

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

Published By Cheney Brothers
South Manchester, Conn.

Vol. 1

MARCH 1931

No. 12

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

EDITOR
Margaret C. Shay

ASS'N SPENT \$1100 TO AID THE SICK

AT the annual meeting of the Tuberculosis and Cancer Free Bed Fund Association of Cheney Brothers, held February 17, in Cheney Hall, the following officers were re-elected for another year:

President—Arthur Keating.
Vice-President—Arthur Bronkie.
Treasurer—Ellis W. Callis.
Secretary—Robert Fryer.

Miss Emily Kissmann, Arthur Bendall and Arthur Bronkie were appointed an executive committee to appoint the directors, who are:

Emily Kissmann, Weaving and Throwing.

Helen Darling, Velvet.

Ruth Hanson, Spinning.

Marion Lockwood, Ribbon.

Samuel Stevenson, Winding and Spooling.

Emily Stavitsky, Main Office.

Frank Hicking, Dyeing and Finishing.

Arthur Bronkie, Lower Mill.

Robert Martin, Machine Shop.

Fred Bantley, Dressing.

William Webber, Electrical.

Herbert Robinson, Yarn Dye.

Fred Corbett, Outside Labor.

The secretary, Robert Fryer, gave the following report:

During the past year we have financially assisted eleven patients at an expense of \$1,113.20.

For tuberculosis we have had

seven cases; of whom three have fully recovered, three are under treatment, and one discharged as non-tuberculous.

Four cases of cancer have been given assistance; three have been fatal and one is under treatment.

ROBERT FRYER, *Secretary*.

Treasurer's Report — 1930

RECEIPTS

January:

Cash in Savings Account	\$1,000.00
Cash in Checking Account	237.10
Cash received from Drive	1,502.33
Check to cover from Cheney Brothers	1,502.33
Received after Drive closed	13.50
Additional Interest	96.94
Total Receipts	\$4,352.20

EXPENSES

Home Patients	\$ 235.25
Cancer Patients	346.00
State of Connecticut....	415.49
Hartford Hospital	29.16
Bond for Treasurer.....	5.00

Treasurer's Expenses ...	5.00
Membership Nat. Tuberculosis Society	5.00
Xmas Fund for Norwich	5.00

Continued on page 11

THREE WIN PRIZES IN DRESS CONTEST

JUDGES in the Dressmaking Contest held for employees and their families announced their selection of prize winners at Cheney Hall Salesroom Saturday, February 28, before a gathering of contestants and others. The names of the winners, who are pictured in the prize winning dresses, are given below. The judges were Mrs. Grace Jackson, sewing instructor at the Hartford State Trade School; Miss Charlotte G. Gillette, sewing instructor at the Manchester High School, and Mrs. Flora P. Eastman, director of the Bristol Girl's Club Association. A dress length of silk was presented to each judge.



Anna Caselli, Bolton, Conn., (right) won first prize of \$20 in Dressmaking Contest for employees and their families. The material for her powder blue dress with white lingerie touches and navy blue jacket cost \$5.94 at Cheney Hall Salesroom.

Emma Genovesi, 49 School Street, (center) won \$10 prize for print dress with navy blue ground and eggshell trim, costing \$3.64.

Third prize, \$5, went to Mrs. Mathilda Becker, 122 Summer Street, (left) for a pale green print frock with bright green piping. The cost was \$5.58.

First, second and third honorable mentions were received by Ellen Swanson, 70 Haynes Street, Mrs. T. Martin, 13 Cedar Street, and Mrs. George Johnson respectively.

CHENEYS ANSWER EMPLOYEES' QUERIES AT MONTHLY COUNCIL MEETING

DISCUSSION of questions arising from the recent wage readjustment occupied the monthly meeting of the Works Council February 16. Previous to the meeting, the questions most frequently asked by employees had been listed by the Planning Committee of the Council and the answers were given before the Council by Charles and Howell Cheney.

The first query, "Does the wage reduction apply to the New York office and the selling force as well as to South Manchester?" was answered by Charles Cheney, who said that in order to understand the New York situation it was necessary to know what has been going on at the New York store. After giving a brief history of the selling organization, he pointed out that for more than a year many changes in personnel, reduction in the force and complete recasting of lines of authority have been effected. These changes have borne fruit by improving morale, speeding up efficiency and reducing the payroll and salary lists, and this brings us to the question in hand.

What is being done in South Manchester in a general reduction has been going on for more than a year at the New York store with the result that clerical rates at the end of 1930 were seven per cent lower than at the end of 1929.

Clerical Pay

A year ago a comparison was made between clerical wages paid by Cheney Brothers' New York office and the New York offices of other silk manufacturers and other companies, by classes. It was found that for some classes Cheney Brothers were paying a higher wage, and steps were taken to bring Cheney Brothers' wages down to average. In no class now is the average wage above that of other companies.

In considering clerical pay, the matter of overtime is taken into consideration. At the New York office, clerks frequently work until 7 on week days and 2 on Saturdays. They receive sup-

per or lunch money but are not paid overtime.

Salesmen

A unique situation exists in regard to the salesmen. Since they receive commission according to the price per unit of merchandise, they have already taken a large reduction on account of the fall in the price of goods. In some cases this may amount to as much as a 40 per cent reduction. In addition, the drawing accounts of certain classes of salesmen have been reduced. From these facts it is evident that salesmen should not be included in an additional reduction at this time.

Salaries

It is also necessary to consider that a large number of the older executives who had been with Cheney Brothers for many years have died or have been retired during the past year. This has resulted in the placing of increased responsibility upon the younger men and the increase in responsibility has been passed along down the line. It hardly seems possible in these cases to accompany an increase in responsibility with a cut in pay.

THE question was also asked, "When can we get back to the old wage scale?" To this Mr. Cheney responded that he believed no one was in a position to predict the answer.

