

BULLETIN

SCOVILL

Published by Scovill Manufacturing Company for its Employees.

Vol. XLII

December 1, 1958

No. 23

Scovill Hospital Receives Award



Dr. R. C. Thompson, District Counselor of the Occupational Health Institute, presents "Certificate of Health Maintenance" to Vice President Alan C. Curtiss, at the Scovill Hospital as Medical Director Dr. Robert W. Butler looks on.

Our Medical Department received high tribute recently when it was singled out for "providing employees with the best kind of constructive health service, aimed at keeping well workers well and cutting the incidence of accident and disease".

A "Certificate of Health Maintenance" was awarded the hospital by the Occupational Health Institute,

Kids' Christmas Party

Doolittle Hall, on Saturday, December 20 and Sunday, December 21, will be bubbling over with activity and gay holiday spirit as the annual Christmas party for children and grandchildren of Scovill employees is held.

Children between the ages of 2 and 10 years are invited to the party from 2 p.m. to 4 p.m.

Tickets are available on a first-come, first-served basis. They may be obtained at Employee Activities Ofc. ext. 834.

which is a national organization sponsored by management and the medical profession to assist firms in establishing sound employee health programs and in dealing with specific health problems.

It signifies that Scovill's health service meets the high standards set by the medical profession.

Dr. H. W. Lawrence, President of the Industrial Medical Association, states, "This not only indicates preventive health maintenance at its best, but is an example to other employing organizations of efficient, progressive management, cognizant of the health care of its workers as its greatest industrial asset."

In accepting the honor, Mr. Curtiss said that credit was due the Company's entire working force, particularly the medical staff, consisting of 15 members and headed by Dr. Butler.

Leavenworth Porter Sperry

Death claimed Leavenworth P. Sperry, former Scovill President and Chairman of the Board, on Saturday, November 22, 1958 at Waterbury Hospital where he had been a patient since October 9th.

Mr. Sperry had been intimately associated with the operations of the business in positions of responsibility for over 55 years. His family background has been closely associated with Scovill. His father, Mark L. Sperry, was a president of the Company; his great grandfather, Mark Leavenworth was one of the industrial leaders in Waterbury early in the last century. His son, Mark L. Sperry, 2nd, is presently Executive Vice-President and a Director of Scovill.

Mr. Sperry became associated with Scovill in 1903. He was elected Assistant Secretary and a Director in 1918. He was named Comptroller in 1919, Secretary in 1924, Treasurer in 1929, Executive Vice President in 1938; President and General Manager in 1944. He was named Chairman of the Board of Directors in September, 1955, and retired from that post on October 1 of this year.

New Assignments

Cosmetic Container Division

Announced by Mr. William H. Harris, Product Manager:—

Mr. Lamson M. Scovill has been appointed Eastern District Sales Manager of the Cosmetic Container Division. He is located in our New York Office.

Mr. John L. Gelwicks has been appointed Western District Sales Manager of the Cosmetic Container Division. He is located in our Chicago Ofc.

The appointments are effective on December 1, 1958, and these district sales managers will report to the Product Manager, Mr. W. H. Harris.

General Manufacturing Division

Announced by Mr. George L. Chase, Factory Superintendent:—

A new department, to be known as Dept. #12, has been created as of November 1, 1958. It covers the first floor in Buildings 40 and 50 and will perform General Mfg. operations.

Mr. Frank Shanahan is appointed Foreman of this department and will report to Gen. Foreman L. H. Mayshaw.

"Holiday Special"

Blood Day — Dec. 17

Donor Drive to be Plant-wide

Employees throughout the entire Waterbury Divisions will participate in the "Holiday Special" Blood Donor Day on Wednesday, December 17.

The Mobile Unit will be set up at Doolittle Hall from 12:45 to 5:30 p.m.

A general committee is being set up and includes representatives from all the Waterbury divisions. Working with this committee, each department will have a representative to take the names of volunteers who will participate in this annual Christmas affair.

Plant-wide participation is called for at this time because of the real need for blood. With the thoughts of the happy holiday season ahead with all its festivities, little thought is given to the possibility of accidents or other disasters marring it. Such could happen and, without the necessary blood available at the hospitals, needless tragedy could result.

