

BULLLETIN

SCOVILL

Published by Scovill Manufacturing Company for its Employees.

Vol. XLII

October 6, 1958

No. 19

Selden T. Williams Is New Scovill President

Mr. Selden T. Williams was elected President of the Scovill Manufacturing Company at a meeting of the Board of Directors on October 1, 1958. He succeeds Mr. William M. Goss who is retiring from active service after 41 years.

The Board also announced the retirement of Mr. L. P. Sperry as Chairman of the Board, following 56 years of service with the Company.

Mr. Williams was also elected General Manager of the Company. Mr. M. L. Sperry, 2nd continues as Executive Vice President.

Both Mr. L. P. Sperry and Mr. W. M. Goss continue as Directors and will be available to Mr. Williams in a consulting and advisory capacity.

The office of Chairman was not filled and, with the retirement of Mr. L. P. Sperry, Mr. Williams becomes chief executive officer.

The Board also announced that Ivan L. Coulter, Arthur M. Rogers, George W. Young and Norman H. Schlink, former Administrative Vice Presidents, were constituted Management Staff Vice Presidents, reporting directly to the President.

Other announced changes at Schrader include the appointment of Garvin A. Drew as Vice President and General Manager of the A. Schrader's Son Division. Russell C. Flood, Assistant Secretary and Treasurer, was made Vice President and manager of Schrader operations, reporting to Mr. Drew.



Selden T. Williams

Mr. Williams was superintendent of A. Schrader's Son, Inc., in Brooklyn, New York, at the time of its acquisition by Scovill in 1930. A Vice President of Scovill since 1944 and a Director since 1956, he has long been identified with the operations of the parent company. As General Manager of Schrader since 1948, he was responsible for its foreign expansion and is Vice President and Treasurer of Schrader-Scovill Company Proprietary Ltd. of Australia. He is also a Director of Valvulos Schrader do Brasil, S.A.

Mr. Williams is a Director and Former President of the Brooklyn Chamber of Commerce, a Trustee of the East Brooklyn Savings Bank, and of St. Lawrence University from which he was graduated in 1913, taking his masters degree in 1926. He holds an honorary degree of Doctor of Engineering from Pratt Institute. A member of the Society of Automotive Engineers, he is author of technical books and articles.

He is credited with many inventions, including the Rotating Pressure Joint used in the tire inflation system of the Army "Duck". He was named Man of the Year for Brooklyn by the School of Business, Long Island University in 1958. He moves to Waterbury from Bellerose, New York.

New Assignments

Closure Division

Announced by Mr. Jesse Barratt, Closure Division Superintendent:—

Effective October 1, 1958, Mr. Martin Hollywood has been appointed Foreman of the Cutting and Closing Production and Tool Departments.

Mr. James Wallace has been appointed Assistant Foreman of those departments. They continue to be responsible to Gen. Foreman G. H. Ashman.



Leavenworth P. Sperry

Mr. L. P. Sperry has been Chairman of the Board since 1955, and was previously President for 11 years. He was chairman of the Board and a Director of A. Schrader's Son, Inc. Hamilton Beach Manufacturing Co.; President and Director, Mad River Co., Director of Lone Star Cement Corp., Waterbury Companies, Citizens & Manufacturers National Bank, Manufacturers Mutual Fire Insurance Company, St. Mary's Hospital.

He has also served Waterbury as Alderman, a member of the Board of Health and the Charter Commission appointed by the Governor.



William M. Goss

Mr. W. M. Goss has been President of Scovill since 1955, was previously Executive Vice President, and has served Scovill in various capacities for 41 years. He is a Director of the New Haven Railroad, The Connecticut Co., and Standard Thompson Corp., and a member of the Executive Committee of the Copper and Brass Research Assoc.

Mr. Goss is credited with much of the Scovill post-war expansion program, begun under L. P. Sperry, resulting in the use of continuous casting for brass, the new rolling facilities in Waterbury, and the Tube Mills now nearing completion in New Milford, Conn.



