

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



New Works Council members, left to right: Frank Tiffany, Joseph McCaughey, Thomas Raby, Kerwin Elliott, Edward Wilson, Thomas Flavell, John Aliansky, Henry Coleman, William Dillon, Elizabeth Johnson, Margaret Dimlow, James Hynes, Sarah Pentland. Dennis McGuire is eclipsed by Mr. Hynes.

Published By Cheney Brothers
South Manchester, Conn.

Vol. 2

NOVEMBER 1931

No. 8

CHENEY SILK NEWS

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

BRANCH OFFICES

New York Philadelphia Chicago
Los Angeles Boston

EDITORIAL COMMITTEE

(Members of Works Council)

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

EDITOR

Margaret C. Shay

A CONTRIBUTION

AN employee sent to the editor a request to print the following editorial from "Industry and Labor".

"That's Not My Job!"

How often one hears that expression in the factory, on the construction job, in the office, the store, the shop. Did you ever notice the type of worker who usually makes that remark?

From the time we are old enough to hide behind mother's petticoats it is the perplexing habit of many of us to "pass the buck." It has become a favorite American indoor and outdoor sport.

Whether or not the modern mother wears petticoats isn't of concern. Youth will find something to hide behind. Of course, in adolescent days mother is willing to take the blame.

In business it is different; in business it's the management with whom we are concerned. They will not and should not be expected to suffer inconveniences and losses while one employee scraps it out with another as to whose job it is.

As one foreman tersely remarked at at recent employees' get-together meeting: "It makes me sick to hear an employee say, 'Well, that's not my job; I went as far as I could.'"

Your company has but one pocket-book and you are all paid out of that pocketbook. When it comes down to brass tacks such buck-passing words as "departments," "other fellows'

They Won Suggestion Awards

(Names of suggesters are not published unless they consent.)

ARTHUR MCGOWAN
Scheduling Div.

Protecting asbestos covering on piping at Palmer Finisher with wooden frame.

PAUL LAMPRECHT
Aux. — Paper Box

Saving time in locating truck drivers by installing telephone bell outside Paper Box Shop.

WILLIAM DOWD
Ind. Rel. — Watching

Saving light in Velvet Mill halls at night.

ALEXANDER MADDEN
B. G. Weaving Dept.

Saving time in locating ratchet pick wheels by keeping them on rack in basement when not in use; having some one go through all weave rooms once weekly to pick up wheels taken off looms and return them to basement.

Your Idea May Solve This One

Suggestions are wanted on the following subject:

"A method to cure matted pile on Transparent Velvets."

Accident Record—October Period

1. Cuts and lacerations on fingers and hands from handling materials and tools	7
2. Strains — back and shoulders, 2 from continuous repetition of operation back, 1 from lifting elbow, 1 from throwing electric switch abdominal, 1 from broken truck handle ankle, 1 from turn while walking	6
3. Contusions, 4 on head and nose from falling objects 1 on chin from slipping pinch bar	5
4. Foreign body in eye	2
5. Cuts on wrist from bumping and scraping	2
6. Contusions of knee from bumping and falling	2
7. Burns on hands, 1 from acid, 1 from steam	2
8. Contusion of back from falling	1
Total	27
Two lost time accidents — 1, 13½ days 1, 6 days	
Total lost time 19½ days	

job," etc., are meaningless, miserable excuses.

If common sense doesn't help you, try taking the blame yourself once. It's surprising how consoling and self-building it can be!

Industry quotes the following from the National City Bank of New York Bulletin:

"A wage reduced 10 per cent from 1929 will now buy more than it would in that year. According to the National Industrial Conference Board's investigations, the cost of living in August was 14.7 per cent lower than in the same month of 1929.

"Food and clothing show the largest declines. . . ."

NEW WORKS REPRESENTATIVES TAKE OFFICE

Dennis McGuire of Velvet Mill, A Relected Member,
Becomes Chairman—Committees Formed

DENNIS J. MCGUIRE, a member of the Works Council in previous years, was elected chairman of the newly elected Council at its organization meeting last month. Mr. McGuire, a velvet weaver, represents the Weaving, Loomfixing and Twisting groups of the Velvet mill.

Other officers and committees were chosen as follows: Vice Chairman, C. Leroy Norris; secretary, Arthur Larder.

Planning Committee, Ralph Von Deck, chairman; William Dillon, James Hynes, Thomas Raby, Clara Jackmore.