Eight Suggestors Share in \$325. Awarded During November

\$50.00 Award

Walter Pond, Elec. Construction

\$20.00 Award

Onial Cyr, Rod Mill

\$15.00 Awards

Joseph Arnone, West Machine

Stanley Karas, Hot Forge Tool

Edward Beauchaine, Tube Extrusion

\$10.00 Award

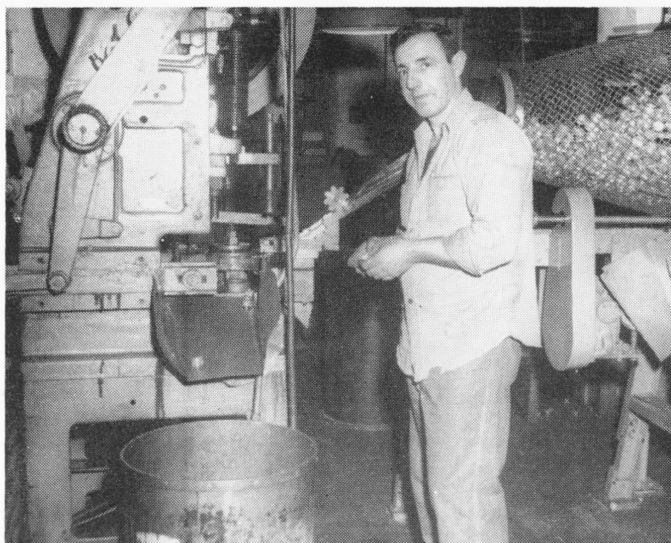
Casimir Chrzanowski, Press 2

Letters of Appreciation

William Cordelli, Press 2; Sebastian Mollica, Slide Fastener; Francis Plankey, Electrical Testing; Francis Maher, General Training.

Ray Ditoto, Scrap Processing; Clifford Adams, Casting Shop; Carl Longo, North Rolling Mill; Edward O'Brien and Sidney Frank of Strip Mill; William Wallace, Rod Mill.

\$100.00 Awards Go To Two — One's a Repeat



The \$100 awarded to Louis Lavorgna is the second award of this amount for the same suggestion. A review of its results netted him the additional award.



Antonio Famiglietti netted \$100 for his suggestion of using gondolas instead of small boxes for loading and transporting aluminum scrap to and from our supplier.

BULLETIN

Published by Scovill Manufacturing Company for its Employees.
99 Mill Street, Waterbury, Connecticut

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

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Memo From Management The Invisible Payroll Dollars

All of us know how much we get paid, and are well aware of what is taken out for such standard deductions as the Federal Income Tax and our share of the Social Security Tax. We are less aware of the "invisible dollars" that go into the pay envelope in the form of "fringe benefits".

These benefits provide vacation and holiday pay, pensions, illness pay, Social Security, overtime and shift extra pay, workmen's and unemployment compensation insurance—and life, disability, hospitalization and surgical insurance.

In 1957, these fringe benefits cost the company almost \$1,200 per bargaining unit employee in the Waterbury area. If these dollars were put into pay envelopes during the year so that each employee could pay for his own benefits, it would have taken \$360 per employee for vacation and holiday pay and \$177 for group life and health insurance. Payments into pension trust funds would have taken another \$274 per employee. These three examples alone totaled over \$800 per employee in 1957.

As pointed out in a recent issue of the BULLETIN, Scovill's average straight-time hourly rate in the Waterbury area is \$2.36 per hour—B.B.—Before Benefits. The benefits average an additional 67¢ per hour. Incidentally, this 67¢ is more than the total hourly wage in many of the foreign countries now competing in the American markets.

In 1957, Scovill paid about \$6,000,000 for fringe benefits for all employees in the Waterbury area alone—about double the yearly dividend paid to our over 19,000 stockholders, and more than the Company's total profits during what was, by present standards, a profitable year.

Fringe benefits have become more than fringes, they are an important part of the fabric of doing business. They are recognized for their contribution to economic security. But they must also be recognized as a substantial element of cost which must be recovered in the price of the things we sell, and the things we all buy.

These benefits may not be visible in the pay envelopes, but they are very visible on the profit and loss statement. They are a valuable part of our pay, but they cannot be allowed to endanger that greatest benefit of all—the job security that can be provided only by a competitive and profitable operation.