Mark L. Sperry, 2nd

Mr. M. L. Sperry, 2nd, has been associated with Scovill for 20 years, and has been Executive Vice President since 1955. He was Secretary from 1946 to 1952, when he became Treasurer, serving also as General Counsel. He has been a Director since 1948.

John Capone Heads Recreation Assoc.

John Capone, of the Tin Shop, was elected President of the Scovill Employee Recreation Association at the annual meeting held on Sept. 23. Mrs. Betty Affeldt was elected Vice President. The newly elected Board also appointed Mrs. Ruth Peterson Secretary-Treasurer of the Association.

"Cappy", as Mr. Capone is known to all, and Betty Affeldt are well known throughout the plants. Each has been a Board member for several years and worked tirelessly on many committees. Cappy has also served as Vice President for two terms.

Retiring President Al Kean, of the North Mill, has been elected to serve on the Board of Directors.

The new Board of Directors, as elected by membership, includes:—the officers, Mr. Kean, Mrs. Peterson, Josephine Byrolly, Telephone; Anthony Crispino, Safety; William Finnegan, Electrical; Eleanor Fitzpatrick, B & F Sales; Raymond Kozen, Waterville Div.; Vincent Manzolli, Contract Mfg. Prod.; Thomas McLennan, Oakville Div.; John Mitchell, Mfg. Packing; Clint Pelkey, Drafting; and Margaret Snowden, Milling & Grinding.

Alternates:—Mary Feeley, General Training; Al Macharelli, Lipstick; Peg Sanchi, Mill Production; and Raymond Curtis, Milling & Grinding.

United Fund Campaign

The United Fund Campaign is being conducted in Scovill from Sept. 30 to October 10. The quota set for Waterbury and Waterville divisions employees is \$95,000.

Mr. Mark L. Sperry, 2nd, at the opening rally at Doolittle Hall on Tuesday, Sept. 30, told the assembled workers that the Company has pledged an amount of \$40,000 as their share in the drive. This averages \$7.55 per employee while in 1957 the \$40,000 which was given averaged \$6.64 per employee. He stated the Company's gift not only represents our faith in the future of our company but in the future of our fellow citizens.

Mr. Vito Nole, General Chairman of the United Fund Campaign, thanked the over 300 workers assembled at the rally for their efforts in helping to make the drive a success.

Mr. Ralph Dadesio, president of Scovill Local 1604, UAW-AFL-CIO, urged workers to do their utmost in helping to make the drive a success as these agencies are necessary to us all.

In addition to the four co-chairmen, committee members include:—

Gen. Manufacturing and Cosmetic divisions—Leon Mayshaw, Cora Shaw, Helen Johnson and Alfred White

Closure Div.—George DeMore and Kenneth Mulvey

Forging & Screw Machine Div.—Edmund Yeaton, Anthony Lacerenza and Leroy Fagan

Mills Div.—John Fogarty and Henry Karpovicus

Maintenance Div.—Henry Hart and Rocco Palladino

Engineering Div.—Leslie Coley
Steam Dept.—Charles Stickney and Joseph Graveline

Traffic Dept.—William Morrison
Accounting — Executive Offices—Ruth Hutt

Employee Rela.—Charles Rietdyke
Planning—Ernest Rumberg
Purchasing—Charles Grimes

Waterville Div.—Ralph Bates, John Mongillo and Anthony Diogostine

BULLETIN

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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

People, Prices and Sales

Whether you stand at a press, sit at an assembly bench, or are actually calling on a purchasing agent, you are a Scovill salesman. For the purpose of this and every other business is the conversion of manpower, materials and money into orders that mean jobs and profits.

The difference between the cost of the materials and the price of the finished product is mostly people. In other words, wages.

When you push the basket through the supermarket, you are paying mostly for people:— for the work they do to grow the food, process and package it, transport it to the market where you trade.