Safety and Sanitation Committee, Nellie Rock, William Hughes.

Editorial Committee, Dennis J. McGuire, C. Leroy Norris, Arthur Larder.

On the new Council are ten re-elected members and twelve new ones.

The committees for each department are given below, one member representing the employees, the other member representing Cheney Brothers. In the final elections a few substitutions were made on committees: William Black for William Kennedy for department accommodation; Lyle Thayer for Eva Armstrong, Elizabeth Dimlow for Sara Pentland and Joseph Benson for James Hynes, after the original committee member had been nominated for election.

Election Committees

Clerical Workers—Service Dept., Laboratories of D. & F. Mills, and Misc.

C. B. Chas. Zielensky
Emp. Oscar Wilson

B. G. Weaving, Loomfixing, etc.

C. B. Wm. Kennedy
(William Black)

Emp. John Cargo

Warping, Winding, Quilling, Trimming.

C. B. Katherine Modean
Emp. Nellie Rock

Velvet Weaving, Loomfixing, Twisting, etc.

C. B. Algot Johnson
Emp. A. Larder

Warping, Winding, Quilling, Finishing.

C. B. Mary Volkert Hope

Here's the full list of employee representatives:

REPRESENTATIVES

ROY NORRIS (reelected)
KERWIN ELLIOTT

JOSEPH MCCAUGHEY
HENRY COLEMAN
CLARA JACKMORE (reelected)

DENNIS MCGUIRE
(served previously)

JOHN ALIANSKY
NELLIE ROCK (reelected)
FRANK TIFFANY
ARTHUR LARDER (reelected)
EDWARD WILSON
WILLIAM G. HUGHES (reelected)
MARGARET DIMLOW
MARTHA POPPLE (reelected)
ELIZABETH JOHNSON
(served previously)
SARAH PENTLAND

THOMAS FLAVELL
JOHN CARGO (reelected)
THOMAS RABY
JAMES HYNES
RALPH VON DECK (reelected)

WILLIAM DILLON

MILL GROUP

Clerical Workers, Industrial Relations Div.
Product Orig. Div. and Storekeepers
Broad Goods Weaving Mill
Wvg., Loomfixing, Beaming, Twisting,
Insp., etc.
Warping, Quilling, Trimming, etc.
Velvet Mill
Weaving, Loomfixing, Twisting, etc.

Warping, Winding, Quilling, Finishing,
etc.

Cravat Department
Spinning Mill
Dressing Mill and Wash House

Winding & Spooling
Throwing, (Ribbon) and Yarn Testing
Dept.

Throwing, (B. G. Weaving)

Dyeing & Finishing Mills
Piece Dyeing, Preparation and Cleaning
Finishing, Folding and Shipping
Printing, Engraving and Steaming

Yarn Dyeing

Power & Heat, Millwrights, Mill Engineers,
Stationery Printing, Machine Shop, Elec-
tricians and Railroad

Painters, Outside Carpenters, Inside Car-
penters, Paper Box and Outside Labor

Emp. Clara Jackmore
Cravat Dept.

C. B. Eva Armstrong
(Lyle Thayer)

Emp. Helen Waskiewich
Spinning Mill.

C. B. Constance Dellafera
Emp. Edith Jackson

Dressing Mill & Wash House.

C. B. Dynes Atkinson
Emp. Leroy Norris

Winding & Spooling, and Yarn Ship-

ping.

C. B. Mary Stratton
Emp. Edith Jackson

Throwing Dept. (Weaving).

C. B. Sara Pentland
(Elizabeth Dimlow)

Emp. Martha Popple
Yarn Testing Dept. and Throwing

Dept. (Ribbon).

C. B. Helen Czkalski
Emp. Helen Waskiewich

D. & F.—Piece Dyeing, Prep. &

Clean.

C. B. Max Lautenbach
Emp. George Hahn

Finishing, Folding & Shipping.

C. B. James Wilson
Emp. A. Swenson

Printing, Engraving, Steaming, and

Repairing.

C. B. Robert Holmes
Emp. J. Bensché

Yarn Dyeing.

C. B. James Hynes
(Joseph Benson)

Emp. Wm. Hughes

Machine Shop, Power & Heat, Mill-

wrights, Mill Engineers, Stationery

Print, Electricians and Railroad.

