signature of person, other than taxpayer, preparing this return) \_\_\_\_\_ (Date) \_\_\_\_\_  
(Signature of taxpayer) \_\_\_\_\_ (Date) \_\_\_\_\_  
(Signature of taxpayer's wife or husband if this is a joint return) \_\_\_\_\_ (Date) \_\_\_\_\_

To assure any benefits of split-income provisions, husband and wife must include all their income, and BOTH MUST SIGN, even though only one has income.

**THIS SPACE FOR COLLECTOR'S USE ONLY TAX DUE OR REFUND WILL BE COMPUTED BY COLLECTOR**

Credits	\$ _____
Tax	\$ _____
Balance due or refund	\$ _____
Total	\$ _____

## Trim And Knurl

By Betty Young

Hope that everyone in this department has a very Happy New Year!

It was nice to see KAREN NEVIN's picture in the Christmas issue of THE BULLETIN. She is the daughter of HERMAN.

Congratulations to Mr. and Mrs. Beamon on the birth of a second son. Mrs. Beamon, the former MARY WIGGINS, had worked in Trim & Knurl.

We have all noticed that JACK DRISCOLL, Press 1, has been sporting a beautiful ring given to him by his daughter, Eileen, for a Christmas present.

It's so good to hear that JOE LEMBO's daughter, Nancy, is doing so well after a recent eye operation.

We guess that the boys will be concentrating on basketball now that the football season has come to a halt.

Congratulations to TOM MCCARTHY who celebrated his birthday on Christmas.

## Weekly Bridge

Due to the holidays, there has not been a bridge session since Thursday, December 9.

Just a reminder to all players — the next night of play will be on January 6 at the SERA Clubhouse.

## ROD MILL TOPICS

By Dom Polo

We're all sorry to hear that our good friend ERVING (HONEY) HONYOTSKI had been out ill—glad to see you back, ERV—we missed you.

The best of luck to our former checker, LENA PAGNONI, who was transferred to the Manufacturing Department.

We extend congratulations to some of our old-timers with the Company who recently celebrated and are celebrating twenty years or over. LOUIS GAUMOND was here 24 years on December 1, FORTUNATO VERTULLI, 29 years on December 1, GEORGE RALPH, 24 years on January 7, JAMES LAWLOR, 23 years on January 14, CARMINE DAMIANI, 22 years on January 19 and THOMAS BEAMON, 21 years on January 22.

## Pinochle Tournament

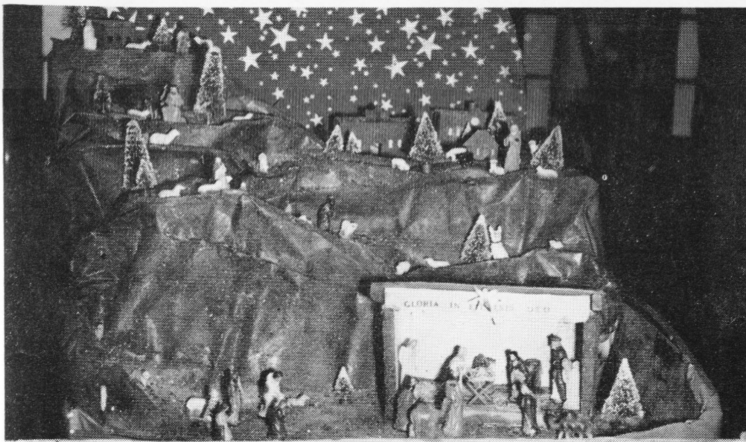
At the end of play on December 16, Bill Mancini's team was leading by a hair. Only five points separates first and second place. Bill's boys totaled 279,465 points, while John March's boys had 279,460.

## The Bowling Ball

Scores Are As of December 23, 1948

Wins Losses			Wins Losses		
<b>Girls' Club League</b>			<b>Class A League</b>		
Waterville Office	26	13	#3 T. Goumy	33	15
Mdse. Stores	25	14	#5 M. Lowe	33	15
Sales	24	15	#4 J. Cowperthwait	28	20
High Single—Gertrude Curley—149			#4 R. Ladden	21	27
High Three—Marjorie Seery—296			High Three—R. Ladden—356		
			High Single—R. Ladden—151		
<b>SERA Men's Handicap</b>			<b>Girls' Inter-Department League</b>		
Casting Scrap	32	20	Packing B	43	13
Box Shop	31	21	Assembly	42	14
Department 92	30	22	Connector	42	14
Team High Three—Casting Scrap—1698			Electric Shell	39	17
Team High Single—Casting Scrap—626			Team High Three—Connector—1451		
<b>Office League</b>			<b>Men's Inter-Department League</b>		
Ray Warner	44	20	Office	31	14
Jim Griffin	40	24	North Mill Rolls	29	16
Gene Shanley	39	25	Plating	24	21
High Three—Tom Pawlowski—409			Team High Three—No. Mill Rolls—1773		
High Single—Tom Pawlowski—178			Team High Single—Chucking—621		
<b>Girls' Varsity</b>					
U. S. Rubber	37	5			
Scovill	35	7			
Team High Three—Scovill—1644					

## Main Planters Observe Christmas With Decorations, Parties



Christmas season is the time for parties and informal get-togethers. Above are a few of the parties held by departments in the Main Plant.