The price you pay is based on your market's costs. But the price of meat is also affected by what other markets offer. So you go shopping for the best values. You may buy the roast in one store and the vegetables in another. That's competition.

Companies go shopping, too. While their purchasing agents don't push freight cars around like market baskets, they are just as conscious of values as you are. Our salesmen have to quote prices in terms of our costs and our competition. Wages are an important factor in the prices that we quote in competing for orders. Many of our competitors are paying less for wages than we are, which means they can make sales at prices we find it hard to meet.

Take one recent example of a familiar item we make by the million. A competitor quoted a sales price of \$51.15 per thousand. Scovill's breakeven cost just to make this item, before profit, was \$55.04 per thousand. In considering this order, we had to decide whether to meet the price or lose the business.

We have to make many such decisions every day. And it is a real problem that the prices we quote must include wages higher than the national and local average. As you saw in the BULLETIN a few weeks ago, the wages we pay in Waterbury are well above the average paid by other manufacturing companies in the area, ranging from 18¢ per hour more for some skilled occupations to 29¢ an hour higher for certain hourly-paid women workers.

Five years ago, in mid-1953, Scovill's average straight-time hourly rate in Waterbury was close to the national average of \$1.73 per hour, as compiled by the U. S. Bureau of Labor Statistics. Today, the national average for all manufacturing has increased to \$2.07 per hour. Scovill's present average has climbed to \$2.36 an hour, 29¢ an hour higher than the national average.

This means that our costs for wages have increased at a much faster rate than the national average—which includes our competitors. The present difference of 29¢ an hour can mean the difference between getting the order, and not getting the work in the shop. The situation is important to all Scovill salesmen, both those outside and those inside running the machines that make orders.

SERA Golf Tourney

Fifty-one golfers braved the weather on Saturday, Sept. 27, to play in the annual SERA Tourney held at the Southington Country Club.

Ralph Orsini was chairman of the affair which was a kickers' tournament, and included a picnic lunch of steak sandwiches, hamburgers, hot dogs, relishes, corn on the cob and other refreshments that usually go with a picnic lunch.

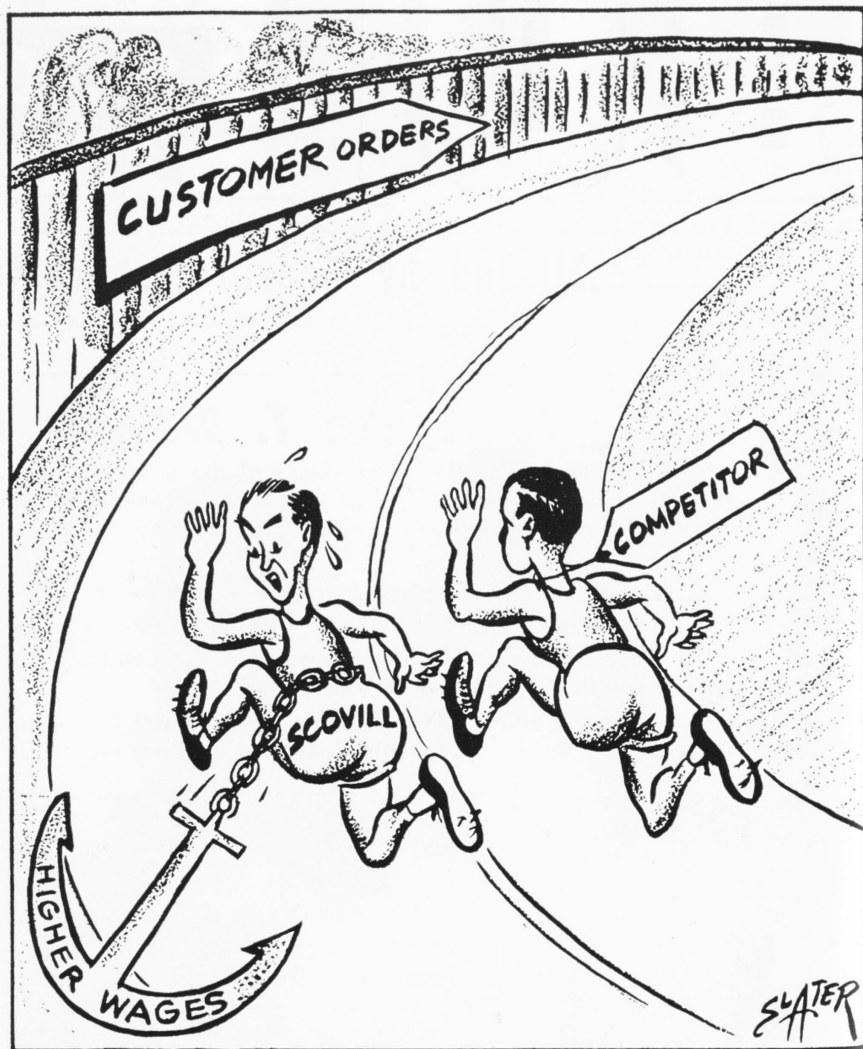
Winners of kickers' prizes were: J. Capone, W. Rotella, E. Brown, C. Desmaris, A. Garms, A. Gelbogis, J. McAree and J. Blake.