The following questions were answered by Howell Cheney:

QUESTION: Will the board in Cheney Brothers' boarding houses be reduced?

Answer: Not at present. The question of rates of board is similar to the question of rents. Cheney Brothers receive an income of less than 3% in rents. They lost \$12,000 during the last year on boarding houses. However, the rate of rents and board has to be determined by whether Cheney Brothers' rates compare favorably with those for similar accommodations in the town. Cheney Brothers' rents as a rule are lower than what is customary in the town for the same class of quarters. We will check up at once upon the rates of board,

although we believe these compare favorably with the rates existing throughout the town.

QUESTION: When the Company compares its wages with those of other companies, why not also compare production?

Answer: By this question two things might be understood: first, a comparison of the rate of production by pounds or yards and second, the cost of production by unit costs of direct labor. We think it is quite true that on the average our employees produce more yards or pounds than the employees of other silk concerns and we also pay more by from twenty to twenty-five per cent. This is what our bonus system is for and this is what it accomplishes.

It is exceedingly difficult to get comparisons by unit costs of production because what appears to be the same job may be carried on under such different conditions in different plants that it is impossible to make direct comparisons. On the basis of the few comparisons we have been able to make, we think that our unit costs, while lower in some cases, are about on the average with those of other concerns; but to repeat, these comparisons may be quite misleading because no two plants do the same job in the same way or insist upon the same standards of quality.

QUESTION: What are the limits of the reduction and how does the change affect minimum and maximum job rates?

Answer: For 88% of the jobs which have maximum and minimum rates, the rates have been reduced from 8% to 12%. The remaining 12% of the jobs have been reduced from less than 8% to 13.9%.

The wages of individuals have been reduced as follows: For 90% of the individuals, the reduction has ranged from 8% to 12%. For the remaining 10% the reduction varied from less than 8% to 13.9%.

The reduction totalled between 10.1% and 10.2% for the entire plant. The amount will differ slightly from week to week.

Continued on next page

ANSWER QUERIES

Continued from page 3

QUESTION: Was length of service considered in effecting the reduction?

Answer: No, it was not. Length of service is already recognized in Credit Rating which was not changed in any way.

QUESTION: Will persons due for an increase March 1 under Credit Rating receive it?

Answer: Yes, they will receive the raise due them. Credit Rating will continue to function as it always has and will not be affected by the wage readjustment.

QUESTION: Are persons listed on the New York payroll who work at the plant affected by the readjustment?

Answer: Yes, they are affected, since their wages were fixed according to South Manchester conditions, and their expenses are paid if they go to New York.

QUESTION: In making wage comparisons with other plants, are payroll and salary lists combined?

Answer: No, they are not. These comparisons are founded on weekly and hourly rates. It is extremely difficult, if not impossible, to obtain salary information from other plants. Figures sent out by the National Bureau of Labor and the National Industrial Conference Board do not include salaries.

In conclusion, Howell Cheney stated that the Company was pleased to receive and to answer these questions. He urged the members to submit other problems which they encountered.

GET-TOGETHER HEARS ABOUT TYPEWRITERS

THE Get-Together Club heard G. W. Campbell, works manager of the Elliott Fisher Company, makers of Underwood typewriters, in a talk on the history of the company at a meeting in Cheney Hall, February 17. Mr. Campbell described the evolution of

They Won Suggestion Awards

SUGGESTED BY:

WILLIAM EGAN
Finished Stock Dept.

FRANK MURPHEY
Outside Labor Dept.

FRED WARNOCK
Carpenter Shop

W. D. DILLON
Carpenter Shop

ERNEST LUNDINE
Machine Shop

WILLIAM MOORE
Weaving—W1A

JOHN J. McCANN
Weaving—W1A

OSCAR WILSON
Weaving—R1B

FLORENCE MACUEN
Industrial Relations

SUGGESTION:

Improving appearance of box put-up of piece dyed goods by using gray tape the same color as the box.

Protecting reed and warp when transporting warps from mill to mill.

Putting linoleum in bottom of trucks used in Folding Room, instead of Upson Board, which peels and becomes rough.

Device for holding cellophane in place while being wrapped around silk—Folding Room.

Receptacle at door F-6 for holding packages, etc., delivered to Old Mill, which were thrown on the floor in the hallway.

New casting for 58" box and plain looms, to take the place of the bracket used when double width commissions are woven and which sometimes rubs on the warp, marking the cloth.

Keeping irons used for taking off cloth in a more convenient place.

Using material other than steel for holding felt in place on looms equipped with center stop motion, to prevent broken picks generally caused by nicks in the wires.

Installing surgical sink in Dental Department.

the modern machine and exhibited several typewriters made in the pioneering days of the industry.

The talk followed a turkey dinner served to 75 men. Other features of the entertainment were moving pictures, including one reel showing employees leaving the Main Office, and a minstrel show put on by members of the Auxiliary Division, which was in charge of the meeting. Songs and jokes aimed at persons well known about the plant made a lively half hour and especial applause greeted the surprise feature of the show. This was a vocal solo by Francis Sweet, small son of William Sweet, who took the center of the stage with a great deal of confidence and revealed a promising voice. William Sweet was interlocutor, Bill Dillon and Andy Anderson were the blackface end-men and Robert Von Deck and Tom McGill completed the group. Fred Werner played piano accompaniments.

Karl Johnson, president, conducted a business session.

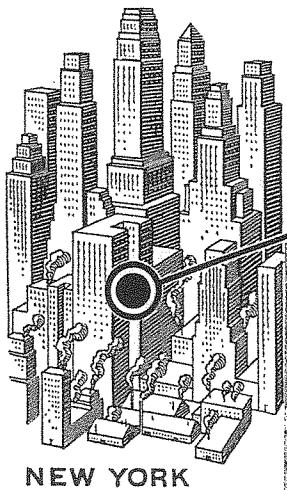
SUGGESTIONS WANTED ON THESE SUBJECTS

HAVE you any ideas on the following subjects? If you can make a suggestion, don't hide your light under a bushel. Write your idea on a suggestion blank and put it in a Suggestion Box.