C. B. Al Robinson
Emp. P. Mooney

Outside Labor, Painters, Outside &

Inside Carpenters, & Paper Box.

C. B. Fred Corbett
Emp. Wm. Mitchell

Emp. Ralph Von Deck

TAG IDENTIFIES CHENEY FABRIC



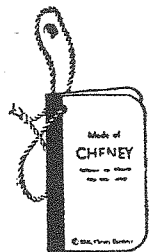
"BEWARE of Mistaken Identity," says the Cheney advertisement* which features the amusing sketch above. "Regard the embarrassment of this young blade on discovering that his choice is not what he thought it was. Remember your own when the end of the season unmasks the shabby fabric that appeared to be a worthy, honest weave when you bought it.

* In *Women's Wear Daily*.

"Protect yourself against the discomfort of such denouements by insisting on garments identified for quality by the Cheney Fashion-Safety tag. Every garment so marked brings the assurance of quality materials and quality makers. . . ."

The Cheney identification tag is attached to the ready-made garment as an identification mark for both the retailer and the woman who buys the dress.

CHENEY
VELVETS



CHENEY
SILKS

DESIGN REGISTRATION PROVES SUCCESSFUL

THAT the textile industry is at last making headway toward the protection of original designs against copy is shown by the success of the Textile Design Registration Bureau sponsored by the Silk Association of America. Many manufacturers and most of the printers have either joined the Bureau formally or agreed to cooperate with it. According to estimate,

98 per cent of the engravers of silk designs are lending support.

Cotton and rayon houses as well as silk concerns have recognized the advantages offered by the Bureau and are registering their designs.

The Bureau has worked out a simple procedure for design registration, filing and comparing. Designs accepted as original by the Bureau will bear this fact upon a tag attached to the finished goods, so that the authenticity of the design can be recognized by the customer.

Cheney Brothers have for many

years striven to procure legal protection for their original designs. Horace B. Cheney has represented the Company in its efforts to obtain legislation. The action taken by the Silk Association of America in setting up a registration system for designs was intended to alleviate the piracy situation until a protection bill is passed by Congress.

BOWLING TEAMS

FIFTY Girls' A. A. members were at the annual harvest supper served by Osano at the West Side Rec Oct. 21. Helen Gustafson planned the decorations and Ruth Hanson, president, was in charge of the entertainment following supper.

Girls are bowling every week, with Nan Taggart in charge.

The teams:

Throwing No. 1—Eleanor Royce, capt., Stella Varrick, Minnie Marks, Louise Reinartz, Helen Frederickson.

Throwing No. 2—Martha Hadden, capt., Margaret Ryan, Anna Wolfram, Clara Ott, Clementine Kasalsky.

Cravat No. 1—Helen Gustafson, capt., Cecelia Dion, Margaret Shirshac, Martha Reinartz, Effie Geddis.

Cravat No. 2—Elsie Kleinschmidt, capt., Elizabeth Lielasus, Pauline Reale, Anna Reale, Mildred Goldsnider.

Main Office No. 1—Alice Paradis, capt., Martha Kissmann, Florence Madden, Edna McCourt, Veronica McGann.

Main Office No. 2—Mildred Metcalf, capt., Lillian Hicking, Mary Sullivan, Isabelle Brown, Lucy Ladd.

Weaving No. 1—Emily Kissmann, capt., Gertrude Nelson, Anna Shea, Pearl Burke, Annette Taggart.

Weaving No. 2—Clara Jackmore, capt., Flora Nelson, Mary Strong, Jennie Berk, Ida Jarvis.

Velvet No. 1—Mae Sherman, capt., Marcella Karpin, Esther Robinson, Eva Peterson, Catherine Schnauble.

Velvet No. 2—Florence Sheekey, capt., Elsie Edwards, Ruth Hanson, Albina Raccagni, Mary Arson.

GET-TOGETHER

The Get-Together Club will have its first meeting for the season this month, says Karl Johnson, president. The program wasn't planned in time for us to tell you about it here.

UNEMPLOYMENT RELIEF PLAN GETS UNDERWAY

Stephen C. Hale Tells Works Council How Committee Was Organized To Help Jobless

TACKLING unemployment relief, the biggest problem which the community faces today, was discussed at the monthly Works Council meeting Oct. 19 by Stephen C. Hale, Auxiliary Division head, who spoke as temporary chairman of Manchester's committee to relieve unemployment.