Retired Folks' Club

Joe Brenneis, chairman, has arranged for a most interesting program for members of the Retired Folks' Club on Tuesday, October 14, at Doolittle Hall.

He has secured the services of a popular speaker who will give a comedy talk and show a colored cartoon. Films will be shown also on Norway, water sports in Florida, Indians looking for big game in Ontario and the olympics in Switzerland.

Notices with all details will be sent to Club members as usual.



October 1st Retirements

VINCENZA BONVISSUTO retires with 20.2 years of service.

Mrs. Bonvissuto was first hired in May, 1916, in the Solder Room. During her years of intermittent service, she has served as an operator of foot, power and punch presses, and on bench work in various departments. She served at rolling ink on instrument panel bezel from August, 1955, until ill health caused her to leave in March of this year.

MARY DAUGERDAS has completed 27 years of continuous service.

Mrs. Daugerdas first came to Scovill in November, 1915. With several periods out of the plant, she has served on bench work and as a power press operator in the Valve Dept. which later became Fuse Assembly. From September, 1945 until retiring, she has been a dial press and vertical edger operator in Press 2.

BALTAZAR DACOSTA accumulated 30.6 years of service.

Mr. DaCosta was hired in the North Mill in June, 1920, and has served in that department throughout his years in the Company. He has worked as a blocker, sticker, rolls helper, coiler man and stacker. At retirement he was serving as a coiler man.

JOHN J. KARBUS retires with 21.3 years of continuous service.

Mr. Karbus came to Scovill as a machinist in November, 1935 in General Training #1. He has also served in that capacity in Button Tool and Attaching Machines. From November, 1951, until illness forced him to leave in March, 1958, he had been serving as a machinist, experimental and development, in General Training #1.

VINCENT MARASKAUSKAS has over 32 years of continuous service.

Mr. Maraskauskas has been a Casting Shop employee ever since coming into the plant in January, 1917. He was serving as a moldman when ill health caused him to leave his job in March of this year.

JOHN RASCO retires with a continuous service record of 21.7 years.

Mr. Rasco first came to Scovill as a utility man in the North Mill and also served for a short time as a pointer machine operator in the Wire Mill. He returned to the Steam Dept. as a laborer in March, 1937, and since June, 1954, has been serving in that department as a maintenance man.

AMATO SCARZELLA has accumulated 33 years of continuous service.

Except for a couple of months in the Vacuum Cleaner and Scrubber Dept. in 1929, Mr. Scarzella has served most of his years at Scovill in the Casting Shop where he has been a furnace man, moldman, fireman and, at retirement, was a productive helper.