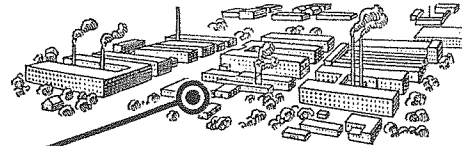
1. A practical method of handling 54" Bengaline in the Preparation Room that will not cause stitch holes in the selvage, gum bars from insufficient degumming, or chafe marks from running full width.
2. Ways to reduce the soiling of silk in any or all departments.
3. Methods which will reduce waste in cotton print cloth and cotton finishing aprons.

January, 1931

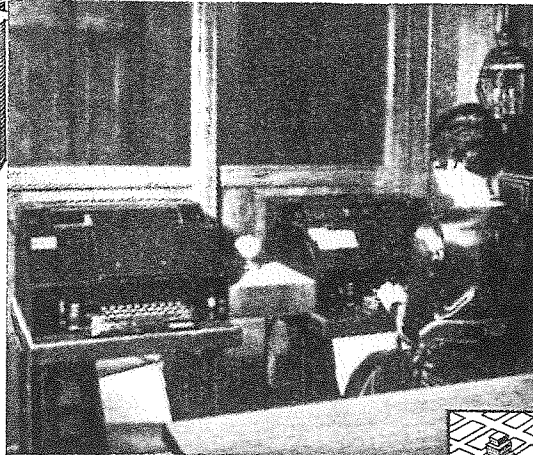
47



NEW YORK

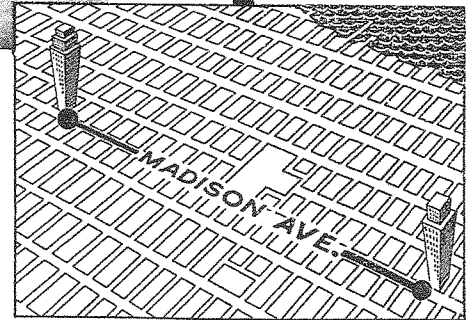


SOUTH MANCHESTER, CONN.



Two Telephone Typewriter circuits serve Cheney Bros. thus: One connects the upholstery sales office at 509 Madison Ave., New York, with the main office at 181 Madison Ave., and the other connects the main office with the mill at South Manchester, Conn. Because of the instant communication between all offices, deliveries are greatly speeded.

TELEPHONE TYPEWRITERS
MAKE POSSIBLE EXCEPTIONALLY
PROMPT SERVICE TO CUSTOMERS



TODAY service is an important factor in the selling of textile merchandise. Ordering more frequently and in smaller quantities, customers want almost immediate delivery. Many firms in the industry use Telephone Typewriters* for quick communication between their offices and mills.

Cheney Brothers, noted silk company, is able in this way to give its customers exceptional service. It connects its two offices in New York City and its mill in South Manchester, Conn., by this modern means of communication.

Messages of the most complicated nature are transmitted in typewritten form. General information—departmental matters are handled with speed and accuracy. Orders—instructions to the mill as to the type and quantity of goods to be manufactured. Advices as to the material needed in New York. Shipping instructions. Confirmations.

An official says: "By using Telephone Typewriters we are able to save at least a day in filling orders from the mill. We can give complete manufacturing information as soon as an order is received, or have the goods shipped immediately from the South Manchester warehouse."

Telephone Typewriters effect many production and distribution economies. Why not have a representative visit your office to give you further information about them? Just call the Business Office of your local Bell telephone company.