Throughout the plant, there were lovely decorations in most all the rooms. If you walked through the Closing Room you might have seen the beautiful

display shown in photo No. 1—in photo No. 2 is the snowman and tree in the Manufacturing Eyelet Room — and Training Room No. 2 did right well too (photo No. 3). Speaking of parties, that's the Chucking Room gang in photo No. 4, Merchandise Sales in No. 5 and that happy Connector Room crowd, No. 6.

# HAPPY NEW YEAR



ROBERT HANLON



STEPHEN MANCINI JR.



CHERYL DAWN CONRAD



COLINDA CORTIGIANO



GANNITTA MIRLUZZIO



KAREN NEVIN



GEORGE W. PLATT



KATHY LOFFREDO



FRED MILANO



JOSEPH BONVUSUTO

## Girls' Club News

By Lucille Pepin

### Birthday Greetings

Jan. 1—Evelyn Shugdinis, B & F Sales  
 Jan. 2—Catherine Lawlor, Closing  
 Jan. 3—Jolly Aldea, Waterville  
 Jan. 4—Mary Hopkins, Waterville  
 Jan. 6—Margaret Sullivan, Waterville  
 Jan. 6—Hermiline Phelan, Microfilm  
 Jan. 6—Bertha Sherman, Waterville  
 Jan. 8—Christine Aleksinas, Spec. Tr.  
 Jan. 11—Mary Dailey, Fastener Room  
 Jan. 13—Edith Truelove, Waterville  
 Jan. 14—Frances Cuddy, B & F Sales  
 Belated birthday wishes to Nella Rosa, Engineering, who celebrated on the 21st of December.

### The Children's Party

Our thanks to all who helped promote this activity — to Earl Odell, who has done such a fine job at being Santa Claus in previous years, made our children happy again this year—to Pat Wallace and Gus Schoeck who did a grand job as emcees and Choral leaders—to Ken Reardon who was quite a sensation as a clown which pleased and surprised the children when they saw him pop out of nowhere.

Appreciation and many thanks to everyone who so kindly helped us fill the children's stockings and to those who worked so hard out at Doolittle Hall.

### The Christmas Baskets

Our thanks to those who so graciously offered their time and automobiles to help us deliver our Christmas baskets this year — Howard Kraft, Milt Burrall, Fred Wilson, Armand Wolff, Lucian Wolff, Fred Boucher, Jim Coffey, John Blake, Don MacIntosh, John Hubbard, Bill Wells, Mrs. Marie Hayes, Charles Williams, and Club members Murial Ham, Mabel Ottinger, Teddy Overton, Ann Huelster, Dora Mori, Hermiline Phelan, Ann Brennan, Mollie Kelly and Elizabeth Kelly.

On card sales, we again say thanks to Helen Loy, who handled sales in the East Plant, and to Mollie Collins, who assisted Ann Huelster in the Main Plant. We appreciate the wonderful job Betty Afeldt did as far as candy sales are concerned.

Last but not least we want to thank all the employees who bought cards and candy. The proceeds from these sales helped greatly in the promotion of Christmas activities.

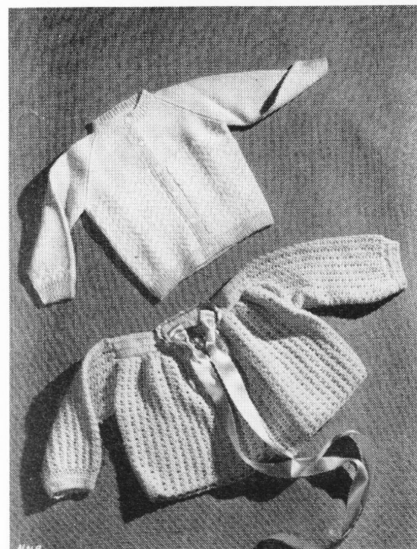
### Pre-Christmas Events

The girls of the CTO had a grand time at their Christmas party on December 20 at the Chase Country Club.

