

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

EDITORIAL COMMITTEE

(Members of Works Council)

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

EDITOR

Margaret C. Shay

STATEMENT ISSUED BY THE COMPANY

WITH the giving out of the rates which actually went into effect on February 2nd, because of the wage reduction which Cheney Brothers had announced would take place on that date, a misunderstanding arose in one of the Weaving rooms.

An entirely unfounded rumor gained headway that the Company had intended the present reduction as a forerunner of another reduction, which would possibly total 20%, and a further rumor was thrown out that certain individuals had been cut under the present reduction 22%, as stated in the Manchester Herald.

The Company can authoritatively state that in making the present reduction, which has actually averaged 10.1% for the whole plant, no individual has been cut more than 14% in total hourly earnings. These figures include all adjustments of bonus and credit rating. To effect an average of 10%, many individuals have been cut less than 10%.

No further wage reduction is being contemplated.

CHENEY BROTHERS.

FOR RELIEF

BY means of voluntary contributions placed in collection boxes throughout the plant, Cheney Brothers' employees have contributed

\$415.29 for the relief of the needy of the town. This amount has been turned over to the Community Service Committee.

February 2, 1931.

Mr. Albert Jackson
c/o Cheney Bros.
So. Manchester, Conn.
Dear Mr. Jackson:

We wish to acknowledge with most sincere thanks, receipt of \$415.29 turned over to the Treasurer, Mr. Albert Knofla, in two separate sums, namely, \$381.14 and \$34.15.

We ask that you convey the thanks of this Committee to the employees of Cheney Brothers for the kind co-operation they have given as manifest in these contributions.

The money will be used in bringing assistance and cheer to the unemployed and needy families of this community and as the demand is great, the support given us by the employees of Cheney Brothers is certainly very much appreciated.

Yours truly,

E. J. McCabe,
Secretary,
Christmas Community
Fund Committee.

ON THE COVER

The photographer took this one with his camera on the floor of the Shell Room in the Dyeing and Finishing Mill. It gives a glimpse of the thousands of copper shells in the "active" section where the print designs still in demand are kept. How these shells are engraved is told in this issue.

BOTTLE MORTALITY

THIS is a complaint against the high mortality rate among milk bottles. The milkman never gets back a considerable number of the bottles delivered at the plant. Employees have to pay for this loss in the price of their milk.

Receptacles were specially built for milk bottles and installed in all departments. It is up to the employees to put their empty milk bottles in these receptacles and if they don't do it, it is up to their foremen to enforce the regulation. The milkman collects from these receptacles and he cannot be expected to visit nooks and corners.

There are two reasons why you should see that the bottles you use get back to the milkman. If left around,

they are no aid to sanitation. And secondly, you have to pay for the wasted bottles yourself in the price of the milk.

"GROSS INJUSTICES"

DESIGN protection will be a great boon to Cheney Brothers, and appreciating this fact the Works Council, in support of the Vestal Bill, sent the following letter to Charles W. Waterman, chairman of the Committee on Patents, at the opening of the meeting for consideration of the Bill. A similar letter was sent to Senator Frederick Wolcott of Connecticut asking his support for the Bill.

January 3, 1930.

Hon. Charles W. Waterman
Chairman of Committee
on Patents
Washington, D. C.
Honorable Sir:

Being an organization elected by the employees of Cheney Brothers, Silk Manufacturers, to improve and wherever possible protect and safeguard working conditions in our particular trade, we are vitally concerned in the successful enactment of HR 11852 known as the Vestal Bill which has been referred to your committee.

Owing to the widespread copying of artistic designs we consider the passage of this Bill, in its present form, to be of vital importance in curtailing racketeering of this nature.

We, therefore, respectfully request your honorable committee to render a favorable report on this bill at the earliest possible date believing legislation of this nature will have a tendency to stimulate business and be a factor in relieving the unemployment situation in our particular trade.

Respectfully yours,

WORKS COUNCIL OF CHENEY BROS.
By Albert Jackson, Chairman.

In his reply Mr. Waterman stated that "this proposed legislation is receiving the earnest consideration of the members of this Committee."

Senator Wolcott expressed the opinion, in replying, that "there have been gross injustices under the present law; in fact, textile workers cannot protect artistic work in any way, apparently, from infringement."

"ABOVE ALL, WE DESIRE STABILITY IN THIS BUSINESS" — Charles Cheney

CHARLES CHENEY, president of the Company, presided at a meeting of the Works Council January 19, for the first time since he was taken ill more than a year ago. He announced the readjustment of wages and salaries amounting approximately to a reduction of 10 per cent effective February 2, emphasizing the fact that Cheney Brothers had delayed this step for several months until the plant reached the present rate of activity, which is 94 per cent of the activity of a year ago. It was believed inevitable, he said, that Cheney Brothers would eventually be forced to act in accordance with the lowering of wage levels that has been going on quietly throughout the textile industries. The Company waited, however, until a time when more people would be employed and when fewer people would be on short time, so that the change would not be so keenly felt.

After stating the general principles of the intentions of the Company, the chairman asked Howell Cheney to present a more detailed explanation. Before relinquishing the subject, the president declared that "above all things, we desire stability in this business".

Howell Cheney pointed out that companies have been adopting three different methods in meeting the necessity for lowering wages. Some have laid off employees for a short time and hired them back at lower wages. Others have drastically cut their forces and still others have made a general wage reduction by cutting piece rates from 10 to 12½%.