JOSEPH SULLIVAN retires with 15 years and 7 months of continuous service.

Mr. Sullivan first came to Scovill for a couple of months in 1911 as a bench worker. Returning in December, 1941, he has served as a machine operator in Chucking, saw operator in Connector, checker in North Mill Finish and, since March, 1950, as a checker in the Continuous Strip Mill.

WILLIAM WALTON has served continuously for over 49 years.

Mr. Walton was employed in the Oakville Div. in June, 1909. He moved to Waterbury Division in December, 1916, and left to enlist for service in World War I in June, 1917. He returned in May, 1919 to the same department; was named Assistant Foreman in June of that year; and, since June, 1943, has served as foreman.

RAYMOND WARNER retires with almost 39 years of continuous service.

Mr. Warner was hired into the old Vacuum Cleaner and Scrubber Dept. in February, 1920. During his career, he has served as a rate setter and an estimator in Planning; as Assistant Foreman and later Foreman of Tool & Machine; as Assistant Foreman in the East Mill; as Foreman in the North Mill. Since January, 1933 he has been an estimator in the Estimating Dept.

Service Awards

Forty Years



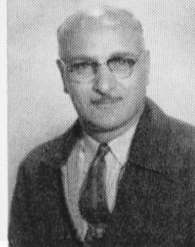
Francis C. Wright
Mailing & Filing
Sept. 30, 1958

Luther B. Bradford, Electrical
Sept. 30, 1958

Twenty-Five Years



Anna Pignatari
Connector
Sept. 25, 1958



Rolland J. Dupont
No. Mill Rolls
Oct. 2, 1958



Paul L. Fortin
Providence (Mill)
Oct. 2, 1958

Frederick A. Paul, West Machine
Sept. 23, 1958

Angelo J. DiGiovanni, Wire Mill
Sept. 30, 1958

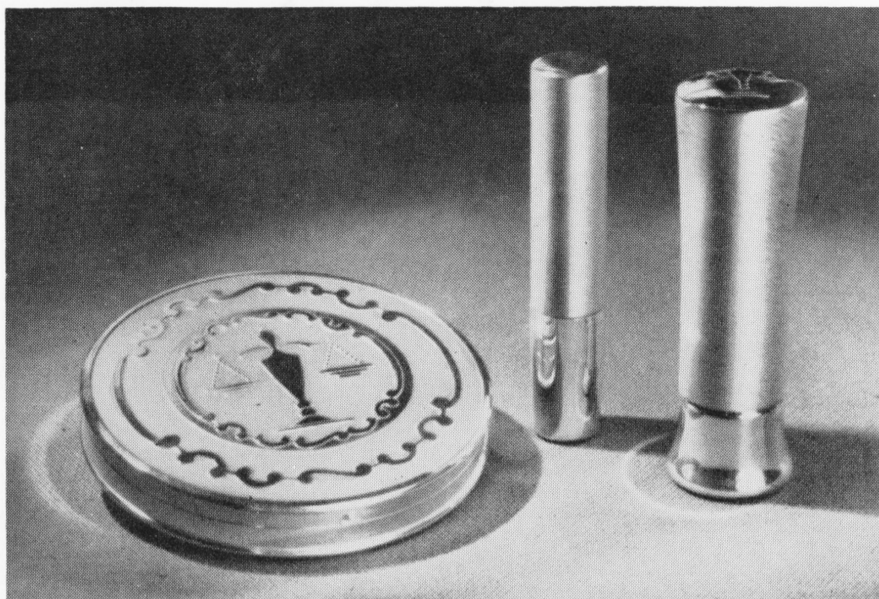
Arthur Mayell, No. Mill Finish
Oct. 4, 1958

Della Riccio, Waterville Div.
Oct. 5, 1958

New Exclusively Designed Cosmetic Containers

Our Cosmetic Container Div. announces the addition of new products to their line which are being produced exclusively for two well-known cosmetic houses:

(2) a new matching three-piece set consisting of a refillable lipstick, a compact and an eyeshadow container for Kathleen Mary Quinlan, a wholly owned subsidiary of Daggett & Ramsdell, Inc.