Our first All-Production office party held at Hornbecker's on Monday, December 20 was a huge success. Hope there will be many more of them.

I would like to take this opportunity, in behalf of all our members and council, to wish everyone a prosperous and Happy New Year.

## Popular Winter Needlework



The raglan sleeve cardigan at the top is knitted of baby blue yarn with heringbone pattern worked in white through the body of the sweater. A novelty stitch is used for the crocheted sacque.

Crochet offers you a wide choice of lace patterns. The pineapple design takes top honors in popularity. Square motifs framing clusters of four pineapples are joined to make this charming buffet set. Instruction leaflets for both patterns may be had by calling The Bulletin Office.



If you're wearing your hair down, the short cut takes all hairdo honors. Shown above is a popular short coif that dips coyly over the forehead in a waved bang while the hair ends curl softly.

The reward of good hair care — massaging, brushing, liquid conditioning shampoo — is lustrous, manageable hair. All this shows to full advantage in the updo, a favorite hair-style of so many girls. Simply by arranging the bulk of curls at the back rather than the top of the head, this popular style takes on a new and different look.

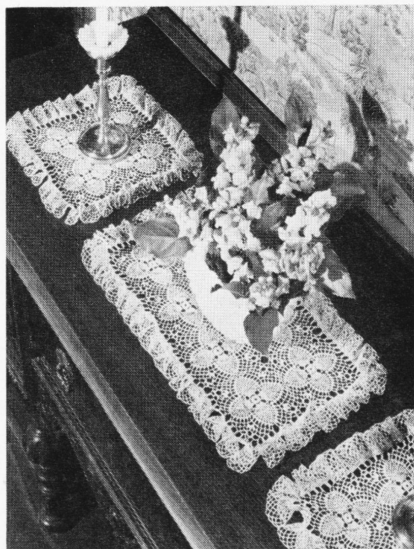
## Practical Glamour For Your Kitchen

One new idea can work wonders in your kitchen. Here are four suggestions guaranteed to increase the efficiency of your kitchen and give your workday spirits a boost.

If you need a kitchen towel rack, look for a spot where it not only will be handy, but will also have show — of value.

Or perhaps you need a spot in your kitchen where you can plan the grocery order and a place where you can serve a between-meal snack. Then put idle wall space to work for a shelf-and-drop-leaf combination.

For really practical beauty, try a kitchen table with a double-decker top. Bottom deck is put-away for Dad's newspaper, Bobby's comic books, or a magazine you like to thumb through while the kettle simmers.



# The Woman's Corner

## Lovely To Look At---Easy To Do



## Just About Nuts

Salted nuts are delicious for nibbling. They taste their crispiest and best when they are still warm from the oven. Here's a recipe for roasting nuts. For each cup of shelled nuts, heat 1/2 to 1 tablespoon salad oil or butter in a shallow pan. Add nuts; roast in moderate oven (375 degrees) 15 to 20 minutes or until golden brown. Stir occasionally. Spread on paper towels. Sprinkle with salt.

Or here is another way, rinse the shelled nuts in cold water. Then spread them in a shallow pan, sprinkle lightly with salt. Roast in a moderate oven (350 degrees) 15 to 20 minutes or until golden brown.

## How-To Hints For The Handy Man

When you remove electric light bulbs from outdoor sockets, replace them with burned-out fuse plugs to protect the socket. Use the same trick with any unused socket to keep children from getting shocks.

Here's a good way to keep from dropping small tools while you are working on a stepladder. Drill three or four 1/2-inch holes in the top board of the ladder. Then, when your pliers or screwdriver is not in use, slip it into one of the holes. You can also use the holes to bolt small metal pans, for nails and screws, to the ladder.

When you use your stepladder in the house, there's a danger that the legs might slip and mar your floors. One easy safeguard is to nail a rubber heel from the dime store to the bottom of each leg. Use two nails in each heel so it won't turn. This treatment will also prevent the ladder legs from sinking down into soft earth.

## Make Certain Your Shoes Fit Correctly

Now's the time to round out your shoe wardrobe, with a midwinter look toward spring. These ten tips on shoe buying make a handy—

### Shoe Shopper's Check List

1. Heel seat of shoe should accommodate broad base of your heel.
2. Counter of shoe heel should fit snugly around top of your heel.
3. Shoe should fit smoothly and snugly under your arch.
4. Select high or low instep pattern to give comfortable fit.
5. Ball joint should rest in widest area of fore part of the shoe.
6. Vamp seam should not be over ball joint.
7. Allow width across ball for spread of your foot in motion.
8. Have shape of last conform to shape of fore part of your foot.
9. Have toe shape conform to shape of your toes with great toe lying out straight.
10. Allow plenty of space for elongation of your foot in motion.