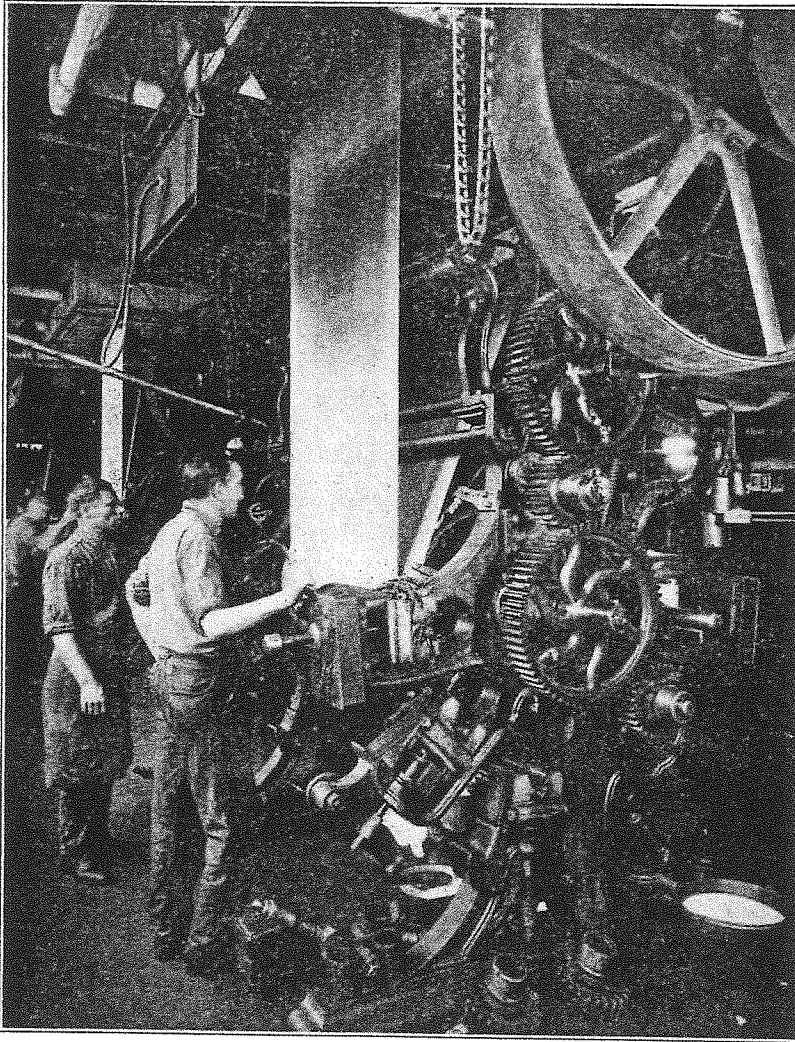
* * *

*Telephone Typewriters transmit typewritten messages instantly and directly between the separated offices of a business firm. Each message is reproduced exactly as it is typed. Telephone Typewriters are installed and maintained by the Bell Telephone Company; they may be had on contract for any number of hours each day from one upward. They send and receive as many as 60 words a minute.



▶▶ MODERN MACHINERY INCREASES PROFITS ◀◀

The above advertisement, published by the American Telephone & Telegraph Company, uses Cheney Brothers Telephone Typewriter system as an example of the speeding up of business service, and recommends the same up-to-date system to other companies.



Big Print Machines Turn Out Quantities Of Figured Silk

THE continued vogue for print dress materials makes the Printing Department in the Dyeing & Finishing Mill one of the busiest places in the plant. Today the printing machines are turning out the bright colored chiffons and crepes and georgettes which are already fashionable at the southern resorts and which will be worn in the north this spring and summer. At this time of the year, some of the machines are also busy with projects for the following spring, and the 1932 line makes its experimental appearance.

In various articles, Cheney Silk News has followed the manufacture of the silk through some of the most important operations, if one operation can be said to be more important than another. And now we come to a

stage where the beauty of the fabrics is especially evident. When the silk takes on color, we see how the finished fabric toward which all previous operations have been contributing will appear.

In the Printing Room is a row of machines capable of printing from one to eleven colors. The copper shells with the design engraved upon them are kept in a room adjoining the Print Room, and as a print order is received the rolls required for the design are brought to the Printing machine to be adjusted.

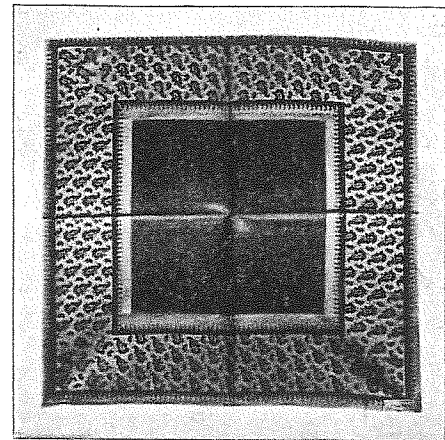
If only one shell is used, as in some polka dot designs, the set-up of the Printing machine is comparatively simple. The single shell is adjusted in

This five-color printing machine was the first of its type purchased by Cheney Brothers. Bought in 1880, it is still used. Here Otto Custer, printer, at right, and Max Rubacka tend the machine. The design, a white dot on pale blue, does not show in the picture.

the machine and the color poured into the color box.

The work is usually more elaborate, however, the average number of colors being four per design. The number ranges all the way up to ten and eleven color designs which are expensive and comparatively rare. An idea of the work involved in preparing the machine for printing is shown by the fact that the actual printing of a design takes only about 20 per cent of the total time required for the operation. The average time taken to run off a print order is five hours.

THE cover picture shows one of the large machines equipped to print eight colors in this particular case. For each color a copper shell is adjusted in the machine, and each of the eight colors is poured into a separate color box. A "furnisher" roll in the color box feeds the color to the



A handkerchief design — one of the first printed in the eighties on Cheney Brothers' first five-color machine.

copper shell which in turn carries the color to the silk. After the furnisher roll has deposited the color on the shell, a doctor blade scrapes the surface of the shell. Therefore only the color left in the engraved lines reaches the silk. The silk passes successively over the copper rolls receiving a different part of the design from each and finally emerges with the design complete.

Extra coloring matter is absorbed from the silk by the cotton "grey" which is run through the printing machine with the silk. As the silk emerges from the last roll it passes upward into a heated tower in which it is dried. It then travels to the rear of the frame and is rolled upon a beam.

From the Printing machine the cloth goes to the Steaming Department where the color is steamed and set into the fabric.

THE five-color machine pictured with this story was used in the eighties of the last century to print handkerchiefs. Printed dress materials, which now form the bulk of the work of the department, were not made then. Another picture shows one of the first handkerchiefs printed on this machine, which was the first of its kind owned by Cheney Brothers. Charles Staye, foreman of the department, has preserved these handkerchiefs in an interesting collection of fabrics printed by his department.

Previous to the purchase of this machine, printing was done by the hand block printing method and although beautiful results were obtained, the work was slow. During the development of printing to the status of today, many interesting novelties have been worked out by men in Cheney Brothers' employ. At one time tied and dyed work was done by hand with colors put on by a dropper. "Prismatics", another novelty, gave the appearance of a rainbow of colors, an effect produced by using oil with the color. Cut velvets were made by printing the fabric with an acid which removed part of the pile; at the same time the remaining pile was printed with colors. Beaded velvets were made with such success that the artificial "beads" could hardly be pulled off without removing the pile also.



FRANK TRYON

Mr. Tryon was pensioned January 1, after almost forty years in the employ. His longest service was as elevator operator in the B. G. Weaving Mill.

Setting Tasks For Machine Workers

IN a purely machine time operation, the task is set not according to what the operative can do, but according to what the machine can do.

