

C H E N E Y S I L K N E W S

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CHENEY SILK NEWS

PUBLISHED BY CHENEY BROTHERS
SILK MANUFACTURERS
SOUTH MANCHESTER, CONN., U.S.A.
Established 1838

BRANCH OFFICES

New York Philadelphia Chicago
Los Angeles Boston

EDITORIAL COMMITTEE (Members of Works Council)

Management	Employee
Representatives	Representatives
Howell Cheney	Albert Behrend
William C. Cheney	Albert Jackson
U. J. Lupien	Roy Norris

EDITOR
Margaret C. Shay

CHENEY SILK NEWS IS ONE YEAR OLD

OUR plant magazine is one year old with this issue. It appeared in the worst year of business since 1893 and so has not had many cheerful stories to tell. It has tried to give the actual facts so that employees could know how the business in which all are interested was weathering the storm.

The magazine came, as it turned out, at the time when it was most needed, when unrest and anxiety pervaded the entire business world, when employees wanted and needed to ask questions and to get answers and explanations. This monthly publication going out to all employees has without doubt built confidence and helped during trying times to bind the organization together.

From the many comments that come to us, Cheney Silk News believes that employees look for it, read it and enjoy it. They set up a howl when they miss a copy, and when an issue is late we hear about it. Such complaints are welcome.

When the Works Council members asked for a plant magazine, their aim was to pass on to other employees the information they received in their monthly and departmental meetings, and to provide a two-way avenue of communication between the management and employees, in such a way that both would feel free to express themselves. The magazine has at least begun to accomplish these aims by publishing accounts of all Works Council meetings and by inviting employees to put their questions to

the management for answer in the magazine. The management has on numerous occasions used the magazine in making important announcements.

This publication is open to criticism and suggestion. It should be a composite thing and the bigger the number of people whose ideas are expressed in it, the better it will be. We would like some letters of comment on the magazine's one year career, letters with meat in them so that we can work up changes and improvements and do some of the things you perhaps are wishing the magazine would do.

Therefore, brickbats and bouquets, please.

EDITORIAL COMMITTEE.

LETTER TO EDITOR

Editor, Cheney Silk News:

It is apparent that some employees have but a vague idea of the purpose of the Question Box of Cheney Silk News. Employee members of the Editorial Committee have come to this conclusion after receiving complaints against individuals in the form of questions.

Questions of this nature will not be submitted to the Company as the motive behind them is to get fellow employees into trouble. No one should assume that he can use the Editorial Committee of the Works Council for such a purpose.

Works Council representatives are elected to represent employees and to protect their interest and will not allow anyone to use their committee for the purpose of venting personal ill-feeling.

The public in general detests indirect attacks and the Works Council is a part of the public.

Questions of honest intent will be submitted to the Company. The tale bearer will have to find other means, than the question and answer box, to carry out his wishes.

Respectfully submitted,
(Signed) ALBERT JACKSON,
Chairman, Employee Representatives.

On The Cover

The Van Vlaanderen machine for piece dyeing, located in the Dyehouse of the Dyeing and Finishing Mill, is the largest of its type owned by Cheney Brothers. Its capacity is 1200 yards. The operator, who is tending a crepe commission, is Armando Giancola.

EXAMINATION AFTER TWO-WEEK ABSENCE

A RULING which is not generally understood by employees is that requiring them to visit the Medical Department before returning to work when they have been absent two weeks or more on account of illness of self. This ruling was put into effect in June, 1930, when a mill letter was sent out explaining the requirement.

The mill letter says: "The Superintendent of the Benefit Association will notify Service Aides, in departments having such, and Foremen in all other cases, of the absence of employees on account of sickness of self who are out two weeks or more. The Service Aides or Foremen will secure appointments with the doctor for examinations of the individuals, and will see that the approval slips are returned to the Superintendent of the Benefit Association for check."

This ruling does not apply when the employee was absent for reasons other than illness of self.

MEDICAL MEETING TO BE HELD HERE

CHENEY Brothers will entertain the New England Conference of Industrial Physicians, a group of 30 representatives of prominent industries in New England, at an all-day meeting May 16. The conference, of which Dr. R. P. Knapp, head of the Medical Department, is a member, will discuss subjects of interest to the industrial surgeon. After a trip through the plant and a business meeting, the group will lunch at the Manchester Country Club and will continue the afternoon program there.

ANDERSON TO TALK ON DYE FASTNESS

THE April meeting of the Connecticut Valley Section, American Chemical Society, will be held at Cheney Brothers' April 11. During the afternoon a demonstration of "Tests for Color Fastness" will be given and an exhibit of Spring prints will be shown. The group will visit the Griffith Sewage Disposal plant, and at 4:30, E. C. Anderson, director of the Dye Control Division, Cheney Brothers' Laboratories, will speak on "Colors on Silk—Fugitive vs Fast".

FIVE YEAR OLD AUXILIARY DIVISION HAS EFFECTED IMPORTANT ECONOMIES

STEPHEN C. Hale, manager of the Auxiliary Division, who had been asked to speak at the monthly Works Council meeting March 16, on "Functions of an Engineering Department in a Textile Mill", said he supposed this title meant, "Functions of the Auxiliary Division of Cheney Brothers." He exhibited a chart, reproduced on this page, showing the breakdown of the Division and giving an idea of the variety of its activity.

Speaking first of the origin of the Division, Mr. Hale told how it had been formed by the Executive Officers after the death in 1925 of George H. Miller, supervising engineer. Previously, the functions which today compose the Auxiliary Division were scattered under different supervisions throughout the plant, and the need of consolidation was felt. On April 26, 1926, an order (quoted in part) was issued by Charles Cheney, president: "In order to establish an efficient oversight and direction of its Auxiliary Departments and obtain more perfect co-operation and co-ordina-

tion between them, Cheney Brothers have created the position of Manager of Auxiliary Departments." Mr. Hale was secured to fill the position and the new organization was later named Auxiliary Division.