Remember — there are as many as 166 sizes of one shoe style, so you can surely find the size that's perfect for you!

## Removing Spots And Stains From Rayons

Here are some spot removal methods for rayons that are easy and safe for home use.

### Lipstick

If the stain is thick, use carbon tetrachloride, or any standard cleaning fluid, to remove the grease. When dry, sponge with lukewarm, soapy water. Finally, rinse with clear water. If the fabric is labelled "washable", remove the grease with cleaning fluid, then simply wash the garment in soap and water.

### Fruit Stains

Treat fruit and berry stains immediately, if possible, as they are hard to remove after they are dry. It is better not to use soap, as alkalis set some fruit and berry stains.

If the rayon fabric is washable, rinse thoroughly with warm water. Then launder in regular manner.

### Gravy Stains

Never use hot water. It sets the stain. Launder washable fabrics in warm, soapy water to remove the stain. If the fabric isn't washable, dust an absorbent powder over the stain, let stand until it absorbs the grease. Brush off, then sponge with carbon tetrachloride.

## Tuna Fish Salad

- 1 tb. plain gelatin
- 2 tb. cold water
- 1 13-oz. can tuna fish
- 1/2 cup chopped celery
- 1/4 cup pickled relish
- 1/2 t. salt
- 1/8 t. paprika
- 1/2 cup mayonnaise dressing

Soak the gelatin in cold water 5 minutes and dissolve over boiling water. Flake the tuna fish, add celery, relish salt, paprika, and mayonnaise. Add the dissolved gelatin, and mix well, and put into individual molds, or one large mold. Place in refrigerator until ready to serve. Serve in nests of crisp lettuce and garnish with celery and rings of green pepper.

# Waterville Division Celebrates Holidays



A good old fashioned get-together was celebrated on Thursday noon hour, December 23 by the Billing Dept.

In the lower photo is shown Mrs. Carrington's tree. Each year, the boys from the Header & Reheader Room decorate a lovely tree for her. She is their timekeeper. Notice the Old English Inn and church alongside the tree.

## Three Male Employees Succumb

### Frank Kinnerney

Frank Kinnerney, Electrical Test Lab, died at St. Mary's Hospital on December 16 after a brief illness.

Although Mr. Kinnerney first came to work for the Company in 1907, his continuous service did not start until 1931. The various places in which he had worked were the Dip Room, Electrical, Tool & Machine, Trucking, Millwright, Case II, Powder Blending, Mechanical Research, Engineering, General Stores and the Electrical Test Laboratory, where he was working as an electrical laboratory technician at the time of his death.

A native Waterburian, he is survived by his wife and two sisters.

The funeral was held on December 20 from the Bergin Funeral Home. Burial was in the old St. Joseph's Cemetery.

### Waclaw Swiencicki

Waclaw Swiencicki, East Mill, died at St. Mary's Hospital on December 21 after a brief illness.

Born in Plock, Poland, Mr. Swiencicki is survived by his wife, four sons and two sisters.

He was hired to work for Scovill on June 3, 1909 in the North Mill, worked there until 1921 and then was transferred to the Yard Department and later the Casting Shop. He worked in the Loading Room from 1942 until 1945 when he went to the East Mill as a gas pump attendant, the work he was doing at the time of his death.

The funeral was held December 24 from the Deliniks Funeral Home to St. Stanislaus Kostka Church. Burial was in Calvary Cemetery. Attending

as Company representatives were Andrew Minicucci and Peter Szczepanski.

### Girolamo Parapiano

Girolamo Parapiano, Chucking, died at Waterbury Hospital on December 27 after a long illness.

Born in Italy, Mr. Parapiano is survived by his wife, two daughters and a son.

It was on July 17, 1918 that he came to work for Scovill in the Waterville Division as a toolsetter. He worked there until June 10, 1940 when he was transferred to the Main Plant Hand Screw Department as a toolsetter. A year later, he went to work in the Chucking Department as a hand screw machine operator.

The funeral was held on December 29 from the Colasanto Funeral Home to St. Thomas Church. Burial was in Calvary Cemetery. Charles Bares and Julius Pudim attended as Company representatives.

## Credit Union No. 4 Annual Meeting

Credit Union #4 will hold its annual membership meeting at the SERA Clubhouse on Monday, January 17, at 7:30 P.M.

The business of the evening will include election of officers, voting on a dividend, salaries, and the very important matter of a Life Insurance Plan. This life insurance plan will affect the dividend and John Carolan, Treasurer, urges all members to attend who wish to have a voice in the affairs of the Credit Union.