The three main achievements of the relief committee which served last year, Mr. Hale said, were the registration of the unemployed at the Chamber of Commerce office, the publicity campaign for creation of jobs by individuals, and the recommendation for a \$50,000 relief appropriation, which was approved at a special town meeting.

Realizing that the coming winter would be even more serious than the last, the committee which served last year, when Mr. Hale was general chairman, met unofficially and started to push plans for a new organization which would be authorized by the Town to set up a practical employment relief organization to function during the coming months.

The Executive Committee established as a result of this action has received from the Board of Selectmen full authority to carry on a program of unemployment relief, to handle all emergency employment including municipal projects which require workers in addition to the regular departments, and to provide the additional workers for such projects.

The Committee's plan of action is given below. The first item, incorporation, which has already been accomplished, was necessary the better to protect both the workman and the Committee members, since otherwise the Committee members would become personally liable under the Workmen's Compensation Act, for work injuries to any person employed by them.

Plan of Action

1. Incorporate
2. Raise Funds
 - a. Voluntary subscriptions through payroll deductions.
 - b. Voluntary subscriptions from individuals or organizations.
 - c. Subscribers may request of the

Committee that work be done for them up to the amount of their subscription.

- d. Private individuals or firms may specify work beyond their subscriptions by contracting for the same through the Committee.
3. Administer Funds Raised
 - a. Registration (of unemployed).
 - b. Investigation (of individual cases, number in family working, etc.)
 - c. Finding jobs and creating new jobs.
 - d. Assigning unemployed to jobs.
4. Headquarters
Room in Municipal Building, where Committee can easily keep in touch with Town activities.

Permanent Organization

Following is the outline of permanent organization, with the names of present office holders.

1. Name: Manchester Emergency Employment Association, Inc.
2. Purpose: To raise and administer emergency funds for the benefit of Manchester's unemployed residents and their families.
3. Officers:

President — Fred A. Verplanck
Vice President — Stephen C. Hale
Executive Secretary — Eldrid J. McCabe.
Secretary
Treasurer — Frank Cheney, Jr.
4. Directors: five to twelve directors to include members of Executive Committee.
5. Executive Committee: To include officers and directors. Mr. Verplanck, Mr. Hale, Mr. McCabe, E. J. Holl, W. J. Shea, U. J.

- Lupien, W. George Glenney.
6. Permanent Committees
 - a. *Registration*—to register unemployed, classify and assign them to jobs. E. J. McCabe, chairman.
 - b. *Finance*—to raise and dispense funds. Composed of two bankers, two manufacturers, two merchants. Lawrence Case, chairman, LaMotte Russell, Lewis H. Sipe, E. J. Murphy, W. W. Robertson and Frank Anderson.
 - c. *Investigation*—conducted by a trained investigator selected if possible from among Manchester's unemployed. Committee to be responsible for all relief investigations, and to use volunteer investigators; also to maintain records cooperating with Registration Committee, Town Charities Department and other relief agencies to prevent duplication. E. J. McCabe, chairman.
 - d. *Work Creation*—To find jobs or create them for unemployed and to recommend wage rates. U. J. Lupien, chairman, Edward J. Holl, Laberge H. Geer, Horace Murphy, Charles Loomis, Thomas J. Conran, Dennis J. McGuire.

To assist communities in solving their own local unemployment problems, the Government is conducting a national stimulation campaign which began Oct. 20 and will continue through Nov. 20. This government propaganda urges everyone who has a job to share.

Mr. Hale pointed out an increasingly popular plan, suggested by an employee of Cheney Brothers, which provides that any person who gives funds to aid the unemployed may requisition labor up to the amount donated. There is the double advantage that the giver receives service in return and the unemployed person has an opportunity to work. This idea has been incorporated into



See your mouth as others see it.

Continued on next page

Departmental Meetings

AUXILIARY

IMPROVEMENT in traffic conditions has resulted from the change at the main trucking door of the Broad Goods Warehouse, it was reported at the Auxiliary Works Council meeting Oct. 16. Drivers of outside trucks were to be instructed in the proper use of the improved facilities.

The probable winter working hours for painters and carpenters were discussed. It was stated that there was no possibility of increase in these departments and that there was a possibility of further curtailment. The alternating plan of lay-off is being

used, because it is realized that the most valuable employees are on the payroll now and an effort is being made to retain these for the time when Cheney Brothers will have to increase forces to maintain the Company's property.