In discussing the various departments, Mr. Hale expressed his pleasure in the fact that the heads of eight of the nine departments came up from the ranks of employees to fill supervisory positions. These eight are, in order of length of service, Andrew J. Dunn, Laberge H. Geer, Raymond W. Goslee, John L. Reinartz, John M. Kletzle, Thomas Weir, Oswald Fisher and Knight H. Ferris, whose offices are shown on the chart. Men holding supervisory positions in the sub-divisions of the departments have also, in nearly every case, been trained in Cheney Brothers' employ. Hamilton J. Bickford is the only department supervisor brought from outside and it is interesting to note that the work taken over by him was made available by the transfer of an employee to another department. Mr. Hale himself,

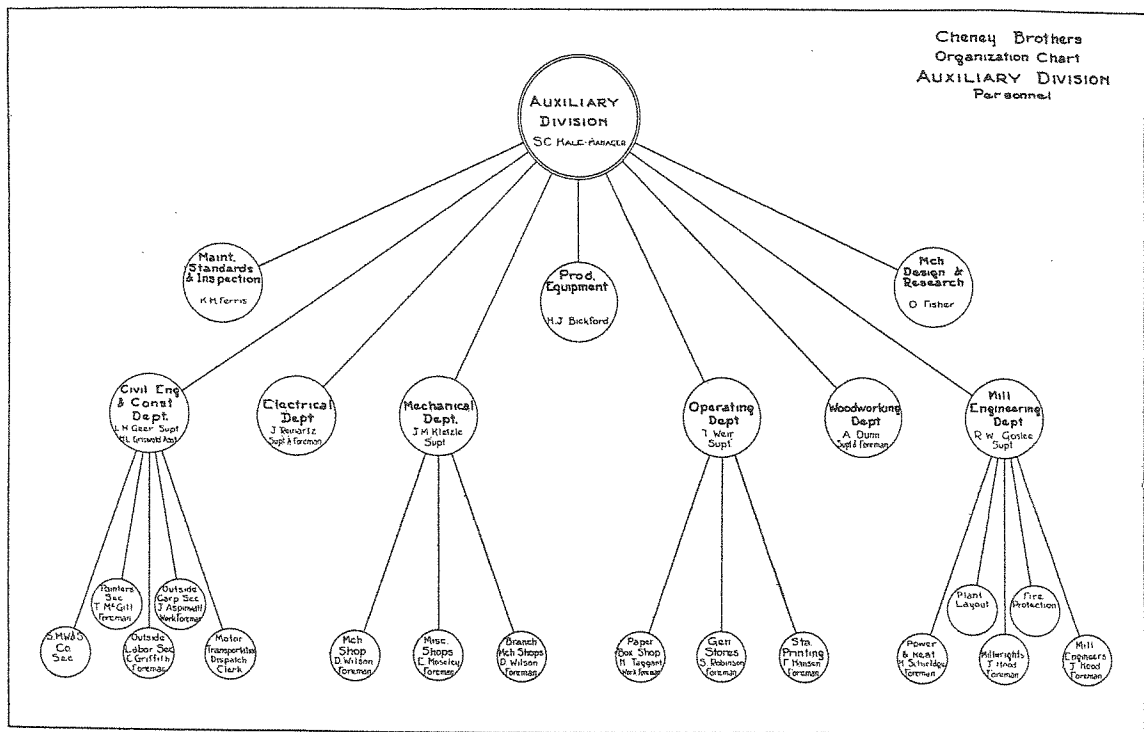
a newcomer five years ago, is the only other supervisor in the Division who did not work up from within the ranks of Cheney employees.

The long service employees, the speaker said, have acquired invaluable experience and knowledge. He mentioned in particular, Andrew Dunn, in charge of the Woodworking Department, who has a 56 years service record.

As the aims of the division, Mr. Hale emphasized organization for more efficient and economical operation, and more stable employment. "In reference to the first point, we have to remember that everything in the Auxiliary Division is overhead. Everyone is always talking about reducing overhead, so that we can sell our goods more cheaply, and get more orders and more employment. The Auxiliary Division is therefore constantly working to reduce its costs while maintaining efficient operation."

The speaker took each department separately and told what changes and

Continued on next page



The organization of the Auxiliary Division with its nine departments and sixteen sub-divisions is shown in the above chart.

Continued from page 3

economies have been made in the five years of the Division's existence.

Operating Department

General Stores, the Paper Box Shop and Stationery Printing were combined to form the Operating Department with Thomas Weir in charge. Before the consolidation there had been a number of independent stores, for the Machine Shop, the Electric Shop, for Outside Labor, the Lower Mills and Stationery Printing, all operating independently. It seemed obvious that these could be more efficiently managed if centralized and combined with General Stores, and this was done. There were also stores in the Velvet, Dyeing & Finishing, Weaving, Spinning and other mills which were absorbed by General Stores. It is interesting that in the ten-year period from 1920 to 1930, stores inventories were reduced from \$773,000 to \$398,000, a reduction of almost fifty per cent. Of this reduction \$238,000 was made during the last five years.

Installation of improved machinery and extension of the task and bonus system have made great changes in the Paper Box Shop, where the increase in efficiency is shown by the fact that the cost of labor in relation to the cost of stock has decreased by approximately two-thirds since 1925. Seven major improvements have been made in machinery or methods during the last three years. One investment of \$2,000 made in 1931, will result in a net yearly saving of \$2,800, and this improvement is all the more interesting in that it will increase the amount of work for Cheney Brothers' employees.

The activity of the Stationery Printing Department has increased tremendously owing to introduction of new types of work, such as the making of cravat labels, invoices, envelopes, ditto work, photostating, New York office forms, plant magazine, etc. Here also, improvements have been made in machinery and from a comparison of press hours with amount of stock used, efficiency has been increased fifty per cent.

Each of the three sections of the Operating Department has increased its functions, yet the cost of operation, both in unit and in total, has been progressively decreased.

Civil Engineering and Construction

The Civil Engineering and Construction Department of which Mr.

Geer is superintendent, with Hayden L. Griswold as his assistant, has a variety of activities and includes the Outside Labor, Motor Transportation, Painters, Outside Carpenters, and maintenance and construction work for the South Manchester Water Company and the South Manchester Sanitary and Sewer District.

In this department, large savings have been made, as well as gains in efficiency, by the substitution of motor trucks for teams.

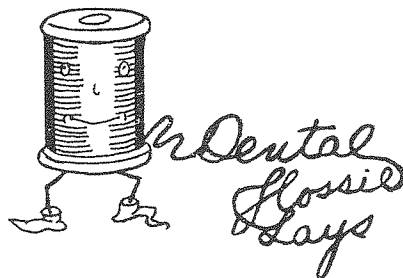
One can imagine the speed-up achieved in comparison with the work of the fourteen horses in use in early 1926. To avoid losing time and mileage by journeying to the dispatch office for instructions, truck drivers use "radio" telephones so that when they finish a job they can telephone the dispatch clerk for orders and then proceed directly to the next job. This improved method has made it unnecessary to purchase and operate an additional motor truck.

Considerable work has been done in the Outside Labor field to balance the amount of work available in summer and winter. The labor force has been reduced in summer work by the introduction of labor-saving machinery. Thus, the lay-offs in the fall are less drastic than formerly and the winter jobs provide more hours per person than would be possible were the labor force larger. Stabilization of employment is an important problem. This and other means are being used to solve it.

The development and building of the Griffith Sedimentation Tank for sewage disposal is one of the outstanding recent achievements of the Civil Engineering and Construction Department. So far as is known, this invention of Charles Griffith, foreman of Outside Labor, is unique and it has already demonstrated its value and usefulness.

