

CHENEY SILK NEWS

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WORKS COUNCIL ELECTIONS SOON

Primaries Set For Oct. 20, Finals A Week Later— Management Will Appoint Its Representatives

The eighth annual election of the Works Council will be held throughout the plant October ~~20~~²⁷, following the primary elections October ~~27~~²⁰.

The list of achievements published elsewhere in this issue demonstrates, in part, how the Council serves the rank and file of employees by very definite services, and should convince employees that both their own personal interests and the welfare of the establishment as a whole are improved by the selection of capable representatives.

All employees of the Company have a right to vote, with the following exceptions:

1. Foreman.
2. Assistant foremen or second-hands.
3. Those who have power of supervision and discipline.
4. Employees on the monthly salary list.

All employees of the Company, with the exception of the same groups that are not entitled to vote, may be elected, providing they have the following qualifications:

1. A service record with the Company of not less than two years.
2. Citizenship in the United States.
3. Age of not less than 21 years.
4. Ability to speak, read and write English.

Some departments are entitled to one representative; some to two representatives. In the primary balloting, each voter nominates one or two persons, according to the number of representatives his department is to have. When the primary votes are counted, in a department having one representative, the three employees receiving the largest number of votes are named on the final ballot. In a department entitled to two representatives, the six employees having the largest number of votes are named on the ballot. In

the final balloting, as in the primary election, each voter casts his ballot for one of the three nominees, or for two of the six, as the case may be. In case of a tie, the extra name, or names, is printed on the ballot.

It is the duty of the management to supply to the Election Committee a list of the names of employees eligible to vote. The Committee checks the blank ballots for both primary and final elections against this list.

Blank ballots for both primary and final elections will be distributed by the timekeepers through the time card racks in each department, and after these ballots have been checked against the check list they will be deposited in ballot boxes under the direction of the Election Committee. The Committee will be able to supply blank ballots to employees who do not have their own ballots with them.

Each department has an Election Committee consisting of two employees each. One of these members is named by the management, the other by the employee representatives of the Works Council from among their members. But no employee representative may serve on the Election Committee in his own department.

The Election Committee will declare elected the employee having the largest number of votes in a department that has one representative. In those departments where provision is made for two representatives, the Committee will declare elected the two employees having the largest number of votes. In case of a tie, the choice will be determined by lot.

The choice of employee representatives is the responsibility of the employees alone. The management has no part in the election, except in co-operating in arranging the facilities for voting and in providing one management representative on each de-

partment's Election Committee.

Similarly, the management appoints its own representatives, and the two groups of management and employee representatives together constitute the Works Council.

If you receive extra magazines, do not waste them! Return them to the Editor, Main Office.

Question Box

Questions which employees wish answered in this column may be written on blanks obtained from the Suggestion Boxes, and may then be dropped in the Suggestion Boxes, or sent to the Editor. Questions should be signed by the individual or approved by a Works Council member. Employees may also obtain question blanks from Works representatives.

QUESTION: May weekly rate employees absent themselves from work for illness or other reason without losing wages?

Answer: At the discretion of their department managers, weekly rate employees may be allowed absence during any one year for a maximum of fifty hours for any cause. It is within the discretion of the department heads to decide what absences shall be excused within this maximum time and what absences wages will be deducted.

In no case, however, after fifty hours of absences have been excused, will wages be allowed for further absence even though the reason may be illness or some other unavoidable cause, unless it be in the case of death in one's immediate family.

QUESTION: A weekly rate employee was absent on account of illness for two days following the end of his vacation. Pay was deducted for the two days. What is the ruling in this case?

Answer: Wages are not allowed to any weekly rate employee for absences immediately preceding or immediately following a vacation, whether the cause is illness or other reasons.

CHENEY HALL—A MARVEL OF THE SIXTIES

When Coach Service To Hartford Cost Half A Week's
Wage, Cheney Hall Housed All Local Festivities

When Cheney Hall was built by Cheney Brothers in 1867 as a mill community center, it was the most imposing structure of its kind in all Hartford County. It was generally regarded as a wonderful thing, and there was nothing like it for many miles around. Seeing it today, after 63 years, the Hall is still imposing; so it can be imagined with what marveling its construction was viewed in the sixties.