Barrel Dumpers — Look Out Below

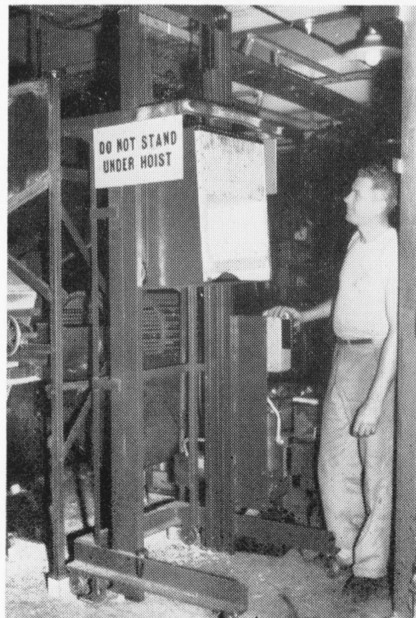
Casimir Chrzanowski is shown operating a barrel dumper in Press #2.

Such machines are used to load work into gravity hoppers. Barrels or boxes are pushed onto a platform and raised by a motor driven apparatus.

When the machine is loaded, and elevated, it is unsafe to stand or walk underneath as when the barrel is at the top of the lift and tipped over to drop the work into the hopper, the work could overflow or the barrel come ajar.

And, when the work has been dropped into the hopper, the operator should always see that the empty container is lowered to the floor and removed.

However, whenever passing by such a barrel dumper, or working at it—play it safe and keep clear!



Six Succumb

INA SANKOFF died on November 14, 1958 after a short illness.

Mrs. Sankoff retired in October, 1958, with a service record of 15.5 years. Always in the Waterville Division, she was a Kingsbury automatic machine operator when retiring.

ARTHUR M. COONS died on November 15, 1958 following a long illness.

Mr. Coons retired in January, 1938 after 39 years of service. He had served as a toolmaker, model maker and, when retiring, was foreman of the Developing Department.

BOHUMIL BARES died on November 15, 1958 after a brief illness.

Mr. Bares came to Scovill in 1922 as a toolmaker. He had served in various departments but, since January, 1939, had been in Button & Fastener Model Room. He was a model maker, experimental, at time of death.

HERMAN SCHMELCKE died on November 18, 1958 after a short illness.

Mr. Schmелcke had completed almost 29 years of service when he retired on November 3rd of this year. Always a toolmaker, he was serving in the Button Eyelet Dept. when retired.

ROBERT PEKRUL died suddenly on November 19, 1958.

Mr. Pekrul, an employee for over 38 years, had been a Casting Shop man throughout his years here. He had served as a leader on a weighing up gang, scrap bin inspector, and when stricken, was a gas pump attendant.

GIOVANNI VANNI died on November 24, 1958 after a long illness.

Mr. Vanni had over 25 years of continuous service when he retired in February, 1953. His entire career had been in the Yard Dept., where he was serving as a crane, caterpillar and shovel operator when retiring.

Pinochle Tourney

Standings as of Thursday, November 20, show Matulunas' team still holding high spot in the league:—

Matulunas	39,460	293,720
Laudate	34,645	282,820
Mancini	34,485	277,920

Individual high for the evening went to Matulunas with 4,765 points, followed by Carusillo with 4,365.

SERA Basketball

The first round of the 1958-59 season of SERA Basketball gets under way on Wednesday, December 3, 1958. Four teams have been entered in the league and are scheduled to play every Wednesday at the Slocum School Gym, with the first game to start at 7 p.m., the second to follow immediately after.

The teams, and captains, are:—
Waterville—Orsini
Oakville—Sullivan
Gen. Training—Lynch and Rogers
Mfg. & Closure—Macharelli

Tin Shop's 13th Annual New Year's Eve Party

The number of requests already coming in for tickets to the Tin Shop's New Year's Eve party predict a full house for this very popular annual event. It is the 13th such party to be held by this group.

Joe Rock's orchestra will provide dance music from 9 p.m. to 2 a.m.

All interested in attending are advised to get their tickets as soon as possible. For tickets or information, contact any of the committee members—John Capone, Art Graveline or Hector LaRiviere, or call ext. 2103.

Training Course



Nicholas Gabrielle has completed his Toolmaker training and, on November 9, 1958 was assigned to Oakville Div. Tool Dept.

Service Awards

Twenty-Five Years



Chester L. Rasmussen
Attaching Machine
November 26, 1958

William J. Parkinson, East Machine
November 18, 1958

Stanley J. Vaicaitis, North Mill
November 23, 1958

Lillian E. Gaudino, Waterville Div.
December 1, 1958

Fishing Notes

The annual SERA Fishermen's Banquet brought the 1958 fishing season to a successful close as over one hundred Scovill anglers swapped tales of piscatorial prowess and cheered the winners of the 1958 Reeves Competitions.