A discussion followed on general subjects.

Departmental meetings were omitted in the Piece Dyeing, Printing & Finishing, Yarn Dye, Broad Goods Weaving, Velvet and Throwing Departments on account of the annual Works Council election.

task and bonus plan. Bonus employees will be paid in addition to their day pay the present full bonus for accomplishment of the task. For production in excess of the task, however, payment will be made for one-half of the amount of the gain over the task.

This change will be felt only by those earning individual production bonus and more especially by those who have customarily exceeded their task by a high percentage.

The third and final change is a graduated reduction in hourly rates as follows:

1. No change is made in hourly rates of women receiving 25 cents or less, or of men receiving 35 cents or less per hour.

2. In the case of women receiving between 26 and 30 cents per hour inclusive, and men receiving from 36 to 40 cents per hour inclusive, a deduction of one cent per hour is made. Women receiving more than 30 and men more than 40 cents per hour, but less than 75, receive a deduction of one cent per hour.

Cases of employees who do not always work on the same type of job and who would sometimes be affected by the change in the bonus plan as described above, and at other times would not be affected, have been considered individually, as to whether the deduction should be one or two cents per hour.

Before the changes brought about by the Works Council, all employees not affected by the bonus change, receiving more than 25 for women or more than 35 for men, and up to 75 cents per hour, were to have a two cent reduction per hour.

3. A reduction of three cents per hour is made in hourly rates of employees receiving more than 75 cents per hour.

It is felt that the necessary economy is brought about by these adjustments with least hardship for those who are already in a difficult earning position.

While putting these changes into effect Cheney Brothers impressed upon the Works Council the necessity for continuing to make every possible reduction in overhead. In line with this effort, they have already explained to the Works Council their proposal to abolish the Company's cash contribution to the Benefit Association.

UNEMPLOYMENT RELIEF PLAN NOW UNDERWAY

Continued from page 5

the operating plan of Manchester's committee.

Charles Cheney presided at the meeting. No communications were received from the employee representatives. Clifford D. Cheney was called upon to give an account of the recent amalgamation of the Research Laboratory and the Dyeing & Finishing section of the Standards Department. He stated that on many occasions it had been found necessary to decide, when a problem arose in one of the mills, whether its solution was the province of the Standards Department, which devoted itself to the more mechanical problems, or whether it was the province of the Research Laboratory, which had jurisdiction over matters of chemical research.

Therefore, when Dr. Paul Massini came to Cheney Brothers, it was decided that all research problems of the Dyeing & Finishing mill could be united under him. The department so formed is the Chemical Laboratory department, and assisting Dr. Massini is James Craig, formerly in charge of the Dyeing & Finishing section of the Standards Department. Dr. Massini's experience includes twenty years with the National Silk Dyeing Company of Paterson, N. J.

Howell Cheney explained the proposal of Cheney Brothers and the directors of the Benefit Association to abolish Cheney Brothers' contribution to the Benefit Association of 25 per cent of the contributions of members. This matter is explained in detail on another page of this issue.

NEW WAGE RATES EFFECTIVE NOV. 9

AS a further step in the economy program which Cheney Brothers have adopted in order to adjust themselves to the present economic situation, and to continue to meet competition, they explained to the Works Council a readjustment of hourly wage rates which became effective Nov. 9. This readjustment was preceded by more severe changes in salary and weekly rates, as already announced, which followed along the general lines of reducing the upper scale of compensation more materially than the lower.

The hourly rate changes were also planned so that those who received the lower wages would be affected only slightly; and those who earned the higher wages would be affected more definitely.

A change in the original plan was made after employee members of the Works Council asked for a plan which would be even more lenient toward employees in the lower ranges of wages. This alteration is explained under (2), paragraph nine.

The first reduction was accomplished through a change in the overtime rule allowing time and one-half. Hereafter straight time will be paid for all hours in excess of regular schedules, except that time and one-half will be paid for work between 6:00 P. M. on Saturday and 7:18 A. M. on Monday, and for time worked on holidays (excluding those regularly employed on these days, such as firemen and watchmen). Ten per cent will be added to night work wages as formerly.