Electrical Department

The Electrical Department, was re-



Brush your teeth at least twice a day and visit your dentist twice a year.

organized for more efficient operation and it is notable that the men in this department have had no lay-off this winter. Their number was some time ago cut to the number that balanced with the requirements of the plant and the entire group is kept busy. An economy was made in combining the work of superintendent and foreman, since the department is numerically small, and both positions are held by John L. Reinartz. This department contributes services in electrical research which are of great value to other departments. Chromium plating, which has developed extensively, is supervised by Mr. Reinartz.

Mechanical Department

The Mechanical Department of which John M. Kletzle is superintendent has always had a reputation for craftsmanship and the ability to turn out first class work on difficult mechanical jobs. The successful construction of machines such as the Ruddell Engraver (pictured elsewhere in this issue), and the Seri-Plane, demonstrate this ability. Major machine alterations are often necessary to meet changing production requirements. On the quick accomplishment and success of such alterations often hinges the gain or loss of large orders. A good illustration is the recent alteration of forty-eight velvet looms which are now doing the new job very satisfactorily. This department also takes care of the repairing and conditioning of the hundreds of machines used in the manufacturing departments.

Woodworking Department

The Woodworking Department has also established a solid reputation for skilled workmanship. Andrew Dunn, 56-year service man, acts both as superintendent and foreman, over a group of men who know their jobs.

Mill Engineering Department

In the first days of the Auxiliary Division, steps were taken in the reorganization of power generation and use. The company has thereby been able to postpone for some years the building of a central power plant, costing more than \$500,000. This was one of the first great economies effected by the new Division. Of recent importance along this line is the change from coal to oil as fuel for the entire plant. Plant Layout, Fire Protection, Power and Heat, Millwrights and Mill Engineers are included in this department which is headed by Ray-

mond W. Goslee. The Plant Layout function has been developed to fill an urgent need. Plans for the entire plant have been made after much study, and will permit more economical operation when effective. All minor plant layout changes now made conform as far as possible to the ultimate scheme.

Machine Design and Research

This department plays an important part in the work of the Auxiliary Division. In carrying out the job of machine design and research, the department head, Oswald Fisher, and his men are in close contact with the Mechanical and other Auxiliary Departments, the manufacturing, laboratory and other groups. Skill in design must be sold to all interested agencies. Co-operation of the highest type is required and is now effective.

A job illustrating this is a large velvet finishing machine alteration. Failure to get results completely and quickly on this machine would result in loss of important orders and in the loss of work by employees. The results being obtained in this case are known to be excellent.

Production Equipment

Formerly, when a new piece of machinery or equipment was needed, it was necessary to make a hurried study of the subject and one could not always be sure that the equipment hastily secured was the best the market afforded. It is an important part of the job of Hamilton J. Bickford to study the efficiency of production equipment and to be familiar with what is newest and best in this line. The new machine is followed through to successful production. This work requires ability to handle problems of great diversity and the many organization contacts require co-operation of a high order.

Maintenance Standards and Inspection

This is a new function, or rather an old function organized for more economical and effective maintenance. It is headed by Knight Ferris, a former Works Council Representative, who was promoted from the Mechanical Department. The fundamental idea back of this function is "a stitch in time saves nine." Closest co-operation with others is also a prime essential to the success of this work. Although one of the newest organization functions, it is well established and is accomplishing the desired results:

WEAVER PENSIONED



ELIZABETH COOK

After a record unusual for a woman, Miss Cook was retired with a pension April 1. She had been with Cheney Brothers 45 years, during most of the time as a broad goods weaver. Her home is at 25 Russell Street.

fewer shut downs and more economical maintenance.

The Auxiliary Division is now well organized. It should have many contributions to make to Cheney Brothers' success. Already functions have been logically consolidated; methods have been improved; costs have been reduced. The Division will continue to do these things, and in the future should accomplish even more than in the past.

The great problem of research, which has come to mean almost the life blood of any industry, is one in which the Auxiliary Division plays an important part. The Division is equipped to expand its work in research and to offer services of constantly increasing value to the Company.

IN response to the question whether rates in Cheney boarding houses would be reduced, a comparison was made with rates current in the town and the results were announced as follows:

Rates for Men

Seventeen places offer room accommodations only at an average rate of \$3.80 per week. Eight places offer board and room at an average charge of \$10.30 per week. Corresponding average rates at the Edgewood House are \$3.00 for room and the equivalent of \$9.50 for room and board combined.

Rates for Women

Room accommodations averaged \$3.44 at nine places. Room and board combined averaged \$9.50 per week at three places. Rates at Fouracres, the house in question, are \$8.00 per week on an average for room and board. Rates at Teachers Hall and at Chestnut Lodge are higher since these places offer a distinctly better class of accommodation.

An employee representative reported a complaint from shipping clerks whose regular schedule is from 8:18 to 6:00. During the recent rush they have frequently been notified shortly before 5 that they would take their dinner hour from 5 to 6. Returning at 6 they worked one hour of compensating time before overtime began. The clerks complained that they did not have time to notify their families of the change in their dinner hour. They preferred to work through until 6 and return at 7.

In reply, Horace B. Cheney, who presided, stated that such irregularities were due to unforeseen delays which caused the silk to come through behind schedule. Sometimes mishaps occurred shortly before 5 and while the material was held up, there was no work for the shipping clerks, or the work would come at a later hour. Nor was it possible in such cases to give earlier notice. The situation is characteristic of the Spring rush, which has already subsided. Mr. Cheney emphasized the necessity of shipping all goods the day they are finished in accordance with today's demand for speed.

BOWLING MATCH

MEN of the Industrial Relations Division gave some of the crack girl bowlers a chance to beat them at the Hose House March 18, but the girls were below their usual scores. Here are the results:

Helen Darling	80	83	99—262
Nan Taggart	85	86	94—265
C. Jackmore	75	90	86—251
Mae Sherman	88	77	87—252
Jennie Schubert	81	104	100—285

409 440 466

H. Hill	102	112	125—339
T. Smith	84	113	89—286
R. Bidwell	97	109	128—334
A. Bendall	130	112	95—337
A. Lashinski	95	103	92—290

508 549 529



Where the eye must be able to detect faint differences. Paul Wupperfield, color matcher, compares a piece of silk with the original sample.

PIECE DYE DEP'T MUST GET THE RIGHT COLOR

THERE was a time when a manufacturer could go ahead and finish up what he pleased how he pleased, and the retailer took the goods without question. Those days are as surely past as the family buggy. Today, at Cheney Brothers, goods are not scheduled for the finishing operations until orders are received. After silk has been boiled off, some of it — but comparatively little in relation to the bulk of production — is stored awaiting orders for finishing. The rest, to fill immediate orders, goes either to the Printing Department, which we have already described, or to the Piece Dye Department, also in the Dyeing and Finishing Mill, where the solid color fabrics are dyed.