Recognized as the 1958 Champion Scovill fisherman was *Raymond Ladden*, popular Chairman of the Fishing Committee, whose outstanding catches not only won him the Championship but also a sizeable purse. (Mrs. Ladden, please note!)

Presented to the cheering audience were: *John Capone*, president of SERA; *John Hubbard*, president of Scovill Rod & Gun Club; *Henry Miller*, vice president of the club; and *Jim Littlejohn*, Scovill fisherman emeritus.

Judge F. T. Reeves, as usual, provoked many laughs with his witty stories.

Alan Curtiss, Vice President in charge of Employee Relations, in a most revealing presentation, pulled no punches as he pointed out the seriousness of the local industrial situation—quoting facts and figures, many of a confidential nature and never before given to our group—to drive home his message. He emphasized the necessity of remaining competitive in order to stay in business.

These remarks were followed by a much appreciated speech by *Mr. S. T. Williams*, Scovill president, whose friendliness and down-to-earthness soon captivated the entire audience, most of whom met him for the first time. He briefly outlined his policy of procedure, expressing his belief that with understanding and cooperation, Scovill will soon regain its position of leadership in the metal industries. He then proceeded to most graphically describe his last year's safari into Africa, a story which kept the boys spellbound.

Much to the delight of the audience, *Jimmy Littlejohn*, true to Scotch tradition, suggested to the President that he make a slight charge for his future speechmaking and "S.T." brought the house down by immediately appointing *Jimmy* his agent with instructions that all fees received be turned over to Rod & Gun.

The steak dinner, served by SERA, as usual was tops; the professional fishing movies shown concluded a most enjoyable meeting.

Ray Ladden and his committee were in charge of arrangements; *Charles Rietdyke* presided as Master of Ceremonies.

New and Old-timers At Giving Blood



"We did it before and we'll certainly do it again" is the sentiment of these blood donors who gave at the last Blood Mobile Day in August.

Mrs. George Cowperthwait, coordinator of the Waterbury Area Blood Program "pins" *Joe Fabiano* (Mfg. Trucking) with his one-gallon donor pin; *Martha Ratushny* (Safety Office) donated for the first time; *Bill Lanzoni* (Screw Machine Production Office) is a two-gallon donor. Standing, *John McCormack* (Connector Room) has donated more than three gallons.

Rod & Gun Club To Hold Election

Bob Anderson, secretary of the Scovill Rod & Gun Club, has issued notice that the annual election of officers will be held on Tuesday, December 16, at 7:00 p.m. in the Employee Relations Bldg. All members are urged to attend.



Edward James Daly, General Training Room, left on November 14, 1958 to enter military service. Edward was in the Machine Tool Specialist Section of the General Training Course and has been in Scovill since Jan. 1, 1956.

Raymond Robert Jones, Blank & Draw Tool Room, left to enter military service on November 7, 1958. Raymond graduated as a toolmaker in July of this year and has been in Scovill since February, 1954.

Your Social Security

Do You Know—

—that more than 200,000 disabled workers age 50 to 65 are now receiving monthly disability benefits under the social security law?

About 180,000 dependents of these disabled workers will be eligible for dependents' payments made possible under recent changes in the law. These payments can begin with the month of September, 1958.

Applications must be filed with a social security office before payments can start. Copies of *If You Are Disabled* and *Disability Benefits* are available at the Bulletin Office.

SERA To Sponsor Adult Dancing Course

Starting Monday, December 8, the SERA is sponsoring an adult course in social dancing at Doolittle Hall. A period of instruction will be conducted from 8 to 9 p.m., practice dancing will follow from 9 to 10 p.m.

All are invited—the first lesson is free. The course, consisting of ten lessons, is offered for \$3.00 for one person or \$5.00 a couple. Included will be the fox trot, waltz, mambo, cha cha, tango, rumba and polka.

Registration may be made through the Employee Activities Ofc., ext. 834.

Scovill Products Stand Out In Local Store's Display



Jones Morgan & Co., Bank Street, recently conducted a ten-day program wherein they displayed articles made in whole, or in part, in New England to show local residents the number of diversified products made in the area.