The second reduction affects the

PROPOSE TO ABOLISH COMPANY'S CASH GIFT TO BENEFIT ASS'N

THE following communication is received from the Directors of the Company and the Trustees of the Benefit Association:

"The Directors of Cheney Brothers and the Trustees of the Benefit Association wish to suggest to the members of the Association that the Constitution be amended in Article VII, headed 'Contract with Cheney Brothers', by omitting paragraph C which reads as follows:

"To pay in each fiscal year in monthly installments into the employees' benefit fund an amount equal to 25% of the sum of all of the contributions made by members during such fiscal year."

"If the proposed amendment should be made, by vote of the members, Cheney Brothers would still continue to pay all operating expenses of the Association, including salaries of officers, etc., and to guarantee the payment of all sick, accident and death benefits, and also benefits in excess of those required by the Workman's Compensation Act, by making up any deficits which may occur. The Company would no longer pay in cash, into the treasury of the Association, 25 per cent of the contributions made by the members.

"**T**HE chief reason for the proposal to eliminate the cash contribution is that it is necessary for Cheney Brothers to exercise economy in every possible way and to spend only for necessities. When most rigid economies are found necessary, we believe that Cheney Brothers' contribution in cash, averaging about \$13,000 per year, is an unwarranted expense.

"If the cash contribution were abolished, Cheney Brothers would still be contributing yearly about \$23,000 to the Association, for administration, salaries, and so forth, for medical attention and for benefits in excess of those required by the Workmen's Compensation Act.

"Administration expenses of the Benefit Association for 1928-1930 inclusive averaged \$14,600 per year. Accident benefits in excess of those

required by law and given by Cheney Brothers to employees who are members of the Association have averaged about \$1,660 yearly for the same period. Medical attention for Benefit Association members is costing \$7,000 per year (this figure is calculated according to the present reduced size of the Medical Department). These three items total about \$23,000 per year, a sum which seems sufficient for Cheney Brothers to pay in return for the benefit which the Company derives from the existence of a Benefit Association, especially at a time when every company is drastically reducing overhead, and striving to increase employment.

"It is also felt that the cash contributions of Cheney Brothers, during the approximate twenty years since the Benefit Association was formed, have just about equalled the surplus which has been distributed in dividends, plus a part of the reserve set aside for the current five year period. Therefore, Cheney Brothers' cash contributions are not necessary to fulfill the original purpose of the Benefit Association, which is to furnish sick and death benefits.

"**T**HE experience of the Association shows the following facts:

"1. That for the twenty year period beginning in 1911 when the Benefit Association was formed and ending in 1931, the total contributions of members were \$19,841.12 in excess of the disbursements for sick and death benefits. This fact shows that the contributions of members have in the past been sufficient over a long period to take care of the benefits paid out.

"2. That, from the time the Benefit Association was started to April 1, 1931, Cheney Brothers have contributed in cash to the Benefit Association treasury the sum of \$213,191.47, which has made possible the greater part of the interest totaling \$60,372.86 earned during the twenty years.

"3. The dividends paid in 1929 to full members amounted to \$182,773.39 and the dividends of

1931 amounted to \$66,489.13 making a total of \$249,262.52 paid to members during this time.

"4. The dividends paid to date have accrued because of the addition of Cheney Brothers' contributions, and the interest earned by them. Cheney Brothers' contributions and the interest earned by them have also helped to form the reserve fund of \$58,768.55 set aside for the current five year period, the rest of this sum being supplied by the surplus of members' contributions over sick and death benefits.

"5. If the proposed amendment is accepted and Cheney Brothers discontinue making cash contributions, there will be little if any money accumulated for distribution as dividends.

"However, with the other clauses of Article VII still in effect, the members will be certain that their sick, accident and death benefits will be paid because Cheney Brothers will make up any deficit which may occur during a five year period. At the same time, it will be possible for Cheney Brothers to save approximately \$13,000 per year, which together with other savings will the better enable them to meet competition, a situation more beneficial both to the members and to Cheney Brothers.

"It has become apparent that the paying of cash dividends to members at the end of five year periods is not accomplishing any very useful purpose. It has amounted to an uncertain payment once in five years of less than five dollars per year to each member. The Benefit Association was created to relieve distress. The dividends bear no appreciable relation to this aim.

"In consideration of the above facts, and in consideration of the fact that the basic plan of the Benefit Association may have to be changed if its expense to Cheney Brothers is not reduced, we, the Directors of Cheney Brothers and the Trustees of the Benefit Association, recommend an amendment to the Constitution of the Benefit Association of Cheney Brothers to omit Paragraph C of Article VII. The matter will be put before the members for voting in the near future.