The most important aspects of the Piece Dye job are to get the right color match and to get an even dye.

In order to standardize colors so that they can be reproduced with uniform results, formulas for their makeup are kept on file. Swatches of these colors as well as the formulas are kept, and the collection of these swatches is called the "Standard Color Book". Duplicate Standard Color books are in the possession of the Standards Department, the Art Department in New York, the Piece Dye and Printing Departments. A constant campaign is in process to prune down the number of these colors. Whenever possible, a

standard color is substituted for a very slightly different color called for in an original design from Paris. With the continual invention of new shades, colors have to be added to the standard book, but current styles are frequently repetitions of past vogues and a color with a new name may be a shade promoted years ago for which there is a standard formula.

The weighing of the dyes called for in the formulas is done in a small room adjoining the room where the dye barks are located. Colors in both liquid and solid form are kept in labelled containers. The dyeing machine operators bring in their requirements written on cards, and it is the responsibility of the men in the color room to weigh the material with great accuracy down to .001 pound or .1 gram, according to the unit of weight in use. Sensitive scales are supplied.

DYE liquor is either acid or neutral. The nature of dye solutions has changed considerably with the demand for color fast fabrics, and the popularity of soft and drapy fabrics has also had an effect upon the composition of the solutions.

Both the solution and the construction of the machine are selected to give the best treatment to materials of various types. There are five main types of piece dyeing machines,

designed to handle crepes and georgettes, velvets, satins, rayons and combinations of silk with worsted, cotton, rayon and cellanese. The overhead reel type pictured on the cover and the Ferris wheel construction used for erect pile velvets to avoid crushing the pile are examples of the variety of make.

The number of yards handled at a time is dependent upon the size of the order in most cases. The maximum yardage that can be handled by the Van Vlaanderen machine, the largest in the department, is 1,200 yards. On the four foot Ferris wheel for velvet the maximum is 105 yards. Whatever the construction of the machine or the length of the piece, the silk is kept uniformly in motion to insure even distribution of color.

From time to time during the dyeing, the machine operator cuts a small rectangle of the fabric at the point where the two ends are joined together, dries it and carries it to the color matcher to see if the desired shade has been achieved.

IN the color matcher's room, which is also the office of the department, there are sky-lights and daylight lamps to provide illumination. The color matcher or dyer compares the slips of material brought to him by the machine operators with the samples that must be duplicated. The color matcher depends solely upon the accuracy of his eye, and only one color matcher pronounces judgment on a sample. If the color is right, the original sample and the matching piece are taken to the foreman for his final approval. No piece of silk may be taken from the dye bath without the permission of the foreman.

If the color is not right, the color matcher marks on a card his instruc-

tions for further treatment, indicating whether more color, longer immersion or additional chemicals is necessary. If more color is wanted the machine operator takes his card to the color room. He cannot get dyes without presenting a card issued from the office and bearing the matcher's instructions.

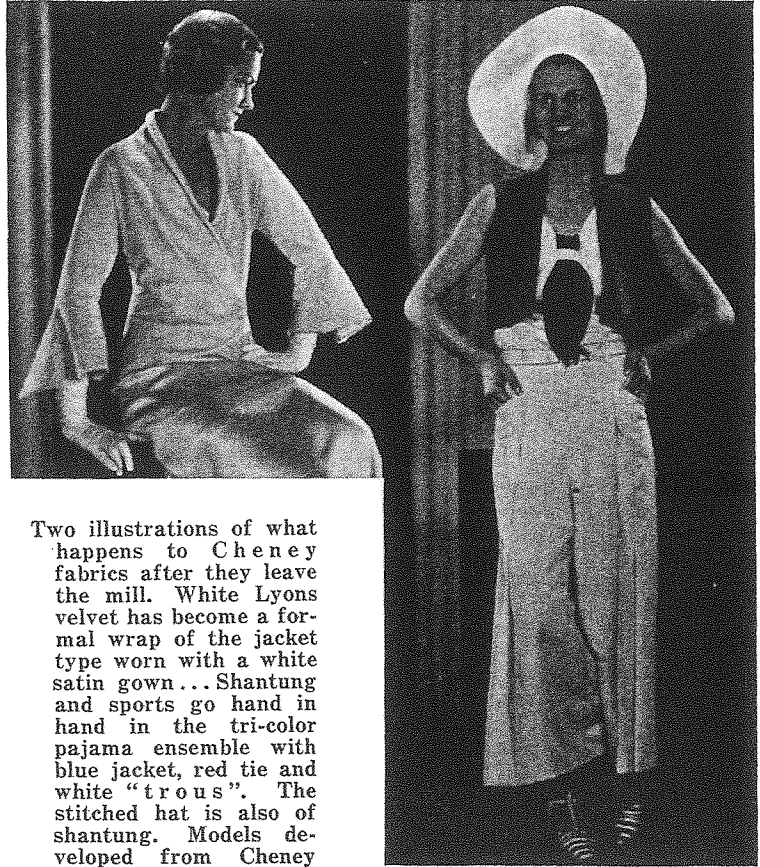
Whenever a "dye goes wrong" and the color for some reason is not right, it must be doctored up if possible and this is a procedure unpopular with the dyer and machine operator alike. It is like doctoring a sick baby; you can't ask it what is wrong and you are doubtful how the remedy will turn out. To avoid such mishaps the greatest precaution is taken in following a planned procedure.

After leaving the dye bath the cloth is extracted, usually in a centrifugal extractor, and then dried.

BENEFIT DIVIDEND DUE NEXT MONTH

MEMBERS of the Benefit Association are looking forward to the distribution of the dividend for the five year period which ended March 28. Dividends will be paid sometime before June 1 and will be distributed only to full members, and not to limited members, as provided in the By-Laws of the Association. The question, which has already been answered in the Question Box of the magazine, may again be asked why limited members do not receive dividends. The answer is that limited members as a whole already receive in benefits more than the total amount of their contributions, and that the difference is made up from contributions of full members, who receive in benefits less than they contribute as a group. It is only fair, therefore, that the dividend should go only to full members.

No announcement can yet be made as to the amount of the dividend. It will, however, be much smaller than that distributed five years ago. There are three chief reasons for this difference. First, the previous dividend represented fifteen years accumulation of surplus while the present dividend represents one third of that time. Second, the stock crash and the depression decreased the earnings of investments. Third, the benefits have been increased without increasing dues. The change which has meant the largest increase in benefits was the doubling of the death benefit for all classes six years ago.



Two illustrations of what happens to Cheney fabrics after they leave the mill. White Lyons velvet has become a formal wrap of the jacket type worn with a white satin gown... Shantung and sports go hand in hand in the tri-color pajama ensemble with blue jacket, red tie and white "trous". The stitched hat is also of shantung. Models developed from Cheney original fashion sketches.