## 1949 Vacation Plan

(Continued from Page 1, Column 1)

of Company continuous service ending with the week ending May 29, 1949, will receive a two-weeks' vacation with pay.

Returned servicemen with reemployment rights in the Company who return to active employment in the vacation year prior to May 29, 1949, and who work during and have unbroken service the week ending May 29, 1949, will receive vacation pay (figured as per posted notice) if they had at least six months of Company continuous service at the time of their entrance into the Armed Forces.

Employees are cautioned to check with their foremen as to their official continuous service date before making definite vacation plans.

## New Tax Returns For 1948 Income

On Page 4 of this issue of THE BULLETIN you will find a reproduction of the new return which must be used in place of the Withholding Statement Form W-2 for 1948 income.

The information to be placed on the return is about the same as that which was given on the W-2 Forms, which was given on the W-2 Forms, and the Collector of Internal Revenue will figure the tax for you the same as in 1947. It will be absolutely necessary to attach all your 1948 withholding statements to the return — including any which you may have received from other employers.

Do not file your withholding statement as a return, but go to your local income tax office and get the new return form.

Be sure to answer all the questions asked on the return, or you are apt to pay too much tax.

## Rod & Gun Club

By Fred Ensminger

The Scovill Rod & Gun Club held its annual membership meeting on Tuesday, December 21, in the Employment Office reception room. The attendance was good and, as always, a great deal of business was disposed of and new officers were elected and installed.

Following the precedent which was established last year, a budget of approximately \$100 was voted to be used for prizes in the fishing, rifle and skeet contests (to be held for members of the club only) during the coming year.

Ed DeBisschop, Irving Fagan and Joe Balfe were re-elected unanimously to the offices of president, vice-president and treasurer respectively for 1949. Fred Ensminger was elected to serve as secretary for the coming year. Jim Littlejohn, who has served as president of the club for four terms, has given up the duties of secretary of the organization after serving one term. However, he will be on hand to give his support to all club activities and will still be "boss" of the fishing contests.

Back dues and dues for the new year should be sent to Fred Ensminger in care of the Estimating Department.

## Classified Ads

For Sale

Girl's brown winter coat, good condition, \$7, size 10. Call 3-6184.

Grey Premier stove with oil burner, \$35; Walnut finish parlor stove with oil burner, stove pipe included. Call 5-2418.

1936 Chevrolet, good running condition, good tires. Call 3-4716.

Ivory and green Royal standard coal stove, good condition. Call 5-6255 between 8 A.M. and 2 P.M.

8 mm. Revere camera, slightly used, magazine type, \$75. Call 5-8468.

Two new tuxedos, size 38, \$15 each. Call 5-8522 after 4 P.M.

One-room summer bungalow, 12' x 12' with porch 6' x 12', built-in sections for ready disassembly and re-erection. Call 5-0742.

100-lb. bags of sand delivered, \$1. Call 3-6483 or 5-0438.

Studio couch with arm and back rests, extra set of covers, \$25. Call 3-5422.

New 3-quart Presto Pressure Cooker, \$10; 1947 tudor special DeLux Ford with slip covers, radio and heater, excellent condition, low mileage. Call Watertown, 31-J after 6 P.M.

Girl's white tubular ice skates, size 6, used only a few times, \$4. Call 5-8616 after 5:30 P.M.

Wanted To Buy

Small cement mixer. Call Watertown, 1557-W.

For Rent

Story and half one-family house, 2nd floor with private entrance. Entire first floor for rent to business couple, four rooms with bath, automatic heat, electricity, continuous hot water, cooking gas, gas range and Frigidaire, other furnishings if desired, all included in rental of \$25 weekly. Call 3-6961 nights.

Found

Seven keys on Mill Street. Call ext. 345.

## Basketball

Varsity

The standing for the Scovill team as of today is two wins and two losses. The last game played was on Sunday, December 26 when Scovill was defeated by American Brass, 67-34.

Inter-Department

Trim & Knurl is leading the Inter-Department Basketball League by one point. Up to date, they have three wins and no losses. The Tube Mill lads are second, 2-0; while Waterville is third, 2-1.

## Cribbage Doings

As of December 28, the American League is still sitting tight in first place by 1146 points in the cribbage tournament. Up to date, American Leaguers have scored 119,416 points while the National League has 118,270.

Ed Meafski really did "show 'em how" when he jumped from third to first place with 15,206 points. Charlie Rimkus is second, 15,063 and Erv. Honyotski third, 15,061.

Individual high score was won by Earl Odell and Ed Meafski who totaled 1368.

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