Matching Three-piece Set for Kathleen Mary Quinlan

Each of these three containers is finished in a combination of frosty and polished silver plate. On the dome top of the lipstick and on the cover of the compact appears the Kathleen Mary Quinlan crest.

Made from our basic compact, refillable lipstick and eyeshadow container components with Kathleen Mary Quinlan's distinctive design and finish, this trio will be a lovely addition to the Kathleen Mary Quinlan line.



Lipstick Container for Cort Cosmetics, Inc.

The tapered black cap of this "Designer Series" lipstick has a polished, golden finished dome and depressed, golden fleur-de-lis on the side walls. The long flared base has a polished, golden finish.

Cort's distinctive design and finish have been applied to our basic swivel lipstick container components. The resulting lipstick case will enhance the Cort line of cosmetics.

Christmas Mail for Servicemen Overseas

Postmaster William J. Phelan has announced that the time for mailing parcels by Surface mails to the Armed Forces overseas is November 1 to 20. By Air Mail from December 1 to 10.

The domestic rates of postage are applicable, and postage must be fully prepaid; Airmail (not exceeding 8 ounces) 7¢ an ounce. First class letters 4¢ an ounce. Unsealed Christmas greeting cards (no message, just a signature) 3¢ the first 2 ounces, 1½¢ each additional ounce.

Greeting cards for the Armed Forces overseas should be mailed within the periods designated for parcels if they are to have a reasonable expectation of delivery prior to Christmas.

Fishing Notes

Woe is me!—
Talk about a pack of half-drowned rats! There should have been a movie camera in operation to record the retreat of those "never say die" fishermen who ventured out that fateful Saturday—Sept. 27.

True, the weather forecast had said RAIN—and who's afraid of rain?
"Woe is me," groaned John Hubbard as he squeezed the open umbrella between his knees and used both hands for rowing. (What a picture that would have made?)

"Woe is me," cried Jim Littlejohn as the water ran down his back into his wading boots and stayed there.

"Woe is me," shivered Henry Miller, as he was caught without his raincoat between deluges.

And so it went. Steadily the boys struggled back to the dock, beaten by the elements—squashing and spurting water—into their cars and home.

The heroes (or whatever you wish to call them)? Yep—we've got two of them—Joe Aleksinas who measured in a 17½" pickerel and Ed Wandzell who waded ashore with a 10" perch and a 13⅞" trout.

So, we'll try again on the 11th and the 20th of this month but—please, dear Lord—give us better weather!

Fire Prevention Week

Once a year we set aside a week to emphasize Fire Safety—the week which includes October 9th, the anniversary of the great Chicago fire.

From October 5 through 11, we should scrutinize our homes and workplaces for possible causes of fire. Investigation shows that nearly all fires are preventable, that human carelessness is the guilty party.

What to do?