In the last issue a description was given of the hand job of turning and picking out the corners of cravats. In studying this job, the worker's rate of productivity was measured, the task set accordingly and the bonus rate established for "making" or exceeding the task.

Now we have an operation exactly opposite in type, one based entirely on machine time. No hand operation is involved in the setting of the task. This does not mean that the machine is expected to run by itself, or that the time spent in starting and stopping is not taken into consideration. The operations necessary to stopping, starting and cleaning the machine are included under day pay. The worker does not go on bonus until the machine is started and is actually producing.

Running the washing machine in the Steaming room of the Dyeing & Finishing Mill is a job of this type.

The washing machine is a long vat with three compartments through which the silk is run in vertical folds supported by rollers. The silk passes

through the three compartments in which it is sprayed with water, and finally through a bark containing soap solution. The purpose of the operation is to remove the gum put on the silk before the cloth is printed, and also to clean the fabric.

The machine runs continuously; the only reason for stoppage is a possible hold-up while waiting for material or breakdown of the machine.

Most of the operative's work is done with the machine running. He sews the aprons of two beams together, so that the machine will not have to be stopped when one piece runs out and another beam must be started. He replenishes the liquid in the three compartments. He watches the cloth to note defects and the machine to keep it in good working condition. As the silk leaves the machine it is carried overhead to the tenter machine so that the operative has no work relating to removing the silk from the machine.

There is very little work that has to be done with the machine stopped, simply the starting and stopping of the machine and the cleaning once or twice a week. These operations are on day pay and are not figured in setting the task.

Under these conditions the computing of the bonus part of the job is very simple. It is necessary merely to know the speed of the machine and add an allowance of 5% for variation in the speed of the machine and also the customary 2% for personal time.

In setting a specific task, the speed of the machine is determined by the requirements of the commission which is being treated. A 39 inch Crepe de Chine which we will take as our example is run through at the rate of 17 yards per minute. The rate is figured by the yard so that it can be multiplied by the number of yards on the beam. If the cloth travels at the rate of 17 yards a minute, 1020 yards are treated in an hour. This is at the rate of .00098 hours per yard. To this figure is added the 5% for variation in the speed of the machine. This brings the time to .001029 hours, plus 2% for personal time, or a total of .00105 hours, allowed per yard.

For a 1000 yard run the time allowed is multiplied by 1000, giving a result of 1.05 hours. The nearest tenth of an hour is used, in this case 1.1 hours, the time in which the 1000 yard job should be completed.

What's Happening in Departmental Meetings

THROWING, WINDING, ETC.

IN response to the request of a representative, information on the extent of gains on 20/22 Japan boil-off in Winding & Spooling was given at the February 17 meeting as follows: October, 20% gain; November, 20%; December, about 13%; January, about 12%.

It was reported that many winders feel that the time allowance for opening the skeins in the new method now employed in winding is not sufficient. This work has been studied and should be accomplished with the usual amount of effort, but further investigation will be made.

During the week previous to the meeting winders in the Throwing Department had been working an extra hour per day at noontime to meet orders. A large majority of the operatives had approved this schedule but its practicality was questioned at the meeting. One of the following schedules was suggested to give the girls time for lunch:

7:18 to 12 — 12:15 to 5:15

7:18 to 12 — 12:30 to 5:30

Questions were raised on the reductions given to two individuals in the wage readjustment. These will be looked into.

The matter of notices for sales in the remnant salesroom was brought up and the opinion expressed that sales should be open to employees before being opened to the public. It was explained that during important sales a part of the stock is not put out until 5 o'clock so that employees have as good a choice as morning customers. The store was kept open for employees on several evenings during special sales but very few took advantage of this and the plan was discontinued.

Few employees, it was stated, know the rule which requires an examination at the Medical Department after two weeks' absence and it was suggested that a notice to this effect be posted. (See page —.)

A representative inquired whether Benefit Association dues will be decreased because of the wage readjustment and was told that a reduction is not being considered.

A representative complained that persons living in Cheney houses do not in all cases live up to the requirement that they remove snow and ice from

their sidewalks. This complaint has been reported to the Rent Department.

The meeting adjourned after a short discussion on the improvement in mill activity.

CLERICAL

A REPRESENTATIVE inquired, at the Clerical Works Council meeting, February 10, whether the New York office was included in the wage readjustment. This question was also brought up at the monthly meeting of the Council and the detailed answer then given by Charles Cheney is published elsewhere in this issue.

Horace B. Cheney, who presided, announced that the Vestal Bill, which would protect textile designs, had been reported from the Committee on Patents to the Senate and he was hopeful that favorable action would be taken.

AUXILIARY

IT was reported at the Auxiliary meeting of the Works Council on February 19 that there have been requests for the installation of a Suggestion Box in the Stationery Printing Department. This was reported to Mr. Nickerson, of the Production and Compensation Research Division, who is in charge of suggestions.

A representative reported that the moving of the water pipe in the Paper Box Shop away from a hot water pipe has been completed, and that employees appreciate the change.

The question was put why painters and carpenters were considered to be in the same class as textile workers in the recent wage reduction. The explanation was given that these workers must be considered in the same light as any other Auxiliary Division member and that when the management decides that a reduction in the total payroll must be made, all Auxiliary Division employees are included.

Some Auxiliary Division employees asked through their representative why they were not notified as to their new rates, as was done in the mills. Revised payroll lists were placed in the hands of the foremen with the understanding that employees not officially notified could get their rates by applying to the foremen. The reduction in the Auxiliary Division was uniform and it was not considered necessary to

make a rigid rule of personal notification in this case.