Featured quite prominently throughout the store were Scovill GRIPPER Zippers and GRIPPER Snap Fasteners. Cosmetic containers made for such well known cosmetic firms as Angelique, Charles of the Ritz, Christian Dior

and Lanvin included perfume pursers, vanity boxes and cologne containers.

Pictured above, posters were also on display in the various departments showing the items made in Scovill, in whole and broken down to show the various parts making the complete article. They appeared in (photos #1 and #2) the Men's Dept.; (#3) the Boys' Dept. and (#4 and #5) the Ladies' Dept. These same items and posters were also featured in the store's display windows.

Retired Folks Meet New President, Observe Veterans Day



Approximately 280 retired Scovill employees were on hand for the November 11th meeting of the Club.

President S. T. Williams (lower left) spoke to and visited with the group and, with beautiful color slides, described his safari to Africa this past summer.

Chairman Joe Brenneis had also arranged for a special memorial service to be held in honor of Veterans' Day.

Mr. Fenton Niver (lower right), Chaplain of Corp. Coyle Post, American Legion, conducted the service; members of the Marine Corps Recruiting Service (upper left) Sgt. Otto Haversat, Jr., Tech. Sgt. James Stack and Staff Sgt. Robert Gunning presented colors. George Lawson and Kenny Russo, members of the Corp. Coyle Post Drum Corps, served as buglers for the service.

Classified Ads

(All telephone numbers are PLaza Exchange unless otherwise noted)

For Sale

Two 7.10 x 15 Suburbanite snow tires with tubes and wheels. Call 4-6511.

1952 Mercury 4-door sedan, radio, heater, overdrive, exceptionally clean, \$425. Call 3-5955 after 5 p.m.

Girl's navy blue faille spring coat, red nylon dress trimmed with velvet, blue dress, all size 12; boy's grey winter coat, size 14; boy's sport jacket, size 16; girl's charcoal grey wool coat with alpaca lining, size 14. Call 5-7485 or, after 5 p.m. call 4-4083.

7-in-1 hobby woodworking set with 1/3 h.p. motor mounted on plywood top: two saws, planer, shaper, lathe, grinder and sander, \$30. Very good condition. Call 3-9314 after 6 p.m. or at 168 Mansfield Ave.

Wooden combination glass and screen door, 34 x 83". Call 5-2653.

Boy's 28" English bicycle with lights, mirror, speedometer and horn, A-1 condition; boy's Chicago roller skates with carrying case, size 5; American Flyer train set. Call 3-7979.

Florence 4-4 oil and gas stove with chrome pipe and oil drum, \$35; white cabinet sink, \$10; ABC Spin-dry washing machine, \$15; lady's storm coat, blue Sacony suit, both size 14; girl's white fur hat and muff, \$2.50. Call 4-7687.

Set of Buckeye aluminum pots and pans. Stump puller, which can be used also to remove rocks; one man can work it; winch type with ratchet. One hundred feet 3/4" cable; 1 1/4" anchor cables with eyes. Call 7-0270 after 5 p.m.

Two 7.60 x 15 retread snow tires, good condition. \$10. Call PARK 9-1093 after 6 p.m.

Maple double size poster bed, very reasonable. Call 3-3984.

Gray heavy weight baby carriage; Carbed; baby jumper, in good condition. Call 6-9131.

Combination gas and oil range, heavy iron, ideal for cottage, \$25. Call CRestwood 4-2817 after 6 p.m.

Willard Battery, 2-E Long type, fits most G.M. cars, three months old. Cost \$24, will sell for \$10. Call CR 4-3645.

Wooden storm windows and screens to match:—nine, 36x55"; one, 36x43"; two, 30x51"; one, 36x30"; two, 26x43". Call CRestwood 4-1865.

White Monogram stove, 4 gas-4 oil. Call 8-9393 after 5 p.m.

Ice skates: boy's, like new, size 7, \$5.50; man's, size 11, \$5. Call 4-1037.

Girl's new figure ice skates, size 8, \$6. Folding day bed. Call 3-1509.

Silk Organza, cathedral length wedding gown; cotillion blue waltz length cocktail dress with matching stole; size 10. Call 3-1509 after 3 p.m.

Large oblong mirror, in gold frame. Suitable for wall or as panel on door. Call 5-9722.

Wooden storm windows:—one, 32 x 66 1/2"; five, 32 x 63"; two, 34 x 66 1/2". Call 3-4369.

Wanted To Buy

Typewriter, in good condition. Call 5-2049.

Bunk beds, in good condition. Call 3-1509 after 3 p.m.