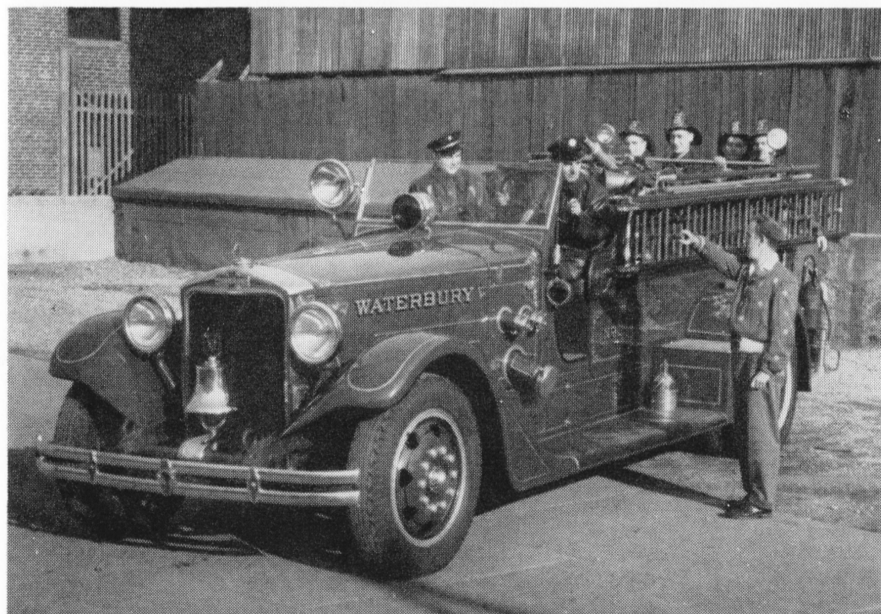
Observe good housekeeping by removing all unnecessary flammable fuels and materials. Get rid of the oily rags, waste papers, excelsior, etc. Plan with your family on what to do should fire strike. Provide and maintain adequate exit facilities.

Sixty percent of our fires occur at night, so it is wise to have a good flashlight on hand.

Let's try to improve our record. Every day in our country there are 1400 fires in homes and 100 fires in factories. Take action!

Prevent these fires from eliminating your job or your home.

Direct Them To The Fire



If ever a fire alarm is given from your department, or your home, be sure someone gets out in the street to wait for and direct the Fire Department to the location of the fire. Above, Cliff Aspinall of our Safety Dept. poses with a Waterbury Fire Dept. truck to show the idea.

The first five minutes of a fire usually determine whether it will be small or disastrous. A few minutes lost by the Fire Dept. looking for the location of the fire seems like hours to

anyone watching the fire grow.

This is a constant problem for firemen. Help them to help you by going out and leading or directing them to the location of the fire.

Your Social Security

Benefits Under 1958 Amendments

Three changes made by the 1958 amendments to the Social Security Act will mean larger retirement, survivors and disability insurance benefits in the future.

Two of these changes will increase payments to those already eligible. The third change will permit higher payments to those who retire in the future.

Monthly benefit checks to be mailed early in February covering payment for January will be about 7% higher than the amounts now being paid.

The increases in retirement benefits will range from \$3 for those now receiving the \$30. minimum to \$7.50 for those now receiving the \$108.50 maximum. No application is necessary to take advantage of this increase.

Also beginning in January, combined benefits payable to certain family groups will be increased. This change will affect dependents of retired and disabled workers, and widows with two or more dependent children in their care.

At present no more than \$200 a month is payable to a family, regardless of the number of eligible family members. The new maximum, effective in January, will be \$254. Not all of the families now receiving \$200 will be increased to \$254. But all families affected by the maximum will receive some increase.

From 1956 through 1958 only the first \$4200 of earnings are counted toward social security payments. Beginning next year, earnings up to \$4800 will count toward benefits. This will mean higher payments to workers who retire in the future. Increases due to this provision will be in addition to the general increase effective in January.

A table showing examples of how the 1958 amendments will affect future benefit amounts is included in a leaflet available at the Bulletin Ofc.

Labor and Management Urge Participation in United Fund Campaign



Representatives of Management and Labor spoke to the in-plant workers at a rally at Doolittle Hall. Speakers included (1) Exec. Vice President M. L. Sperry, 2nd; (2) Co-chairmen John Moore, Roland Bernier, Herber Eastwood and C. Arthur DuBois; (4) Ralph Daddessio, Local 1604 UAW-AFL-CIO

president; Kenneth Knott, Labor Staff member, United Fund; (6) Vito Nole (at mike) United Fund Campaign General Chairman; Morris Smith, Exec-Secretary of the United Fund (Extreme right in photo No. 5).