Yarn Dyeing

DURING the February 19 meeting, a representative mentioned the fact that at a previous Works Council meeting a suggestion had been made and since that time a Suggestion Award had been made for the same idea. It was explained that the suggestion had been entered on a suggestion blank and that the investigation of the suggestion had been initiated sometime earlier than the Works Council meeting at which it was brought up. It was also brought out that regardless of whether a suggestion has previously been in the *mind* of another person, the first person to enter the suggestion on the authorized form is regarded as the originator so far as the Suggestion Plan is concerned.

The question was put whether it would be possible to reduce the price of clogs used in the Dyehouse. This will be looked into.

Finishing

A representative asked whether or not men who are working overtime would be allowed to have a smoke during a short recess and was advised that this would be impossible.

Printing

It was suggested that a boy be employed to wash the color dippers in the Color Shop so that color mixers would not be obliged to do this work. This was referred to the Manufacturing Standards Department.

A representative asked for four or five additional aluminum doctor shears for the wide and extra wide machines, to be used on the lower nips. It was felt that they would be a great help to the men on the machines. An estimated cost for making the shears will be secured.

Liquid soap was requested to be used by the Color Shop men after handling lime. The replacement of a liquid soap bottle in the Finishing room was also requested.

VELVET

THE Velvet Mill Works Council met February 18 and discussed the difficulties experienced by employees

Continued on next page

DEPARTMENT MEETINGS

Continued from page 8

when twisting warps composed of 60/65 turns right and left twist yarn. An experiment has been recommended which will relieve the twisting difficulties, but the comparison of finished goods will be the determining factor in deciding whether the new method will be retained.

Some cases of outstanding difference between actual and standard costs were related.



YOU NEED "NERVE" BUT NOT "NERVES"

"NERVES" are nothing more nor less than a bad mental habit of letting emotions take the place of reason.

Nervousness is wasted energy. Calmness, on the other hand, is the rarest quality in human nature. Emerson speaks of the "energy of repose." You have seen men look powerful even when they relax.

If you are nervous, you are irritable. You get that way from failing to adjust yourself to changing conditions, from the worry habit and the hurry habit.

Remember that your own troubles seem greater than those of other people. Think how many people there are who must surely have to carry greater burdens than you do; and yet they manage to keep cool.

Remember that a man's disposition means more than his occupation. Some folks are never satisfied, never surprised, never pleased, never amused, never moved; they are blinded by the light, chilled by the breeze, tormented by the heat and annoyed by the rain. They are most happy when they are miserable; when they sing, they sigh.

The Body and the Brain

The body bears a close relationship to the brain; there is calmness only when the brain rules. Some people work and worry so hard that they do not give their nervous system a chance to recover. You must avail yourself of recreation. Take your time off on Sundays. Rest and play.

Eliminate the things over which

you do not need to worry. Live one day at a time. If you worry about something that you can help, do something about it; if there is nothing that can be done about it, worrying surely will not help.

Remember that most of your troubles are "third-class" worries. They are the "pin-pricks" of life. Rise above them.

If you are subject to "nerves" and cannot, through your reasoning power, get rid of them, find out if there is a physical basis for the trouble. There often is. Be sure your body is in good condition. Have your doctor look you over and give you his advice.

Have a hobby and ride it in all your spare moments. It makes no difference what it is—swimming, tinkering with the old "bus," going to the movies—anything that interests you more than other things.

Anger Hurts Only Yourself

Remember that anger, grouches, and impatience cause changes in the body secretions with injurious results.

Life is a series of mirrors. If you are calm and courteous, most people will reflect those traits back to you. If you growl at somebody, you can be pretty sure that person is going to growl back at you.

Most of our lives are spent in trying to influence others in some way. Can we expect to control others if we cannot control ourselves?

It takes a lot of "nerve" to live and succeed. You will gain in "nerve" as you rid yourself of "nerves."

(National Safety Council)



MAGAZINE SERVICE TO BE SPEEDED UP

A plea is sent out by the Reference Room to all employees who receive magazines. We realize that when you are busy a magazine may lie on your desk for a week, but that doesn't help the person next on the list. Pass on the magazines as soon as you can so that those who come at the bottom of the list will not have to read magazines two months old or more. Complaints have been received from persons whom the magazines reach very late and the situation may be corrected by a little more effort on the part of those earlier in the list.

NEW DIRECTOR FOR BOARDING HOUSES

MISS Priscilla Gilbert of Boston assumed duties as purchasing agent and supervisor for the boarding houses and Cheney Hall restaurant, and also as matron of Chestnut Lodge, on March 9. She succeeds Miss Edna Bragdon, whose resignation will become effective at a later date. Miss Gilbert leaves a position as dietitian of the Lying-In Hospital, Boston, where she supervised the buying and preparation of food for four years. She holds a Bachelor of Science degree from the Stout Institute, Menominee, Wis.



TEXTILE MACHINES LOANED TO SCHOOL

THREE winding machines and a 5B spinner, all of the latest design, have been loaned by the Atwood Machine Co. of Stonington to the local State Trade School, to be used for textile instruction and to be removed only when it becomes necessary to replace them with newer machinery. These up-to-date machines, which will arrive about the middle of this month, will take the place of old equipment and will greatly increase the value of instruction.

The three winding machines of 60 spindles each will make it possible for a student to become proficient in the use of the most modern machinery. One of the machines is motor driven and two are belt driven, giving the student an opportunity to become familiar with both types.

The school does not have a 5B spinner and therefore the addition of one of these machines will introduce a new type of instruction. This machine is motor driven and has 24 spindles.

Arrangement for the loan was made recently when J. G. Echmalian, director of the Trade School, and William McKinney of the Training Department of Cheney Brothers visited the factory at Stonington. The School is grateful to Frank F. Dodge, president of the Atwood Company, and to Joseph Cushman, also of the company, who assisted in the arrangements.

Question Box

QUESTION: What effect will the wage reduction have on Benefit Association dues?