Cheney's Still Highest

Figures supplied by the National Industrial Conference Board show that Cheney Brothers have for men a wage scale 49 per cent higher than the northern cotton industries, 24 per cent higher than the woolen and 25 per cent higher than the silk industries. For women the figures are 31 per cent higher than the cotton, 9 per cent higher than the woolen and 21 per cent higher than the silk industries. The men's wages are 75 per cent higher and the women's 50 per cent higher at Cheney Brothers than in the southern cotton industries. These fig-

ures show that even after the wage and salary readjustment is complete, Cheney Brothers' figures will still be higher than those of their competitors.

Although wage reductions had already been made in a large part of the silk industry, Cheney Brothers delayed action here until production attained an activity near normal at 94 per cent of the production of a year ago. Practically all departments except the Velvet and Spun Silk Departments are working at about normal capacity and the Velvet Department should soon be employing a force equal to that of twelve months ago. The Broad Goods and Dyeing and Finishing Departments are already employing from eight to ten per cent more than they did a year ago.

This condition, except possibly in the Spun Silk and Dressing Departments, is expected to continue for at least four months, and although it is difficult to see still further ahead, the prospects for spring and summer are considered good.

Decline in Costs

Mr. Cheney also pointed out that the prices of the majority of commodities have declined, and will continue to decline, to such an extent that the material welfare of employees may remain as high as a year ago, if the hours of employment can be stabilized.

Employees were asked if they had questions to put and a representative inquired whether Cheney rents would come down. Howell Cheney explained that this was not likely since the return on the money invested in the houses rented to employees is not more than three per cent.

Before introducing the main subject of the meeting, the president said that although he had not been actively engaged in the business for some time, his interest in "our joint undertaking" had remained the same. He regretted that his absence came during such a trying year.

The chairman related two interesting facts which he had recently noticed. One was the reduction of Cheney Brothers' tax this year, due to the cutting down of the inventory. Large inventories, he said, have become

impossible on account of the increasing importance of obsolescence, the factor which makes things go out of style. Mr. Cheney also remarked that he had been interested, while at the New York office recently, in the method of checking up the inventory. There was a time when the inventory was taken once a year and consequently there was really only one time in a year when the Company knew exactly what it had. Now there is a continual check-up. The goods are listed in a card index file which is corrected to the yard with every sale. This is an example, he said, of the elaborate system which modern business requires.

The secretary, U. J. Lupien, read a communication from employee representatives asking that superintendents be invited to attend the monthly Works Council meetings. The chairman stated that he felt there were many occasions when it would be advantageous to invite this group but that the employees should reserve the right to meet solely with the members of the firm and other management representatives whenever they wished. This matter will be taken under consideration.

QUESTIONS

QUESTION: When people are supposed to wear glasses at their work, are they ever checked?

Answer: Lists of all persons obliged to wear glasses at work are kept by the Service Aides whose duty it is to note whether the glasses are being worn and to report violations to the Employment Department.

QUESTION: What proof of his membership has a member of the Benefit Association?

Answer: A certificate of membership is given to every member upon joining. If this should be lost, he may get another by applying at the Benefit Association office. A list of all members is kept in the Benefit Association office and payroll deductions are made according to this list. If a member notes that deductions are not being made from his pay, he should report this to the Association superintendent.



Joel Feder

Women Have Chance To Exhibit Their Skill With The Needle

But You Need Not Be An Experienced Seamstress To
Win A Prize In Dressmaking Contest Now Open

THE majority of employees have had plenty of experience in making Cheney Silks.

Now they will have a chance to show what they can make *out* of Cheney Silks. That is, the women will. Men will have to be excluded since the burden of this tale is a Dressmaking Contest, which is already underway and which will end February 26. The winners will be announced and the prizes—\$20, \$10 and \$5—will be awarded on the last day of this month, Saturday, February 28.

EMployees, their families and dependents are eligible. All the dresses will be kept on exhibition for a few days after the close of the contest.

This is the first time Cheney

Brothers have sponsored an event of this kind and the first opportunity employees have had to show with what taste and skill they have been using Cheney Silks for their own and their families' wardrobes.

You do not need to be an experienced seamstress to win a prize.

Expensiveness will not count. There will be but small range in the cost of the dresses since entrants may not spend more than \$10 for the material. The dress costing \$5 will have as much chance as the dress costing \$10.

HERE ARE THE RULES

1. Enter now; contest closes Feb. 26 at 6 P. M.

2. Employees and their families and dependents are eligible.

3. Prizes: 1st, \$20.00; 2nd, \$10.00; 3rd, \$5.00.

A Patou dress of Cheney printed chiffon and a formal evening gown from Jeanne Lanvin. The black and white Mirrokrepe dress, named The Swallow, has ten bias gores slashed to the knee and amusing gauntlet gloves of the same fabric. These gowns are among models imported by Cheney Brothers to advertise in publications and fashion shows the beauty and style correctness of their dress fabrics.

4. Entrants are allowed 10% discount in price of materials for contest dresses.

5. Entrants may register for contest at Cheney Hall Salesroom when they buy material. No one may enter contest who has not signed up to do so while purchasing material at salesroom.

6. Dresses will be judged for:

1. Neatness.
2. Style.
3. Workmanship.

7. Any contestant may enter more than one dress, providing she states her plans to do so when buying materials.

8. There is no restriction in the type of dress which may be entered — it may be for business, sports, afternoon or evening wear.

9. The cost of material for a dress must not exceed \$10. This sum does not include small trimmings, patterns, etc.

10. The finished dresses may be brought to the salesroom any time up to the closing date.

11. Contestants may use any pattern or no pattern.

12. Dresses will be identified by numbers during judging and the names of the contestants will not be known.

13. After the close of the contest, the dresses will be exhibited in Cheney Hall.

14. The winners will be announced and the prizes awarded Saturday, February 28, at 3 P. M., in Cheney Hall.

DESIGNS FOR PRINTS ARE ENGRAVED ON SHELLS

Work is Handled Successively by Sketch-Maker,
Plate Cutter, Pantograph Operator and Etcher

COPPER and zinc, paint, ink, varnish and fine instruments are the tools of the Engraving Department. Here is an exact craft demanding in all of its aspects a great deal of patience and accuracy. A mistake measurable by a fraction of an inch can ruin the cloth.