ANOTHER SILK NEWS IS FOR CUSTOMERS

THE first issue of Decorative Silk News was sent last month to a limited number of decorators to tell them about the new fabrics, weaves, patterns and colors that have been added to Cheney Brothers' collection. The News describes an ensemble idea that is being worked out for decorative purposes: two fabrics are planned together, one for the upholstery of a room, the other for the hangings. New variations in damask, taffeta, gauze and other fabrics are shown in swatches, and a word is said about the first design turned out by Cheney Brothers' one German wire loom which makes a design in both cut and uncut velvet. The fabric is aptly called "Technique".

Famous fabrics that have been in the Cheney line for years and are in continued demand also have their place in the News. A page of the March issue is devoted to the collection of Louis 16th designs. The gem of this group is a satin damask copied from

RITTER

an Ancient Louis 16th chair which was one of a set presented by the French king to his queen, Marie Antoinette.

A letter introducing the new pamphlet was sent to decorators by Jeanette Kilham of the Decorative Silks Sales Promotion Department.

An arrangement has been made so that men working on night shifts can be more quickly reached in case of emergency. Dial either 4141 or 3663 on the local exchange to reach Hose House No. 1. The man on duty will take the name and department of the employee wanted and relay the message. Only emergency messages will be transmitted.

At the Works Council's Planning Committee meeting last month, it was recommended that Miss Esther Lyman or some other person from the New York office discuss the style aspect of Cheney Brothers' business at the April meeting. "Quality Control for Finished Goods" and "Allan Dexter's Inspection Machine" were recommended as subjects for the May meeting.

What's Happening in Departmental Meetings

B. G. WEAVING

A complaint was made at the B. G. Weaving Works Council meeting March 12 that there was a prevalence of tie-backs, especially on certain commissions. Any warp having more than ten tie-backs should be reported on a Defective Work Report and foremen will be asked to be sure to conform to this regulation. A complete check of the tie-backs running on all looms in the mill and the reasons for them will be reported at the next meeting.

It was brought out that on Comm. 8274 weavers were receiving deductions on account of woven-in and creeping warp threads which result from tie-backs. A representative asked why it was not possible to run this commission on a stop motion to prevent these defects. A comparison of costs showing the difference in running with and without a stop motion will be given at the next meeting.

On double and triple shifts it often happens that a loomfixer nearly completes a job of starting up a warp and then turns it over to the fixer on the following shift. The loomfixer on the following shift may do several other jobs first which require more immediate attention. Under the present system where the loomfixers are given credit for starting up a warp on a basis of total time taken to time allowed, it seemed unfair for the man on the first shift who had done most of the work not to get proportional time allowed hours. A representative suggested that each of two fixers who have worked on the same warp be given credit for fifty per cent of the work regardless of the time spent. The representative believed that in the long run this plan would be fair to both. The management was agreeable to this arrangement if the loomfixers were satisfied. The majority of loomfixers prefer this plan and it has been adopted.

The question of lighting in the weave rooms which was reviewed in the Spring of 1930 will again be gone over and a report made at the next meeting.

A representative questioned the practice of including learners' quality in the smashpiecers' bonus. Learners' quality was excluded from the fore-

men's bonus and in the case of loomfixers on a learners' section the matter was taken care of by an increase of $\frac{1}{2}\%$ for every per cent of quality over 80%. The matter was overlooked in reference to smashpiecers. It was agreed that the smashpiecer should not be penalized and the following write-up has been approved, "Bonus for Smashpiecers", revised March 9, 1931:

1. "Learners' quality will be excluded in figuring the average quality per cent for the section.
2. In figuring production, learners will not be considered until they have had six months' weaving experience dating from the time they were transferred from the EAR Training Section to the B. G. Weaving Department."

A representative expressed the wish of loomfixers that a definite percentage limit should be put to their size job. To date, it has seemed unwise to make a rigid rule limiting fixers' size job, thus making it impossible in an emergency to give a fixer more than a certain number of looms. This question is to receive the management's serious consideration.

Oilers throughout the plant have asked to be paid bonus on the same basis as loomfixers and this matter will be reviewed.

THROWING, ETC.

IT was reported that a comparative study of the new method in winding had been made on 20/22 Japan Yellow A, Yellow B, and Yellow C. The Yellow A showed a poor running condition and consequently the tasks on the lots running were reduced one half side. Yellow B and Yellow C were found satisfactory. It was agreed that if the yarn was up to standard there would be ample time for doffing spools as they became filled.

Overtime hours were discussed but since overtime is not necessary at present no definite action was taken.

It was explained that in the case of versatile operatives it is necessary for them to perform the different operations for which they receive credit at least once every three months. In the last Credit Rating check-up, it was found that there had been no opportunity in certain cases for operatives to perform both jobs, and

therefore points were not allowed for versatility. This explained the rates being paid in these cases.

The following matters, brought up at the previous meeting, were dealt with in a letter from Mr. Lupien: Notice of sales at the remnant salesroom; examination after two weeks' absence due to sickness; removing snow from sidewalks.

He stated that it is the custom "to start our sales ordinarily on Monday, and we attempt to have posters placed on the bulletin boards the preceding Friday. The postal cards that are sent to out of town persons are ordinarily purposely delayed until Saturday, so that our employees may have the advantage of receiving notification of the sales as early as possible.

"It might be of interest to you to know that on the occasion of two different sales we arranged to have the salesroom open evenings for the benefit of our employees and there was but very little response.

"It has been suggested that we have the sale open to our employees one day ahead of time, but that would create considerable confusion, because if some of our regular customers came to the salesroom it would be impossible to refuse to sell them any goods. . . .

"As regards the matter of examination after two weeks of absence, due to illness, I feel that this should be explained in our plant magazine.

"As regards the cleaning of sidewalks, it is a condition of the lease which our tenant signs, that he shall take care of the removal of snow and ice from the walks abutting the property which he occupies. I will refer this matter to Mr. Hill . . . and see if we cannot correct the difficulty."

A representative stated that the location of the bulletin board in Winding & Spooling is unsatisfactory. It was decided to move the board if a more favorable location can be found.

It was reported that the task on Douppioni crepe on the second time spinning machines was set very close and the girls had considerable difficulty in making the task. It was brought out that owing to the nature of the Douppioni silk, it was difficult to get a constant condition. However, the matter will be investigated.

Continued on next page

DEPARTMENT MEETINGS

Continued from page 8

The size of the task on 20/22 China boil-off in Winding & Spooling will also be investigated.

William C. Cheney, who presided, mentioned the possibility of moving the Winding & Spooling Department to the second floor of the Dressing Mill during the coming summer. This would bring the department closer to Yarn Shipping and the Yarn Dye House and would allow additional floor space for Broad Goods finishing operations.