Directors of Cheney Brothers,
Trustees of Benefit Association."

BROAD GOODS PREMIUMS VARY WITH QUALITY REQUIREMENTS

The general plan for premium awards in broad goods weaving is much the same as the system for velvet premiums, described in the last issue of Cheney Silk News. The chief variations are due to the fact that a high grade of quality is much more desired in some broad goods commissions than in others.

As in velvet weaving, there is a limited range of quality in which no premium is given and no deduction made. For commissions that are to be mostly printed the range is the same as in velvets, from 80% to 90% quality. For commissions that are to be completely piece dyed, the standard is somewhat higher, and deductions are made below 85%; premium is paid above 90% quality.

Because the quality requirements of commissions vary considerably, there are four scales of premium payment, or rather only three since on one of the four classes of goods, no premium at all is paid. For 100% quality on the other three groups, 30% of the even bonus is paid in one case, 60% of the even bonus in another, and 100% of the even bonus in the third, which is the class requiring the highest degree of quality. In each case, the percentage of premium decreases with the quality of the particular piece of goods in question, down to 90%, at which point premium ceases to be paid.

Whenever a new commission is introduced, a group representing the manufacturing departments, the Standards Department and the Quality Control Division, decide in which of the three quality groups the new commission belongs, or whether any premium for quality is necessary at all.

Below is represented briefly the limits of the scales used:

Piece Dyed Commissions

Quality Per Cent	
60% or below	— 100% deduction of bonus, down to
84.9%	— 1% deduction of bonus
85%-90%	— No deduction, no premium
90.1%	— 1% premium, up to
100%	— 100% premium

All Other Commissions

Quality Per Cent	
50% or below	— 100% deduction of bonus, down to
79.9%	— 1% deduction of bonus
80%-90%	— No deduction, no premium
90.1%	— 1% premium, up to
100%	— 60% or 30% premium, depending upon commission.

As in the case of velvets, any "additional bonus" a weaver may have earned is not taken into consideration in figuring the premium.

When weavers are working on day and night shifts, or on triple shifts, their quality is kept track of individually. Their quality cards are held over until they have woven the equivalent of a full cut, and the actual quality is then figured.

An arbitrary scale of premiums has been set up for weaving projects and samples.

Question Box

QUESTION: "What are we paying benefits for? I belong to the Benefit Association and am paying \$1.95 each month. A short time ago I had reason to go down to the Medical Department for treatment. I was there fifteen minutes and was charged one dollar. Benefit Member for the Past Eleven Years."

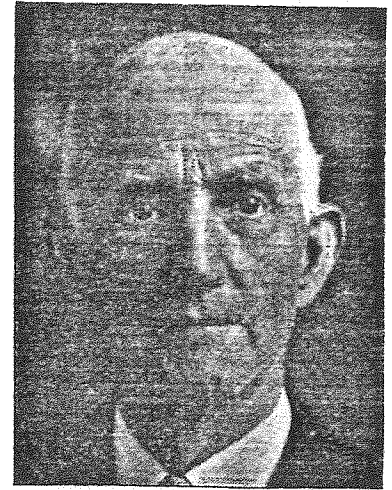
Answer: Members of the Benefit Association pay for sickness benefits and death benefits and dividends. Their funds are used for no other purpose. When a member is out of work, on account of illness, he receives so much per week from the Benefit Association. If a full member dies, his estate receives a certain sum.

It is for these three types of benefit, and for these alone, that the member pays dues.

A general impression seems to persist among employees that the Medical Department and the Benefit Association function as one organization. They are entirely separate departments.

As a matter of fact, no employee

PENSIONED



DRAPER BENSON

During the largest part of his service of forty-five years, before pensioning Nov. 1, Mr. Benson was a weaver in the Broad Goods mill. He lives at 31 Lilley street.



JOHN CROSKY

Mr. Croskey was a cleaner in the Dyeing & Finishing Mill before receiving a pension the first of this month. His home is at 58 Eldridge street.

pays for medical treatment by the doctor. If he comes to the Medical Department during working hours, a deduction is made for the time during which he is not producing. But if he comes after 5 o'clock, he neither loses time nor pays for seeing the doctor. Charges are made for certain kinds of treatment, laboratory, X-ray and physiotherapy services, and it was evidently for this type of service that the writer of the above question paid.