When the artist's sketch, made either in Paris or New York, arrives at the Engraving Department, Harry Meiklejohn, department head, "lays out" the design. That is, he plans how the design will be executed, to fit the specifications called for.

The first step is enlargement so that all details will be brought into prominence and will be accurately treated. Designs are enlarged from two to nine times according to the elaboration of detail. The degree of enlargement is regulated by a camera which reflects the magnified design upon a zinc plate. On this plate the design is roughly sketched in pencil, and in the preliminary drawing the sketch-maker outlines each section of color. He then takes the drawing to his bench, completes the sketch and guided by his rough outline, he perfects his shapes, which are drawn in ink. This finishes his part of the job.

The plate, which ordinarily measures about 20" by 20" for dress goods, is then passed on to the cutter whose job it is to follow the drawn lines, cutting the design into the zinc with a small hand instrument called a graver. This operation was pictured on the cover of the last issue, which showed James H. Miniken, veteran plate cutter of the department, at the work he has been doing with undiminished skill and patience for forty-two years. As the plate cutter works, he leaves a narrow ribbon of space at all places where two colors come together to prevent overlapping of the colors during printing. The width of this space varies according to such variables as the type of cloth to be printed.

The plate cutter, with the original sketch as his model, paints onto the zinc all the different colors which are to appear in the finished cloth. Only approximate colors need be used since their purpose is merely to act as a guide in the operation to follow.

A separate roll is engraved for each

color. A glimpse of some finished rolls is shown in the cover picture, which was taken in the "Shell Room" in the Dyeing and Finishing Mill next to the Printing Room. In the two shell rooms, located one above the other, are stored literally thousands of these shining copper shells upon which the engraved designs for printed cloth are preserved. Any shell in these rows upon rows can be located instantly through a filing and numbering system.

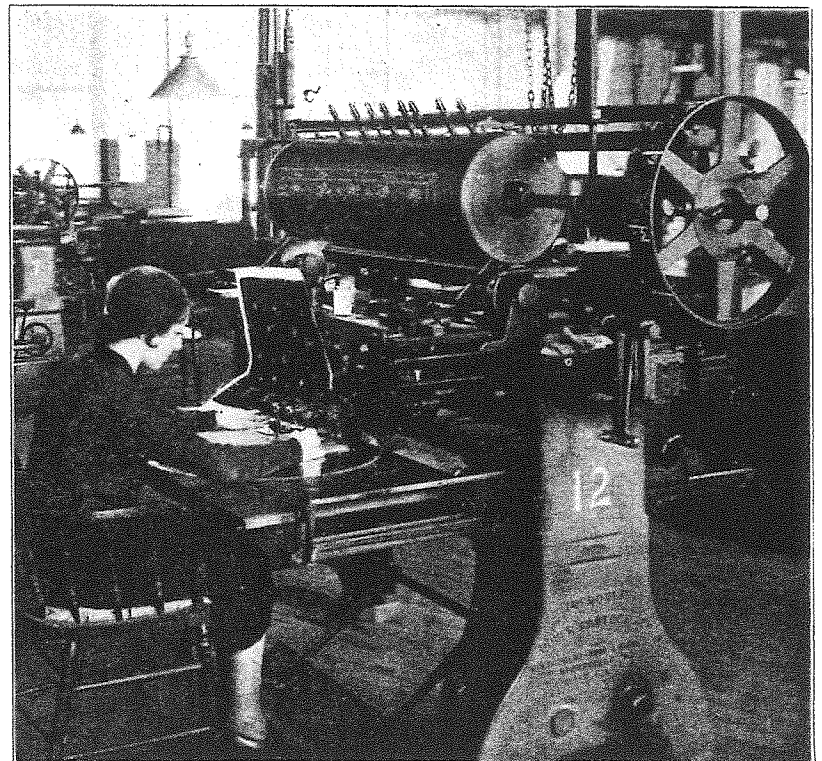
The department, which is in charge of Albert E. Eagleson, has two sections, one for active and one for inactive designs. The former are those which may be called for at any time to fill an order and the latter are those which are no longer useful from a style point of view. Such rolls are stored according to size and, the design "turned" off, are used again. The shells are used repeatedly until the

copper section is worn too thin. Some rolls carrying delicate designs of a type that cannot be repaired if injured are wrapped in cloth. The heavier rolls are kept near the Printing Room entrance to ease trucking.

The shells are of various sizes, from the 37½" ones used for scarfs to the thin ones for cravats, and their width corresponds to that of the silk. From one to eleven shells may be required for the execution of a single design, and the printing of a fabric with as many as eleven colors is necessarily an expensive proceeding. A smaller number is more customary.

The markings which may be seen in the rolls in the cover picture are put on by the Pantograph machine, the set-up of which is illustrated with this story. A copper roll covered with varnish is adjusted in the machine. The operator takes the zinc plate as

Continued on next page



Isabel Brown operates a Pantograph machine, engraving the design upon the copper roll which is later used in the printing machine. Note the original sketch at left and the zinc plate bearing the design which the operator traces.

ENGRAVING CRAFT

Continued from page 5

it comes from the cutter and guides a fine point over that part of the design which is occupied by a single color. The motions of the point led by her hand are multiplied by a number of diamond points which scratch the design into the varnish on the roll. If the same motif is repeated five times in the width of the cloth, five diamond points duplicate the motion, and within a certain limit, any number of duplications may be obtained.