PIECE DYE, PRINTING, ETC.

Yarn Dyeing

IN response to an inquiry whether the price of clogs used in the Dye-house could be reduced, the price was checked up and it was found that Cheney Brothers are already selling clogs to the operatives at cost without overhead.

Finishing

A representative pointed out that when beams are set up on end in the Finishing Room at process inspection, the journal of the beam spoils the cloth, and suggested that the management investigate the advisability of using rubber mats as in the Cleaning Room.

A request was made that the shades along the west wall of the Finishing Room, by the Sewing Machine, be repaired or replaced.

Printing

A vote was taken among employees of the Print Room to find out whether they preferred to work over the noon hour and as a result have Saturday off, with the result that 15 were in favor of this plan, while 21 preferred to have the noon hour off and work Saturdays.

AUXILIARY

INFORMATION concerning the prospects of working full time in the Outside Labor Department was requested at the Auxiliary Division Works Council meeting March 12. It was stated that nothing definite could be promised at this time, but that several jobs are in view which may assist in lengthening the working hours for the department.

A representative requested information about the publication of suggesters' names in Cheney Silk News. It was explained that the procedure is to

secure the permission of the suggester before publishing the name.

Arrangements have been made to have the road to the Lower Mills plowed all the way from Hartford Road after snow storms, which had not recently been done.

VELVET

AT a meeting of the Velvet Works Council March 18, it was explained that a correction will be made in a few twisting tasks now in effect. In the tasks to be changed the time allowance for twisting edges on a beam was originally based on a single thread. This was incorrect and the allowance should have been based on a double thread.

In reply to a question, it was stated that filling racks will be installed on

all looms that are arranged in race type formation.

TRADE SCHOOL GIVEN DISCOUNT ON LOOMS

The Crompton & Knowles Loom Works of Worcester have allowed the local State Trade School to purchase two automatic box looms of the latest construction at half price, to be delivered in about two months. These looms will be a valuable addition to the school's equipment and will help to maintain up-to-date instruction.

The annual Open Night of the local State Trade School will be held from 7 to 9, April 30. The public is invited to view exhibits in which all departments will take part.

They Won Suggestion Awards

(The names of winners of suggestions are not published except with the consent of the suggester.)

NAME	SUGGESTION
PAUL SCHUETZ Velvet Mill	Improving finish of Com. 9008 by using a coarser card which will open up the pile more.
CLIFFORD MITCHELL Auxiliary Div.	Door check on main door to Preparation Building, to prevent blower from making the door slam.
EMIL JOHNSON Weaving Mill	Simpler and more efficient knock-off on velvet looms.
DAVID CARSON P. & C. R. Div. (Suggestion made while employed as a smash-piecer.)	Preventing smashes caused by false reed wires dropping off, by putting on two small nuts with lock washers, one on inside and one on outside of frame.
RALPH NEFF Piece Dye Room P. D., P. & F. Dept.	Saving clerical labor in making out piece dye cost cards by the use of rubber stamps bearing two of the most common combinations of dyestuffs used in the Piece Dyehouse.
W. E. LYTTLE Finishing Room P. D., P. & F. Dept.	Relieving congestion in Finishing Room by removing table between sewing machines No. 9 and No. 20 and providing racks for beams.
ALICE M. BENSON Telephone Dept.	Employing practical dressmaker in the Salesroom.
DAVID SAMUELSON Chemical Laboratory	Installing automatic door spring on door to main entrance of Research Laboratory.
MICHAEL J. BUCCINA Throwing Mill	Preventing accidents in the Old Mill Boiler Room by providing protection on the walks over Boilers 2 & 3 and 4 & 5.
WILLIAM D. DILLON Carpenter Shop Auxiliary Div.	Preventing warping of color boxes used in Print Room by placing two $\frac{1}{8}$ by $\frac{7}{8}$ flat irons on each end of boxes.
ALBERT EAGLESON Shell Room Scheduling Div.	Saving time in transporting copper engraving rolls by shipping them by truck instead of freight.
ERNESTINE GORENS Scheduling Div.	Saving light in Shell Room by installing an automatic switch controlled by action of the elevator, turning the light on when the elevator goes up and off when the elevator goes down.

RUTH HANSON ELECTED TO HEAD GIRLS' CLUB

MEMBERS of the Girls' Athletic Association closed their 1930 season with an annual meeting and bowling banquet at Cheney Hall March 10. The hall was decorated in yellow and green. The waitresses, Anna Wolfram, Alice Ball, Frances Lielasus, Loretta Lahey, Effie Geddis, Grace Giglio, Edna Anderson, Minnie Marks, Eleanor Royce, Marion Lockwood and Louise Pukofky, served a chicken dinner prepared by Joseph Latham, Cheney Hall chef. Mrs. Helen Darling, president, conducted the annual meeting and election of officers. Louise Pukofky, secretary, read the records of the last meeting and Emily Kissmann, executive secretary and treasurer, gave the financial report and a resume of the activities of a successful year.

Ruth Hanson, Service Aide at the Spinning Mill, was elected president. In accepting the office Miss Hanson thanked the members for the honor and asked their co-operation. Miss Pukofky was re-elected recording secretary, and Miss Kissmann continues to hold the appointive office of executive secretary and treasurer.

The amendment published in the last issue of Cheney Silk News was unanimously adopted.

Mrs. Darling introduced Clifford D. Cheney who said that the ten-year old organization is one of which Cheney Brothers are proud. He commended the girls for the spirit which has kept up the activities of the association for a decade. Mrs. William C. Cheney expressed her pleasure at being a guest.

Miss Alice Locke, Physical Director at the Hartford Y. W. C. A., commended the girls for their high bowling scores and spoke on athletics, stressing the importance of a physical examination before entering sports. "Proper clothing," she said, "is essential to enjoyment of any sport. Play to win, for this adds zest to the game; but enjoy also the game you lose. When possible, have girl coaches since they are better suited to regulate girls' sports. The most charming people are those who have learned to play and who have never lost the art."

William C. Cheney, after a few minutes devoted to humor, spoke of the success of women in athletics and mentioned world-famous sportswomen. He presented the following team trophies and individual prizes:

Bowling Awards

Senior League

Winning Team — Weaving Mill, Captain Annette Taggart.

Second Team — Velvet Mill, Captain Mary McKinney.

Third Team — Ribbon Mill, Captain Elsie Kleinschmidt.

High Single — Helen Darling — Score 135.

Five Highest Averages:

	No. Games	Average
Annette Taggart	54	98.24
Mae Sherman	57	97.12
Clara Jackmore	54	95.38
Helen Darling	51	93.48
Helen Gustafson	51	92.22

Members of Winning Team: Mary Strong, Flora Nelson, Grace Hatch, Clara Jackmore, Annette Taggart.