Answer: According to the Benefit Association By-laws, a reclassification of members will be made soon after the beginning of the new fiscal year on April 1. This will automatically put in a lower class those members whose wages have decreased so as to change their class. (Article II, Sec. 4, Benefit Ass'n By-laws). Members who wish to be put in a lower class immediately should apply to the Benefit Ass'n superintendent.

Members are allowed to belong to the class next higher or the class next lower than the one their wages indicate.

QUESTION: Are the running expenses of the Benefit Association paid out of the dues?

Answer: No, they are not. All running expenses are paid by Cheney Brothers in addition to their annual contribution of 25% of the members' total contribution. All members' contributions and Cheney Brothers' 25% contribution are used entirely for benefits. Members do not pay for salaries, rent, supplies or any other expense.

QUESTION: Are any of the Benefit Association funds used for Medical Department expenses or for pensions?

Answer: As stated in the answer to the question above, Benefit Association funds are used for no other purposes than for (1) sick and (2) death benefits. None of the contributions to the Benefit Association are used either for Medical Department expenses or for pensions. Every penny contributed eventually is returned to the members in the form of either benefits or dividends.

▼ ▼ ▼

DR. C. Charles Burlingame, former director of the Medical Department and head of the service department of Cheney Brothers, has been appointed superintendent of the Hartford Retreat, to assume duty April 1. Since leaving South Manchester in 1921, Dr. Burlingame has led a varied career as psychiatrist and hospital administrator and consultant, maintaining an office in New York City for the past ten years.

TWO NURSE'S VISITS FREE TO EMPLOYEE

CHENEY BROTHERS have effected a change in the nursing service sponsored by the Company, aiming to make this service more valuable to those who really need it.

First visits will no longer be made automatically to all employees reported absent on account of illness. Visits will be made only when requested by the patient and the requests for nursing service should be made by calling the Out-Patient Department of the Manchester Memorial hospital. The visits will be made by hospital nurses and not by the nurses in the employ of Cheney Brothers.

Cheney Brothers will pay for the first visit, and when a second visit is necessary, Cheney Brothers will pay for this also. When patients are acutely ill and require more than two visits, the Company will pay one-half of the cost of all visits beyond the second, if the patient is under the care of a physician. Visits will be continued as long as is necessary. The hospital will charge one dollar for all visits and this sum will be paid by Cheney Brothers for the first two visits. After the second visit, Cheney Brothers will pay 50 cents and the patient will pay 50 cents for each visit.

In cases where the patient is unable to pay for visits, Cheney Brothers will bear the entire expense.

The Company will continue to provide nursing care by its own nurses for compensation cases involving persons injured during employment and also for pensioners.

Formerly a list of all persons out of work on account of illness was sent to the hospital and each person was visited by a nurse from the hospital, the cost of these "first" visits being paid by Cheney Brothers. After the first visit, nursing service was supplied to those who requested it and for these subsequent visits the patient paid 50 cents and the Company paid 50 cents.

A report on 200 first visits indicates why a change has been made. In more than three-quarters of the cases, nursing care was not needed. Usually the ailment was minor and the family could give all necessary care. In some cases where the illness was more serious, the patient was under the care of a physician whose instructions the family was able to carry out.

In only seven of the 200 cases was

the nurse's service really needed and three of these were insured by a company which also provides nursing care through the Manchester Memorial hospital.

It seemed wise, therefore, to discontinue the practice of making first visits and to send the nurse only when the absent employee requested her services. The saving accomplished by eliminating the automatic first visit will be applied in part to the second visit which Cheney Brothers will pay for as well as for the first in cases where the nurse is actually needed. It is hoped that under this plan the services of the nurses will reach more people who are in need of their care.

BOWLERS' BANQUET AND ELECTION DUE

THE date set for the annual meeting and bowling banquet of the Girls' A. A. is March 10. The business of the meeting is election of officers and voting on an amendment to the By-Laws. On the nominating committee are Elsie Kleinschmidt, chairman; Irene Brennan, Mary Volkert and Margaret Shay.

Other banquet committees are: 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.

The proposed amendment is worded as follows:

"There shall be the following officers: President; Vice-President for each sport; Recording Secretary; Executive Secretary and Treasurer; and a Board of Directors. The Board of Directors shall be made up as follows: there shall be elected in each major department a Chairman and a Representative from each minor department; the Chairmen and Representatives shall constitute the Board of Directors."

This section now reads: "ARTICLE IV, Section 1: There shall be the following officers: President; Not less than three Vice-Presidents; Recording Secretary; Executive Secretary and Treasurer; and Board of Directors consisting of not more than eleven members. Each major department shall be entitled to have not more than one representative on the Board of Directors."

MAKE TWO CHANGES IN PENSION RULES

TWO changes have been made in Pension regulations effecting future pensions. The limit in the monthly amount payable has been reduced from \$125 to \$100. The method of figuring the amount of the pension has also been altered. Henceforth an employee will receive monthly one per cent of his average actual monthly pay during the ten years next preceding retirement, *for every year of service.*

The rule remains that no pension shall exceed 50 per cent of the average pay as estimated above.

Formerly the pensioned employee received ten per cent of the average monthly pay figured as explained above, *plus* one per cent of the same rate for every year of service.

The changes will result on the average in a 20 per cent reduction in future pensions.

VESTAL BILL WAITS FOR NEXT SESSION

ALL of those people who have been watching with anxiety the progress of the Vestal Bill are very much disappointed that although the measure passed the House, was reported favorably by the Committee on Patents in the Senate and was put upon the Senate Calendar, yet owing to the tremendous pressure for business such as the bonus legislation, the Muscle Shoals affair, the government appropriation bills, confirmation of officials such as Mr. Myer of the Federal Reserve Bank, consideration of the Vestal Bill was postponed and never did reach a vote on the floor of the Senate.