At the same time the Pantograph machine reduces the design to its original size. In the illustration Isabel Brown is working upon the design for a scarf. When she finishes the tracing of one color, another shell will be adjusted for the next color, etc.

The shell travels from the Pantograph machine to an acid bath which eats into the copper along the path which the diamond points have cut in the varnish. This process is etching. The worker handling the shell at this point must know exactly how long it should remain in the acid so that the etching will be neither too shallow nor too deep. The depth of the etching is a very important matter since the grooves carry the color and the amount of color needed must be calculated to suit the type of cloth to be printed.

As a final step the varnish is removed and the rolls are highly polished and examined for the slightest imperfection, which could easily cause a conspicuous blemish in the cloth.

A special word should be said about "blotch" rolls which are not prepared in the manner described. The blotch or ground roll takes care of the background of the design while the engraved rolls put in the figure. The outline of the design is traced on the blotch roll; the space to be occupied by the design is left vacant and diagonal lines are cut by machine into all the rest of the roll. These diagonal grooves, cut close together, take up the ground color which spreads over the cloth and appears as a solid color.

Certain types of designs for prints are prepared on the Ruddell Engraving Machine. Designs are also prepared in the Photo-Engraving Department which is particularly fitted to produce shaded and shadowed effects.

SUGGESTOR

JOHN MINOR
Quality Control

JOHN MINOR
Quality Control

MABEL TROTTER
Scheduling Div.

JOSEPH PENTLAND
Scheduling Div.

EMIL JOHNSON
Weaving Department

HENRY E. COLEMAN
B. G. Weaving Dept.

HENRY E. COLEMAN
B. G. Weaving Dept.

JOHN FALON
Yarn Dyehouse

PAUL WUPPERFELD
Piece Dye, Printing and
Finishing Dept.

C. SCHUETZ
Winding and Spooling
Dept.

JOHN E. CROUSE
P. & C. R. Div.

HARRY A. LEEBURG
P. & C. R. Div.

C. J. JOHNSON
D. & F.—Printing

HOWARD LEGGETT
Print Room Stores

FRED THAYER
Machine Shop

ARTHUR SHORTS
W1A—Weaving Mill

SAMUEL DUNCAN
W3C—Weaving Mill

NICK ANGELO
Velvet—Wet Finishing

SUGGESTION

Erasing all notations on tickets on remnants after they are sold and sending the tickets back to the Folding Room to be used again.

Putting electric lights in the bridge between the Winding and Spooling Dept. and the B. G. Warehouse.

Sending ribbonzene remnants in assortments to Salesroom, to be offered for Christmas trade, etc.

Preventing water spots, mark-off, etc., on silk in extracting room by running extractor continuously, between day and night shifts.

Device indicating which thread is broken, to be used in connection with electric stop motion.

Changing length and shape of leather strap (known as heel strap) used on all plain and dobby looms.

Placing 1/2" coil spring between lock nut and spindle on back spindle bearing on box looms, to do away with wear on spindles.

Saving time spent in transporting hose used for cleaning soap tanks.

Lowering steam pressure gauges on boilers in Old Mill fire-room, in order that they may be more easily read.

Closed type elevator gate in Finishing Room elevator, to prevent cold draft from blowing through Finishing Room.

Use of waste water from last bark to pre-heat cold water entering first bark of flat prepare washing machines—B. G. Weaving Dept.

Changing the brake which keeps down large lever attached to squeeze rolls on Palmer Machine No. 84, preventing possible injury.

Device to use in place of brooms to clean floor about printing machine.

Installation of blowers on three color kettles in Print Room Color Shop.

Welding of about 3 ft of chain onto each bottom block on rope blocks of printing machines, saving 12 ft. of rope each time the rope is renewed.

Changing vibrators in W1A looms weaving Com. 8396, to short, medium, long sweep, to function the same as sectional cylinders, in order to stop hanger-ons.

Machine twisting on Coms. 8363 and 8427.

Temporary device on folder of tenting machine to prevent wrinkles.

CONTEST PRIZES — \$20, \$10, \$5.

SETTING THE TASK FOR A MACHINELESS JOB

IN studying jobs and setting tasks, there is a first fundamental distinction to be made. This is the difference between hand time and machine time. In some jobs the work is done entirely by hand without the aid of machinery, but such jobs are rare. Cravat cutting, shipping, tying silk into bundles, turning and picking out the corners of cravats are examples.

Then there are jobs that involve machine time. The majority in the plant are of this type. In setting tasks for them the question arises how much of the operative's time it takes to keep a machine running and how many machines he can run. Such jobs range all the way from, for example, the Ruddell Engraving Machine which will finish engraving a design after every one has gone home at 5 o'clock, to some types of jobs in the Stationery Printing Department on which an operative constantly feeds paper to a printing machine.

The machine job involves many complexities which do not concern the purely hand time job. The all hand time job is therefore a simple type to study and we propose to give in this article an example of the setting of task on a hand time job so that employees may see how it is done. The figures are taken from records of the Production and Compensation Research Division and the task used as an example is now in force. Later an example of a job involving machine time will be given.

The greatest difficulties in studying the hand time job are to discover the most efficient way to do the job and to find the fair rate of speed. Before the actual timestudy begins, the foreman is consulted and the job is surveyed to ascertain whether the methods and tools are efficient. If they are not, improvements are suggested.

The Fair Speed

A fair speed is determined by timing several or many normally skillful workers. In studying jobs, the judgment and experience of the timestudy man are valuable in noting when an operative is working at a high rate of speed which he cannot maintain without exhaustion and also when he is working clumsily at a new job at which he will later become proficient, beating the task by an unreasonable

margin, if it is too low.