Captains: Mary McKinney, Annette Taggart, Elsie Kleinschmidt, Louise Pukofky, Gertrude Fish.

Junior League

High Single — Blanch Gerrich — Score 118.

Five Highest Averages:

	No. Games	Average
Alice Leister	51	85.9
Sue Kelly	54	84.49
Edith Wiganowski	57	82.34
Stella Jarvis	54	82.13
Elsie Edwards	51	81.27

Members of Winning Team: Margaret Summerville, Eva Peterson, Alice Leister, Ida Jarvis, Sue Kelly.

Captains: Sue Kelly, Ruth Griffith, Blanche Gerrich, Margaret Doherty, Margaret Shay.

Senior Team Standing

Team	Won	Lost
Weaving	54	6
Velvet (Won the Roll-off)	41	19
Ribbon	41	19
Main Office	27	33
Throwing	17	43

Junior Team Standing

Team	Won	Lost
Weaving	53	7
Spinning	50	10
Throwing	34	26
Main Office No. 2	26	34
Main Office No. 1	17	43

Senior Averages

(Members must bowl half the total number of games to be eligible for prizes.)

Jennie Schubert, 15 games, average 100.12; Annette Taggart, 54, 98.24; Mae Sherman, 57, 97.12; Kathryn Gustafson, 18, 97.9; Helen Darling, 51, 93.48; Clara Jackmore, 54, 93.46; Helen Gustafson, 51, 92.22; Marcella Karpin, 57, 91.40; Flora Nelson, 36, 91.32; Grace Hatch, 54, 90.27; Elsie Kleinschmidt, 57, 90.23; Edna McCourt, 51, 89.21; Mary Newman, 12,

89.2; Lily Thornfelt, 54, 88.5; Alice Paradis, 54, 87.18; Martha Kissmann, 36, 87.9; Mildred Metcalf, 21, 86.15; Mary Strong, 48, 86.12; Pauline Reale, 51, 86.1; Eleanor Royce, 57, 85.43.

Esther Lautenbach, 57, 85.20; Mary McKinney, 57, 83.48; Louise Pukofky, 57, 82.21; Cecelia Dion, 48, 81.38; Gertrude Fish, 54, 80.33; Elizabeth Lielasus, 30, 78.1; Edna Anderson, 48, 77.27; Lillian Hicking, 51, 77.23; Minnie Marks, 45, 73.10.

Junior Averages

Alice Leister, 51 games, average 85.9; Sue Kelly, 54, 84.49; Edith Wiganowski, 57, 82.34; Stella Jarvis, 54, 82.13; Lena Ubert, 24, 82.11; Elsie Edwards, 51, 81.27; Eva Peterson, 45, 81.24; Blanche Gerrich, 36, 80.9; Margaret Summerville, 45, 80.8; Ruth Griffith, 60, 79.39.

Beatrice MacDonald, 24, 79.7; Ida Jarvis, 45, 79.3; Anna Reale, 54, 76.25; Lillian Sillano, 42, 76.4; Margaret Doherty, 54, 75.6; Ruth Hanson, 57, 74.46; Anna Scheibenpflug, 12, 74.7; Edith St. John, 30, 74.3.

Miriam Doherty, 51, 72.16; Florence Madden, 48, 72.12; Albina Raccagni, 36, 72.0; Helene Bouffard, 39, 71.6; Rose Rassez, 42, 70.4; Edna Pettengill, 30, 65.7; Edna Banville, 45, 64.43; Edna Bragdon, 27, 63.3; Amanda Jarvis, 21, 63.2; Margaret Shay, 45, 61.20.

Emily Kissmann in behalf of the girls presented a handbag to the retiring president for splendid leadership during the past three years. The following entertainment was given in the main hall:

Merry Widow	C. Dion
	E. Armstrong
Beautiful Lady	J. Jackmore
	N. Taggart
Girls of My Dreams	L. Pentland
	H. Gustafson
Toe Dance	Arline Holmes
Sketch, How the Story Grew	M. Kissmann, R. Helwig, E. Scranton, V. McGann, A. Ryan, E. Pettingill, R. Griffith, B. Bika.

Myrtle Volkert and Nan Taggart designed the programs. On committees were: Prizes, Irene Brennan, Marie Filiere; waitresses, Marion Lockwood, Louise Pukofky; decorations, Nan Taggart, Myrtle Volkert, Sue Kelly, Ruth Hanson; entertainment, Emily Kissmann, Eva Armstrong, Annie Ryan, Betty Nevue; music, Martha Kissmann; nominating, Elsie Kleinschmidt, Irene Brennan, Margaret Shay, Mary Volkert.

During dinner Rosanna McGill played the piano, and Ruth Wickham and Beatrice Perrett played the violin.

Ballots will be distributed to members of the Girls' A. A. this month for election of representatives to the Board of Directors from all departments.

INSPECTION COMMITTEE FINDS FEW CHANGES TO RECOMMEND

BELOW is listed the result of the 1931 inspection of the plant made by the Works Council Safety and Sanitation Committee:

February 12, 1931

Winding & Spooling Dept. — Install step at window leading to the fire escape, F1C Winding Room.

Completed

Dyeing & Finishing Mill — No recommendations.

Yarn Dye House — “ “

Dressing Mill — “ “

February 19, 1931

Dyeing & Finishing Mill — Point up brick work in Work Room used by oilers, in corridor of Dyeing & Finishing Mill.

Completed

Railroad — No recommendations.

Machine Shop — “ “

Electrical Dept. — “ “

Stationery Printing — “ “

Carpenter Shop — “ “

Outside Labor — “ “

Paint Shop — “ “

Paper Box Shop — “ “

March 5, 1931

Throwing Mill — No recommendations.

Weaving Mill — “ “

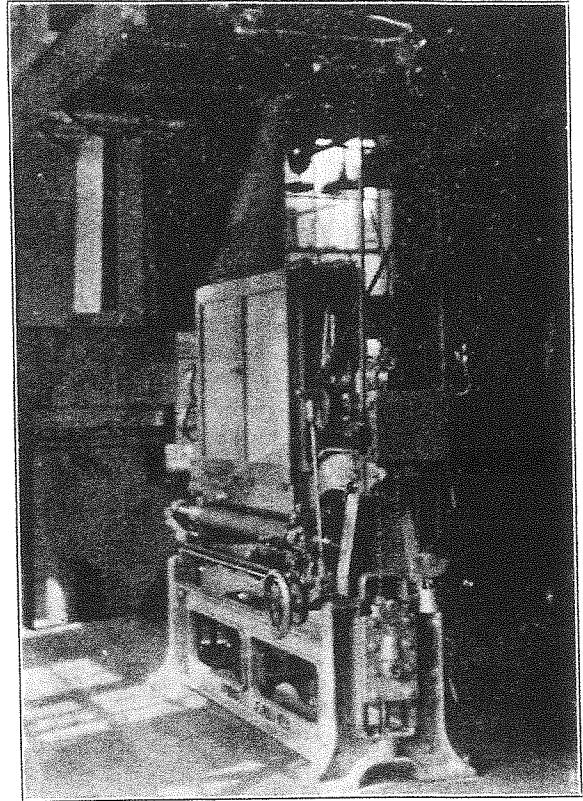
Cravat Dept. — “ “

March 12, 1931

Velvet Mill — No recommendations.