This means that it will have to go into the next congress which does not meet until December of 1931. The Bill will then find itself in a congress in which neither party will have control.

In the meantime the copying of designs is as rampant as ever with no apparent redress in sight.

On The Cover

Four men tend one of the large printing machines in the Dyeing & Finishing Mill.

The cloth travels from the beam showing white at the center of the picture, between a cylinder and the copper shells which print the design, then upward into a drying tower and finally to the rear of the frame where it is rolled on a beam, shown at left. Frederick Behrend, standing at right, watches the cloth for printing imperfections; Samuel Dunlop examines the machinery; in the center Lewis Milligan straightens the cloth before it is printed; and at extreme left Robinson Crockett tends the beam.

QUESTION

QUESTION Do I lose Credit Rating service points if I leave the employ?

Answer: The following deductions are made for broken service:

1. For leaving — giving notice — 10% of points (exceptions noted below.)
2. For leaving — without notice — 25% of points.
3. For discharge — 50% of points.
4. For each full year out of Company's employ — 1 extra point.

After three years of continuous service, following broken service for any reason, an employee is given full credit for his total years of service.

For service broken because of lay-off (due to lack of work or other reasons) or because of illness of self, for a period not in excess of six months, time out is lost, but there is no deduction.

ASS'N SPENT \$1100

Continued from page 2

Administration Expenses (R. Fryer)	65.00
Printing	2.30
Total Expense	\$1,113.20
Cash in Savings Account	2,931.77
Cash in Checking Account	307.23
Total Cash on Hand	\$3,239.00
Balance	\$4,352.20

ELLIS W. CALLIS,
Treasurer.

GIRLS "NEARLY" WIN IN BOWLING BOUT

GIRLS and men of the Industrial Relations Division (with a few outside supporters) had a second bowling bout at the West Side Rec February 13 (Friday).

Adding up the total pinfall for six games, the men were ahead by 178 pins, an average of only 29 pins per game, or (to make it sound worse) only about six pins per player.

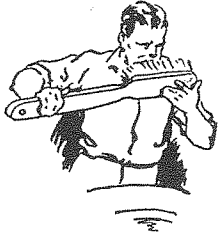
Individual total scores for three games were:

C. Jackmore	295
M. Sherman	269
M. Karpin	268
N. Taggart	263
H. Darling	250
G. Fish	241
G. Hatch	239
R. Hanson	223
A. Paradis	220
M. Shay	214
A. Lashinski	298
T. Smith	286
H. Hill	283
A. Bendall	280
H. Thornton	268
U. J. Lupien	264
C. Griffith	261
R. Bidwell	261
H. McCann	249
Dummy	210

The girls didn't win because Charlie Griffith created a mental hazard by wearing red suspenders.

NOW AND A YEAR AGO

WHILE unemployment continues to be the outstanding subject of public concern, it is interesting to note that the average number employed by Cheney Brothers at South Manchester during February was 89% of the number employed during the corresponding period last February. The total amount of the South Manchester payroll (this includes salaries) for February was 90.7% of the payroll for February, 1930.



One Set Of Teeth For A Lifetime

"Never been to a dentist in my life" was the proud boast of a 52-year-old man. But rheumatism sent him to his doctor. The doctor sent him to a dentist, who found the trouble and cleared it up. This man now boasts of never FAILING to visit his dentist every year.

THE thirty-two reasons why you should take care of your teeth are the thirty-two teeth which nature gave you.

In the dim, dark ages teeth had two purposes in man — to chew food and to settle arguments. We are now convinced that gunpowder is a less personal and more effective means of fighting, but teeth are still much ahead when it comes to roast beef.

Chewing is a fairly popular pastime, not to mention a very beneficial one. If it were thoroughly indulged in three times a day by everyone the world would be considerably better off. Food that is well-chewed is easily digested. And good digestion, of course, is imperative to a happy, healthy life.

Have the Cavities Filled

It takes good teeth to chew good food properly. Chewing is not at all comfortable if your teeth are full of cavities. Have cavities filled, no matter how small they are. A filling in time may save a tooth. At any rate it will save a lot of painful grinding later on.

It takes two false teeth to equal the grinding power of one good tooth!

About eight out of every ten persons suffer from decayed teeth in one way or another. What a pity, when we consider that nature protects the teeth with the hardest substance known in the human body!

Teeth should last a lifetime, and they will, with care.

Brush them regularly. Better after breakfast than before. If you can do

it before and after, better still. Pass it up in the middle of the day if you must, but be sure to get at it the last thing at night. *The greatest amount of decay occurs at night when the mouth is quiet.* Use salt water, or plain hot water, as a rinse before you go to bed.

It's the amount of elbow-grease, along with tooth-paste, that counts in brushing the teeth.

How to Brush Teeth

Now as to how you should brush your teeth. Scrubbing the surface — the part that shows — isn't enough. Use a brush small enough so you can get in between the teeth. Work in,

out, up and down. A large brush won't do the job.

Dentists tell us to use "dental floss" to clean between the teeth where food lodges and causes decay.

Candy, cake and other sweets help to decay the teeth. Eat them sparingly.

Teeth have much to do with general health. Pus sacs at the roots spread poison through the body. That poison is carried into the blood and may attack the heart, the kidneys or the joints.

See your dentist every six months for a periodic checkup. You may have pyorrhea which can be stopped by immediate treatment. The care of your gums is important. A few dollars once a year will pay for a complete X-ray of your mouth.

It doesn't cost much to keep your teeth and mouth in good condition. And you will enjoy life a lot more if you keep your dentist "looking down in the mouth."

(National Safety Council)

CHENEY HALL SALESROOM
IS NOW SHOWING

Spring Prints

A large collection of print remnants for Spring and Summer wear are on sale.

You are Invited to visit the Salesroom to see the colors and designs now available.

CHENEY BROTHERS

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