An example of a simple hand time job is turning cravats right side out and picking out the corners. This particular job was first broken down into twelve detail operations and these were listed in sequence from start to finish of the job. The analysis of the job is shown in the insert on this page where the summarized facts are set forth. The entire job was studied many times and each of the detail operations was timed by a stop-watch. The accumulated data was condensed and arranged on a summary sheet.

Opposite each of the detail operations is noted the time allowed for this part of the job. These times are not arrived at by taking a lot of studies and averaging the results. Experience has found it inadvisable in working on certain types of jobs to follow the plan of averages in deciding how long an operation should take.

The method followed is to start out by taking the "best third". That is, if the action of placing the tie in the box was timed 300 times, the timestudy man would take into consideration only the 100 occurrences that were accomplished in the shortest time. If each of the 100 occurrences took place in .04 minutes or less, .04 minutes is selected as the time allowed for the occurrence. Note that it is not the average of the 100 times that is taken. In some cases, the "best fourth" is used, whenever experience has shown that this method will give

the best results for the job under consideration.

Allow for Delays, Etc.

It would seem at first sight that we are on the way to setting a task which could not be fair, by taking into account only those occurrences at which the operative worked most quickly. But this objection is overcome by the addition of a percentage for incidental delays, including those delays which accounted for the other cases when the operative did not work so fast. In this case 20% of the times allowed is added. This percentage, which varies with different types of jobs, is added in recognition of the fact that a worker cannot go on indefinitely at his best speed without unforeseen interruptions and delays of innumerable kinds for which he cannot be held responsible.

We have now assembled all the elements necessary for setting the task:

1. The time allowed for each individual occurrence, amounting to a total of 1.213 minutes for handling each tie.

2. An additional 20% for incidental delays. This amounts to .243 minutes.

3. A further addition of 2% (amounting to about ten minutes a day) for personal time.

The operative is allowed a total of 1.485 minutes or .0247 hours per tie and at this rate should handle 40.5 ties in an hour. If she averages this speed throughout the day, she receives her bonus, and if she accomplishes still more than the task calls for, she receives an additional bonus for the surplus.

DATA FOR SETTING TASK JOB: TURN AND PICK OUT CORNERS ON CRAVATS Shape 88 — Com. 19-95

Operations	Unit Time
1. Pick up one tie at large end .....	.048
2. Fold over tip on large end .....	.114
3. Turn pocket lining, large end .....	.147
4. Pick out 1st corner with pick, large end .....	.081
5. Pick out 2nd corner and straighten edge .....	.139
6. Turn tie around and pick up small end .....	.083
7. Fold over tip on small end .....	.114
8. Turn pocket lining, small end .....	.147
9. Pick out 1st corner with pick, small end .....	.081
10. Pick out 2nd corner with pick and straighten edge .....	.139
11. Fold tie at center .....	.080
12. Place in box .....	.040

Add 20% to unit times for rest and delays

1.213
243

Add 2% for personal time

1.456
.029

minutes per tie 1.485
hrs. per tie .0247
ties per hr. 40.5

What's Happening in Departmental Meetings

DYEING, FINISHING, ETC.

Yarn Dyeing

The fact that movemen have more work as a result of the use of weaker dye stands was brought up at a meeting January 15. It was also asked why movemen are credited with machine hours. The explanation was given that when the rates were set conditions were averaged but that since that time new conditions have arisen. It was decided the rates should be checked.

The soap chips for boiling out machines are boiled up in a barrel and issued in liquid form. It was recommended that they be issued dry as this method is more convenient and equally satisfactory. This will be done.

Finishing

A representative asked if it would be possible to pay night shift men in the evening, either Wednesday or Thursday, rather than oblige them to come for their pay during the day Thursday. This matter, and also the possibility of abolishing Sunday night work, which has been the subject of complaints, will be investigated.

Mats are to be put around the steam tenter and hydraulic calendars so that the men will not have to stand on concrete floors.

Printing

A representative brought up the question of the large number of remnants on neckwear materials, and said possible causes were the custom of taking out the color to thicken it and also the removal of print rolls on account of damage. He asked if some way could not be found to insure correct thickness of the color coming through the machines and was informed that the equipment for determining the thickness of color is being looked into.

The question was asked whether the colors returned for readjustment are taken into account in figuring the color mixers' bonus. The advisability of paying a 10% bonus to the crew of a Narrow Machine and a 16% bonus to the crew of the Wide Machines was also discussed. It was asked also whether it would be possible to have the color boxes on the print machines of lighter construction making the work easier for the man operating the machines. These matters are being considered.

Piece Dye

The questions of the movemen's bonus and the possibility of having this job put on machine hourly basis were raised.

CLERICAL

WHY certain persons on clerical jobs start work at 7:18 and others at 8 was discussed at the Clerical Works Council meeting January 18, at which Horace B. Cheney presided. The question was brought up by a representative. Mr. Cheney stated that the nature of the job determined the working hours in these cases, bringing out the fact that timekeepers and persons on jobs of similar character must be at the plant at 7:18. He pointed out that the hours must fit the job, as in the case of shipping clerks, whose starting hour may be delayed until 9 A. M. so that they may continue work after 6 P. M. Mr. Cheney said that whereas the leaving time of the train from South Manchester determined the quitting time for shipping clerks a few years ago, at present most of the goods are shipped by truck and it is often necessary to ship late in the day so that goods will be at the New York store in the morning. Pressure for last minute shipping is increasing, and in such a case as this one, clerical hours must be changed to suit conditions.