Classified Ads

(All telephone numbers are PLaza Exchange unless otherwise noted)

For Sale

- Double maple bed, \$20. Call 6-9546.
- Two 50-gallon oil drums. Call 6-5606 after 5 p. m.
- Boy's coats, size 18—black and white topcoat with zipper lining, \$10; red Mighty Mac fingertip jacket, \$7; light grey tweed sports coat, \$10. All in excellent condition. Call 4-3909.
- Two tricycles, good condition; two snow suits (1 brand new), size 2. Reasonable. Call 5-5408.
- Hamsters, cages. Call 5-2313 after 5.
- Blond veneer cedar chest, \$30; Hendryx bird cage and stand, \$7. Call 6-4178.
- Westinghouse electric roaster with broiler unit and pyrex baking dishes, \$25. Call 7-0280.
- Storm windows—eleven, 62 x 29 3/4" (also screens); one, 62 x 34"; two 62 x 28". Call 6-3569.
- Florence parlor stove heater, 9" burner, chrome pipe, excellent condition. Call 6-3283.
- Two family house (5-room apts.) oil furnace, hardwood floors, excellent condition, central, fine neighborhood. Call Park 9-7318 after 6 p. m.
- Beautiful blue parakeet with cage, swing, and other items, \$8. Call 4-6293.
- Florence parlor stove, 9" burner, chrome pipes, in excellent condition. Call 6-1541 after 3 p. m.
- .45 S & W revolver, ACP; .25 automatic pistol; .22 automatic pistol; .22 rifle; gun cabinet. Guns in excellent condition. Call 5-1923.
- 17" Arvin table model TV. Very good condition. Call 5-4536.

- 1955 Buick Special two-tone convertible (maroon bottom, white top); 7,000 miles; whitewall tires, radio, heater, new battery, excellent condition, \$2,000. Call 5-9337 after 3:30 p.m.
- Upright piano in good condition. Call 3-1345.
- Chrysanthemum plants—fifteen varieties—guaranteed. Call CR 4-3228.
- One-family house in Bunker Hill. Four bedrooms, fireplace, play room and bar. Call 5-9722.
- Twin-size bed with spring; Mahogany vanity table; two porch screens, 63" x 73". Call 4-7731 after 7 p.m.
- Galvanized heavy duty hot water tank with safety valve, \$5. Will swap power lawn mower for six-inch jointer. Call 4-5611 after 4 p.m.
- Boy Scout uniform, size 12, \$4. Also clarinet in case, excellent condition, \$30. Call 5-6720 after 5 p.m.
- Chain vise, \$4; pipe stock and die, 1/2"-3/4", \$4; oil barrel with faucet, \$2.50; also shoemaker's five-piece last. Call 4-0346.

Constant Adam Dies

CONSTANT ADAM died on September 24, 1958. Mr. Adam retired in August, 1949 after 29 years of continuous service. Always a machinist, he had served in Tool & Machine, Screw & Rivet, Tool #2, West Machine, Automatic Screw and Chucking Tool departments.

Softball Champs

The Closure Div. softball team won the Championship Title for this year by defeating East Manufacturing at their playoff game on Sunday, Sept. 28, at Huntington Diamonds.

It was a well earned victory for Al Lynch and his group of stalwarts. The winners of both rounds in the season of play had to be decided in play-offs.

The team will be honored by the SERA at a banquet to be held at the Girls' Clubhouse on Saturday, Oct. 11.

Girls' Club To Hold Card Party, Auction

The first social sponsored by the Scovill Girls' Club for the season is a card party and Chinese auction to be held at the Clubrooms on Monday, Oct. 20, at 8 p. m. Prizes will be awarded and refreshments served.

Evelyn Smoil is chairman of the affair and tickets are available at the Employee Activities Office as well as from Council Members.

SERA Elects New Officers



John Capone, Tin Shop, was elected President of the SERA at the annual meeting of the Board of Directors recently; Betty Affeldt (seated) of Japan Room, was elected Vice President. Ruth Peterson was appointed Secy.-Treas.

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