Spinning Mill — “ “

Very truly yours,
(Signed) HERBERT McCANN



The Ruddell Engraver is shown in position to engrave a print design on two 16" x 45" copper shells. This machine, the invention of Richard Ruddell of the Research Division of Cheney Brothers, a former Jacquard harness builder, was described in the April, 1930, issue. The design was perfected and the machine built by the Machine Design and Mechanical Departments of the Auxiliary Division. The invention provides a simplified method of engraving.

THAT FIRST DOLLAR

And How Some of Us Earned It

SOMETHING people don't forget is how they earned their first dollar. There is something magic about it. The writer, who vividly remembers a first \$5 bill for husking corn, put the question to a number of people about the plant, picking them out at random. Here are some answers, including a spanking reminder from Horace B. Cheney that "in the 70's boys didn't earn dollars", not all at once anyway.

James A. Irvine — "Selling the Chicago Daily News at age of ten."

Arthur Bendall — "Picking strawberries at Olcutt's farm, Manchester, for two cents a quart."

Horace B. Cheney — "In the 70's boys didn't earn dollars. It took some labor to earn ten cents picking currants."

Charles J. Huber — "Shocking wheat in Indiana when the temperature was 110°."

(To be continued)

ARE YOU A "REPEATER"?

WHEN a major accident happens and the record of the worker is consulted, it often turns out that this man is a "repeater". That is, he has already had two or three accidents. Perhaps they were very small ones, and he suffered nothing more serious than a cut finger. But the significance of these little accidents is that the tendency to mishap was there, and was not corrected. Then along came a major accident, involving lost time, certain financial loss for the Company, and in some cases financial loss and even permanent disability for the injured man.

If you are a "repeater", try to find out why you are having accidents. Is

it because your mind wanders from your work? Is it because there is something not quite right about the machinery and equipment you are using? Is it something you yourself can remedy or something the Company can alter? Or are you at a loss to know why you have accidents?

Do not hesitate to consult your foreman. The fact that you have had a few small accidents does not mean that you will lose your job. It is better policy for the Company to help you avoid accidents than to go to the expense of training a new person, who may not be able to fill the job as well as you.

Neither should you hesitate to go to the First Aid Room even for the smallest injury. If you neglect the injury and a serious infection results, the fact that you did not report the accident may make it difficult for you to obtain compensation.

Do not ignore the little accident.

ILLS RESULT FROM MISUSE OF FEET

WHY do thousands of men and women in industrial plants worry and fret because their feet are so uncomfortable, and still do nothing about it?

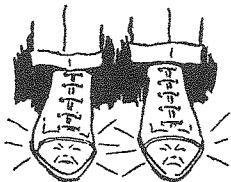
Most foot trouble can be corrected with a little attention on your own part. If your feet are sore, ask yourself these questions:

"Are my feet kept clean?" "Do they perspire too freely?" "Are my shoes fitted properly?" "Are my socks or stockings of the proper weight?" Any one or a combination of those factors may cause you a good deal of foot discomfort.

Let Your Feet Smile

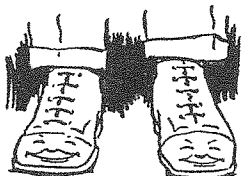
Improperly fitted shoes cause most of the foot discomfort existing today. Shoes may be too narrow, too short, or have improper lines. Care in selecting foot-wear is important. See that there is a straight line on the inner side of the shoe from the heel to the toe. The front part of the shoe should be as broad as the foot for which it is intended. The heel should not be over 1 1/4 inches high, and should be as broad on its wearing surface as the human heel. See that the shoe fits snugly around the arch and instep and loosely over the toes.

Patent leather shoes do not allow free ventilation of the feet.



Feet often become tender and sore from callouses, blisters, corns, excessive perspiration, and ingrowing nails.

A cold foot spray every morning and evening will relieve tender feet. Dry the feet thoroughly after each spray with a rough towel, paying especial attention to spaces between the toes. Rub the feet



with alcohol and powder them with boric acid before putting on your socks again.

Callouses on the feet should be rubbed with pumice stone and softened with vaseline and cold cream. Never

cut callouses. They are very easily infected and blood poisoning may develop.

The Aching Corn!

Corns are usually caused by tight or ill-fitting shoes. The most common fault is a narrow shoe. The best treatment consists in the application of a properly prepared plaster or an ointment. Corns should never be trimmed or cut. Remember, you will never have corns if your shoes are properly made and fitted.

Blisters caused by friction may be relieved by applications of spirits of camphor on cheesecloth. Severe blisters should be painted with an antiseptic and a sterile dressing applied.

(National Safety Council)

Question Box

QUESTION: Why does a clerical bonus operative, when taken off a bonus job, not receive an increase in the weekly rate?

Answer: When an employee is changed from one job to another,

he gets whatever the new job pays. The fact that he has been transferred from bonus work does not affect the fixed flat rate of the new job. The wage for a job must be based solely upon the requirements of that particular job.

QUESTION: If a member of the Benefit Association receives the limit of the number of weeks of benefit allowed him while ill with a certain disease, can he get still further benefits during a recurrence of the same disease?

Answer: No, he cannot. The By-Laws explain that a member cannot receive benefits indefinitely for a chronic disease. If he takes the full number of weeks of benefit, then returns to work, then is out again for illness due to the same cause, he cannot receive further benefits. However, if a person is out for another cause, after receiving the full number of weeks for the chronic disease, he may receive benefits for the second illness. See Art. V, Sec. 3, By-Laws of Benefit Association.

CHENEY HALL SALESROOM

1. Small lot of matched pieces in plain shades . . . desirable lengths for blouses, dresses, lingerie, etc.
2. \$1.65 ties reduced to \$1.25: other cravats at prices ranging from 45¢ to 95¢.
3. Cheney Silk flags for Decoration Day - 6¢ to \$2.00 each. Largest size 32 inch x 48 inch.
4. Salesmen's samples in upholstery brocades, taffetas, etc., with bound edges - for wall decorations, upholstery, table runners, pillow tops.
5. Limited amount of silk seams for handmade rugs Ten pounds for \$1.00.
6. Patchwork pieces . . . \$1.25 per pound.

WATCH This Space in every issue of Cheney Silk News for Salesroom Announcements.