THROWING

A discussion took place at the January 20 meeting on the winding of 20/22 Japan Y-C in Winding and Spooling. When this stock was put on the machinery a check-up on the speed was not made. As a result, there was a difference in production between the winding in the Throwing Department and in the Winding and Spooling. The matter has now been adjusted and, as

This Irene Dana model of black Canton faille with accents of red and white polka dot crepe has a bodice cut on bolero lines. The skirt suggests a tunic outline slashed at center front and back. The polka dot crepe is edged with pleated ruffles.

Model imported by Cheney Brothers.

is customary when warranted, back bonus will be paid on the production from these machines on the speed which was used when the work was started.

The advantages of a new plan for processing all warp singles were discussed from various angles.

AUXILIARY

THE pipe line which carries drinking water to the further end of the Paper Box Shop is to be changed to improve the quality of the water, it was reported at the Auxiliary Division meeting January 15.

Mr. Hale gave a short talk on the functions of an engineering department in a textile mill, a subject which he will discuss soon before the entire Works Council group.

Meetings were also held in the B. G. Weaving, Velvet and Cravat Departments.



CHANGE BENEFITS LAID-OFF WORKER

SO that employees who have been laid off may participate in Benefit Association dividends, within certain limits, the first of the following changes in Benefit Association By-Laws was made.

ARTICLE IX, SECTION 1, AND ARTICLE VI, SECTION 2, OF THE BY-LAWS OF THE BENEFIT ASSOCIATION AS AMENDED.

Article IX, Section 1. The term "Dividends" as used herein shall mean any payment made, (as defined in Article IV of the By-Laws), to full members who have contributed at least twelve months since the commencement of their last term of membership, to the Benefit Association and who are still members at the end of a five-year fiscal period, except that full members who have been laid off within nine months of the end of a five-year fiscal period may participate in dividends.

Article VI, Section 2. A full member, whose disability is continuous and results in a total and permanent incapacity to work, may retain eligibility to a death benefit after the completion of the full period for which he is entitled to sick benefits under Article V; or, he may elect to receive the amount of such death benefit less \$200.00 in permanent disability benefits over a period of years to be determined by the operating committee, any balance of the death benefit including the \$200.00 remaining unpaid at the time of his death to be paid to his beneficiary. Any member electing to retain a right to such death benefit or permanent disability benefit shall continue his contributions toward such death benefits or permanent disability benefit, but not in excess of that of the class of which he was a member prior to the commencement of his disability. Such continued contributions shall not entitle a member to any further sick benefits under Article V.

NEW PRESIDENT

PLACE: Shipping room of Bon Ami plant, Hilliard street.

Occasion: Get Together dinner, followed by tour of Bon Ami plant.

Menu (under Cooper-Hewitt lights): Black and brown chicken a la king, green tomatoes, pea soup coffee,



KARL E. JOHNSON

Assistant superintendent of the Dressing Mill, elected to head Get Together Club.

etc., eaten by guests with violet complexions.

Host: W. W. Robertson of the Bon Ami Company.

Business: Election of club officers:

Karl Johnson, president, succeeds John Reinartz.

George Rowsell, first vice president, succeeds Johnson.

Frank Hicking, 2nd vice president, succeeds Rowsell.

Walter Tedford, 3rd vice president, succeeds Hicking.

Herbert McCann, secretary, re-elected.

Frank Maloney, assistant secretary, re-elected.

Raymond Bidwell, treasurer, re-elected.

Melville Stacy, commissary, re-elected.

U. J. Lupien, speakers' committee, re-elected.

Entertainment: Plant in operation from 8 to 9; view of "It Hasn't Scratched Yet" product in all stages.

Committee: Spinning and Dressing Mills.

Number Present: 225, biggest turnout since April, 1928, when 238 members came to hear Rev. George Gilbert, Middlesex County Jack of all trades, who will cut your wood, barber your husband, and preach a sermon.

And that calls to mind another big turnout in April, 1927, when

President Sidney Elliott and the Manchester Herald announced that the Belfast Cadets had been persuaded to accept an engagement during their U. S. tour. The imported band had a familiar look with Sam Herron, band leader, hiding in W. C. Cheney's governor's footguard uniform with red jacket and fur hat and the following musicians and near-musicians: Cap Larder, Hammie Metcalf, George Ferris, Jack Albiston, Dick Boyce, Dick Ruddell, Mike Barry and Joe Ferguson (Spirit of '76 fame), David Morrison, Jack Crawford, James Harrison and James McCullough. That gang drew 266 members; or perhaps something else on the program did the trick. If so, we don't know what it was.

This Month: Speaker, G. W. Campbell, Underwood Typewriter Company, February 17. Auxiliary Department in charge.

HALL'S UNIQUE ROLE

TO BE CONTINUED

THE use of Cheney Hall will be granted for important events. The exercise of this privilege may be somewhat limited owing to the time and expense involved in clearing the Hall of the furniture used for selling silk remnants; but it is not the intention of the Company to discontinue those events which have made the Hall play such a unique part in the history of the community.

A cordial invitation is extended to those who desire its use to apply to the manager of the Industrial Relations Division.

WASTE

WASTE is a thief—stop him.

WASTE means something lost forever—time, material, effort.

WASTE is the Company's loss; WASTE is your loss.

WASTE takes one step forward and two steps backward.

WASTE never produces; always consumes.

Cheney Brothers have more than 3,200 employees. Imagine the loss that could be made if they were 3,200 WASTERS!

Don't WASTE silk, paper, paint, cotton, dyestuffs, time — don't WASTE anything.

WASTE is a vandal—outlaw him.