Four Retire on Dec. 1

WILLIAM C. CLEVELAND retires with 41 and one-half years of continuous Company service.

Mr. Cleveland started in the Rivet Dept. in May, 1917, and has served as a machine draftsman, estimator, hand screw engineer, engineer in charge of machining equipment, Assistant Mechanical Engineer in charge of mechanical engineering for the Mfg. Div. and, since April, 1948, has been Chief Mechanical Engineer (Mfg.).

ALFRED F. FOELL has a service record of 18.1 years.

Mr. Foell first came in to Scovill in 1916 and worked short periods in Trim & Knurl and Eyelet Tool. He returned in August, 1940 and has served as a toolmaker, Special Training instructor and, from January, 1946, until ill health caused him to leave in May of this year, has been a tool grinder and keeper in Tool Grinding.

MARIA LATTANZIO retires with 14.2 years of Company service.

Mrs. Lattanzio's first period of service was back in 1911. During her years of service, she has been a dial press and power press operator, vertical edger, closing machine operator and, from March, 1957, until ill health caused her to leave last May, she has been a power press, foot press and bench operator in Lipstick and Relay.

ALEXANDER PODPALUK accumulated over 38 years of service.

Mr. Podpaluk spent very brief periods in the plant in 1913 and 1920 but entered the Tube Mill as a saw operator to start his continuous service record in September, 1920. He transferred to North Mill Finishing as a maintenance man in August, 1955, and served there until retiring.

Christmas Mailings

"Every facility of the Post Office is being expanded to render maximum service," states Postmaster W. J. Phelan as his Mail Early for Christmas campaign goes into high gear.

The tremendous volume of Christmas mail is only part of the problem—names and addresses are often carelessly written, many packages are poorly wrapped or have insufficient postage. These oversights result in delays and disappointments, most of which can be avoided if everyone will follow these simple requirements:—

Be sure your Christmas card and gift mailing lists are up to date

Wrap Christmas gifts securely

Address cards and gifts correctly, using complete addresses including street number, rural route and Post Office Box number

Mail cards and gifts early.

Try to take your parcels to the postal windows before 10 a.m. or between 1:30 and 3:30 p.m. to avoid the noon hour rush.

Use heavy wrapping paper, sturdy corrugated cartons, strong cord and paper adhesive tape in securely packing and wrapping your Christmas gifts.

Remember also, that you can include your Christmas card or letter inside your gift package if you'll just add the appropriate first class mail stamps to the postage for the package itself.

Use four cent postage on all your Christmas cards. In this way, they will be delivered promptly and forwarded or returned if necessary, providing you include your name and address on the Christmas card envelope. Christmas cards sent by first class mail enable you to include handwritten messages, thus making your Christmas greetings more personal.

If greeting cards and parcels are to reach our Armed Forces overseas in time for Christmas, they must now be sent by air mail—deadline is Dec. 10.

Retired Folks' Club

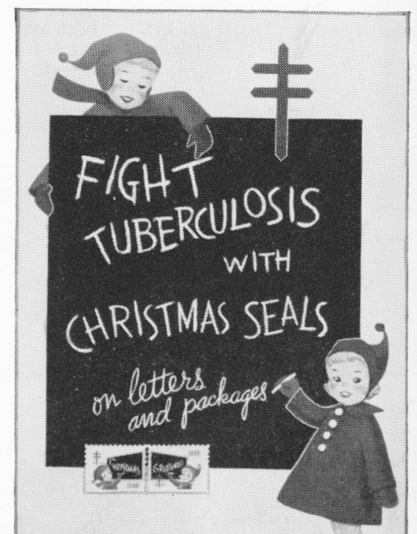
Miss Julia Smith, of the State Theatre, has again extended an invitation to members of the Scovill Retired Folks' Club to be her guests at a theatre party on Wednesday, Dec. 17th.

All members are asked to be at the theatre by 12:30 p.m. Joe Brenneis, chairman of the Club, says cards will be mailed out to all members and they are asked to bring the cards with them to the theatre.

The movie features that well known comedian Jerry Lewis and is a gay film in keeping with the holiday spirit.

For Rent

One-family house in Washington Depot—7 rooms, 2 baths, fireplace, hot water heat, electric stove, refrigerator, freezer, automatic washer and dryer, two-car garage. School bus stop. Call UNDERhill 8-7360.



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SCOVILL MANUFACTURING COMPANY

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