10% OFF ON MATERIALS FOR CONTEST DRESSES

Question Box

THE new question plan has met with favor. Below is the first batch of queries and answers. If you want to find out anything about something, go to a Suggestion Box, take out a question blank, write your query (you don't have to sign your name), put it in an envelope addressed to Chairman, Employee Representatives, Works Council, and drop it back into the box. The employee members of the Editorial Committee, together with the chairman to whom the question is addressed, look over the questions first. If there are any that do not seem to have any serious purpose, they are discarded. The others are turned over to the full Editorial Committee.

QUESTION: Why are the names of the editorial staff omitted in Cheney Silk News?

Answer: We've already answered this question by including the names. We just hadn't thought of it before.

QUESTION: Do dependents receive insurance from the Benefit Association in case of suicide of the member?

Answer: If the member has belonged to the Benefit Association for a year or more, dependents receive the same benefits as would be given in the case of a natural death. If the member has belonged less than a year, dependents are entitled to receive only 20% of actual contributions to date.

QUESTION: Why do some foremen hold back the Cheney Silk News until they are asked about it by some of the employees?

Answer: Foremen have been requested to distribute the magazines either at a quarter to twelve or a quarter to five, depending upon whether the magazines arrive in the morning or afternoon. They are not supposed to delay distribution longer.

QUESTION: How many of Cheney Brothers' employees are full members of the Benefit Association? How many are limited members? What is the percentage of each group separately? Has there been any gain in membership for the past five years?

Answer: On Dec. 27, 1930, there were 2,441 full members and 476 limited members, a total of 2,917 employees. This number is approximately 95% of the number employed at that time. The number employed during the five weeks since the given date has increased and when this happens the membership of the Association usually increases so that approximately the same ratio is maintained, with 80% of the total number employed as full members and 15% as limited members. Five years ago, on Dec. 26, 1925, the members of the Benefit Association, both full and limited, constituted 92% of the total number employed. The ratio has therefore increased 3% since that time, although in actual numbers the membership has decreased owing to unemployment.

QUESTION: Why is it necessary to send goods out of town to be finished or weighted? The question is submitted in the interest of workers of the Dyeing and Finishing Department.

Answer: Our small experimental weighting plant has not been flexible enough to meet the demands of a very fickle and unstable market. Such goods as our machines cannot weight we have to send outside. Also only such quantities of pure dyed goods have been processed outside as will keep us informed as to our competitors' finishes.

QUESTION: Has the timestudy man the right to change the rate without changing the condition of the machine? They have done so in the Finishing Room at the Old Mill.

Answer: It is not the practice of the Manufacturing Standard Department to change a time allowance unless the conditions of the job have also been changed. This may or may not mean that the condition of the *machine* has been changed. Regarding the Extraction Rates, the time allowed for this job was reduced six months ago as it was found unnecessary to have an apron sewed on both ends of the velvet piece to be extracted. Since the new task called for doing the job in a different way which consumed less time, it was entirely fair that the time allowed be reduced.

QUESTION: Can the timestudy man time an operator without telling him what the study is for? In the Finishing Room on the Sewing Ma-

chine the operation was checked without a watch and the study was changed.

Answer: In answer to the first part of the question, it is the policy of the Manufacturing Standards Department to acquaint the foreman of the particular room whenever a study is made, and to inform him of the purpose of the study. In some instances the foreman is asked to accompany the Standards man to the job, but where there is thought to be no need for such action, the timestudy man goes directly to the job and starts the study. In the majority of instances the operator is entirely aware of the reason for the study. There may be cases, however, where this is not so and in such cases it is the desire of the Manufacturing Standards Department that he should know the reason for the study.

In answer to the second part of the question, a study need not be made with a stop watch. In many operations standard times for each element of the job have been established and the rate is arrived at by combining these standard times according to the number of times each operation occurs. In the job in question, the standards man checked the occurrence of seams in a beam that required resewing. A watch was not needed for this study. "Standard" time allowances are determined by a large number of studies and are used year after year.

QUESTION: When the departments were on short time, how could the Timestudy Department (Manufacturing Standards Department) have steady work?

Answer: The duties of the Manufacturing Standards Department, which include the development of manufacturing methods, setting of tasks, standard costs, and so on, are not so much affected by the amount of production in yards and pounds as by the number of items or things we manufacture.

However, the actual reduction in expense in the Manufacturing Standards Department has been large. There are now 33 1/3% less employees on the payroll of this department than there were one year ago, and those on the payroll have had hourly lay-offs without pay amounting to over 1,700 hours during 1930.

Continued on next page

Nan Taggart, Alice Leister Highest Among Bowlers

THE Girls' bowling leagues are now on the last lap with but one round to finish before the season closes. At the end of the fourth round the Weaving Mill teams, both junior and senior, were still ahead in the number of games won. Nan Taggart of the Senior League and Alice Leister of the Junior League still hold the highest individual averages.

The girls are already looking forward to the annual Bowling Banquet at which the bowling awards will be given.

SENIOR TEAM STANDING

Team	Won	Lost
Weaving	40	5
Velvet	32	13
Ribbon	29	16
Main Office	21	24
Throwing	13	32

JUNIOR TEAM STANDING

Team	Won	Lost
Weaving	41	4
Spinning	35	10
Throwing	28	17
Main Office No. 2.....	20	25
Main Office No. 1.....	11	34

SENIOR AVERAGES

	Games	Average
N. Taggart	39	97.25
M. Sherman	42	95.19
C. Jackmore	39	94.32
H. Darling	36	93.34
F. Nelson	36	91.32
H. Gustafson	36	91.24
M. Karpin	42	90.31
E. McCourt	39	89.35
G. Hatch	39	89.30
M. Strong	33	89.25
E. Kleinschmidt	42	89.0
L. Thornfelt	42	88.29
M. Kissman	33	87.15
A. Paradis	45	87.5
E. Royce	42	85.13
P. Reale	39	85.1
E. Lautenbach	42	84.25
M. McKinney	42	84.19
C. Dion	36	83.6
L. Pukofky	42	81.39
E. Lielas	30	78.1
L. Hicking	39	77.15
E. Anderson	36	76.25
M. Marks	36	73.31

JUNIOR AVERAGES

	Games	Average
A. Leister	39	83.35
S. Kelley	39	83.20
L. Uberty	18	82.14
E. Wiganowski	45	81.35
E. Edwards	42	81.10
S. Jarvis	42	80.32
B. Gerich	36	80.9

M. Summerville	39	80.8
I. Jarvis	33	79.29
E. Peterson	30	79.27
R. Griffith	45	79.17
B. MacDonald	24	79.7
L. Sillson	39	76.8
P. Doherty	42	74.37
E. St. John	30	74.3
R. Hanson	45	73.31
A. Reale	42	73.30
F. Madden	36	72.15
M. Doherty	39	72.22
A. Raccagni	33	71.19
H. Bouffard	36	70.29
R. Rassez	36	65.28
E. Pettengill	21	64.19
E. Banville	36	63.25
E. Bragdon	27	63.3
A. Jarvis	21	63.2
M. Shay	33	57.20

MORE QUESTIONS

Continued from page 10

QUESTION: Why don't limited members draw dividends from the Benefit Association?

Answer: Limited members as a group already draw from the Benefit Association more than their group puts in. Since they are already getting a more than 100% return, dividends go to the full members, whose contributions make it possible for the limited members (as a whole)

to receive more than they contribute.

QUESTION: Is it true that Cheney Brothers receive a certain commission for the milk that is sold in the plant?

Answer: No, Cheney Brothers do not receive a commission for sale of milk. Cheney Brothers merely facilitate the sale of milk by having one or more persons in each building authorized to sell tokens so that the milkman can make his rounds more quickly and will not be delayed by making change. The Company sponsors the distribution of milk solely in the interests of the health of employees. The Company supplies straws.

EX-SERVICE MEN

MARCH 4 is the final date on which ex-service men may make application for their second citizenship papers. These men are exempt from fees and from the examinations usually required. They are asked to supply two witnesses who can vouch that they were in the service during the World War. Men who need aid in filling out the applications will receive help from Herbert McCann at the High School, Monday evenings, from 7 to 9. Each applicant must supply two photographs 2 1/2" square.



LEVI WHEATON

Pensioned December 1, Mr. Wheaton concluded twenty-seven years of service. He was an inspector in the Broad Goods Weaving Mill. His home is at 19 Autumn Street.



DENNIS MCCARTHY

A Jacquard weaver in the B. G. Weaving Mill with a service record of almost twenty-nine years, Mr. McCarthy was pensioned December 1. He resides at 211 Main Street.

DRESSMAKING CONTEST CLOSSES FEBRUARY 26.

**CHENEY HALL SALESROOM
OFFERS A NEW CUTTING AND
PIN FITTING SERVICE . . .**

:-: NOW OPEN :-:

*Here you will find your dress-
making problems solved at a
moderate charge*

*Buy your material - have
the pattern cut and pin
fitted by an expert
seamstress ready
to take home
and sew . . .*

**CHENEY
BROS.**

*You
leave
Cheney Hall
Salesroom with
a garment that
will fit you*

Local conditions may injure the skin of the face and result in constant disturbances until the conditions are removed.

Baths Are Important

The subject of bathing is naturally of importance in the care of the skin. A warm, cleansing bath is advisable daily. For those who can bathe in cold water, there are distinct health benefits. It will build up your resistance against colds and will have wholesome effects upon your appetite, digestion and mental attitude. The warm bath should be taken before going to bed; the cold bath before breakfast.

A complete body bath should never be taken until at least two hours after a meal. The best time for any bath, of course, is just before eating.

Something should also be said about sun baths. Gradual exposures to the sun's rays are of great value to those able to take advantage of them. Gradual resistance against infection is increased, circulation is improved, and the quality of the blood is bettered. Over-exposure to the sun's rays, however, may cause serious difficulties and should be avoided.

The skin is a mirror of the condition of the body, take care of it.

Prepared by
National Safety Council

*Your Complexion
Tattles Tales*

NOTICE the faces of the people you meet on the street. A clear, healthy skin commands a second glance. It seems to mirror good health, happiness, and a joy in living.

YOUR skin is sometimes a tattle-tale, ready to tell the world what kind of a life you are living.

The skin responds to circulation, to waste products, poisons, bacteria. If it is healthy, it generally reflects internal health. If it is sagging and flabby, it usually represents a weak muscular tone throughout the entire body.

Since it gives off one or more pints of liquid a day, the skin acts as an organ of elimination. During exercise, another important function is performed, that of radiating heat.

Watch Your Complexion

The complexion is an indication of the internal bodily state. Paleness, flabbiness, blotches, pimples, discolorations, enlarged blood vessels, and undue redness are all signs of living habits and general health. Such unfavorable and undesirable signs are to be removed by correcting errors of living.

The quality of the skin in various individuals is so different that a preparation effective for one person is often injurious to another. The dry skin and the oily skin require care of a different sort.

DRESSMAKING CONTEST NOW OPEN

**FOR EMPLOYEES AND MEMBERS
OF THEIR FAMILIES - - -**

PRIZES: - - - 1st \$20.00
- - - 2nd \$10.00
- - - 3rd \$5.00

**REGISTER AT
CHENEY HALL
SALESROOM**

**CONTEST
CLOSES
FEB.
26**

**SEE
PAGE
FOUR FOR
CONTEST RULES**

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