On the great occasion of the dedication of the hall, upon its completion in 1867, no lesser a man than Horace Greeley delivered the formal lecture.

Although privately owned, the Hall took on the character of a public building. All were welcome to use it. A variety of events went on inside it and it became the center of the life of the town. There were religious services, suppers, dances and concerts.

In those days when there was no automobile, entertainment had to be had right at home, and the Hall was a boon. The common custom, when one wished to go to Hartford for an evening's entertainment, was to hire a coach (unless indeed one could *own* a coach) at the price of five dollars the evening, to go and to come. There could also be had a special arrangement whereby one might take the coach as often as one wished at the monthly rate of ten dollars. Such prohibitive expense made journeying a rare experience and kept people in the town. True, there was the railroad, but its last trip brought one homeward near seven o'clock.

So community affairs flourished. The Hall was constantly used for social purposes and for quite a period was the regular scene of religious services. At the time of a reorganization of the Center Congregational church, one part of the congregation held services in Cheney Hall. There was no regular minister, and the services were

conducted by visiting clergymen of all denominations. At this time a choir directed by Benjamin F. Leavens furnished music.

Cheney Hall was also the center of all the musical affairs of the town. Concerts were given by local and out of town organizations. At one time, it was the headquarters for Company G of the Connecticut National Guard, which had its armory in the top story. It was also the headquarters of Cheney's Band, made up of employees, later known as the band of the Connecticut First Regiment. When the G. A. R. members were numerous, they held famous bean suppers in Cheney Hall.

For many years the South Manchester public library was located in a basement room, until it was removed to a building near the Ninth District school on Wells Street. This library took its origin from a small collection of books which were read to the reel- ing girls while at work.

During all this time, Cheney Hall was the only place of its size in town and was naturally needed for many occasions. But during the last years, the development of recreational facilities in other parts of the town has interfered with its hold upon the activities of the townspeople. With the exception of the use of the basement as a restaurant and banquet hall, and of the main hall for a few parties a year, Cheney Hall has not been much in demand.

The Hall is the natural place, therefore, to house the enlarged remnant salesroom which the increased volume of sales has made imperative.

The salesroom equipment, however, is being arranged in such a way that the entire hall can be cleared for an evening event. The steel cabinets which will hold the stock, the display

tables and counters will all be removable.

With the extra space which Cheney Hall will supply, it will be possible to display goods more effectively than in the past and to offer style information service. There will be space also for comfortable chairs and tables at which costumers may plan and decide upon their purchases.

The new salesroom will be open to the public on or about October 22.

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CLOSE EDGEWOOD DINING ROOM

Owing to reduced numbers at the Edgewood House, Cheney Brothers have decided on the following policy with a view to more economical operation.

Meals ceased to be served at the Edgewood House October 4, and until further notice the House will afford accommodations for roomers only.

In order to accommodate the roomers at Edgewood House and any other persons, arrangements have been made whereby the Restaurant at Cheney Hall serves 17 meals a week, from Monday morning at breakfast to Saturday noon at dinner inclusive.

The prices of rooms at the Edgewood House will range from \$3.00 to \$3.50 per week and meals may be obtained on the basis of \$6.50 for seventeen meals. All persons wishing to obtain meals on a regular basis will purchase tickets at the Edgewood House or Restaurant which will be good only for the week indicated on the ticket. All persons who now use the Restaurant at noon only may continue to do so as in the past; as it will be possible for them to obtain food on a cafeteria basis.

Cheney Jacquards Unrivalled In This Country

Some Thirty Year Old
Commissions Are
Still In Demand

THE Jacquard weaver produces some of the most beautiful and most expensive fabrics made in the Cheney plant. Not only are these fabrics outstanding among Cheney products; they hold a place among the fine textiles of the world. In the United States, there is no establishment able to rival Cheney Brothers in the variety and the beauty of their Jacquard work.

A particular and conscientious worker is needed for the production of high grade Jacquard goods. Although learners were once taken directly to the Jacquard machine and taught the intricacies of weaving there, the present custom is to train the learner well on plain weaving first. When a Jacquard weaver is needed, a good plain weaver is selected and given two weeks of special training. This fits him to weave on the simpler Jacquards. The unusually skillful men of long experience are always put on the weaving of the highest grade materials.

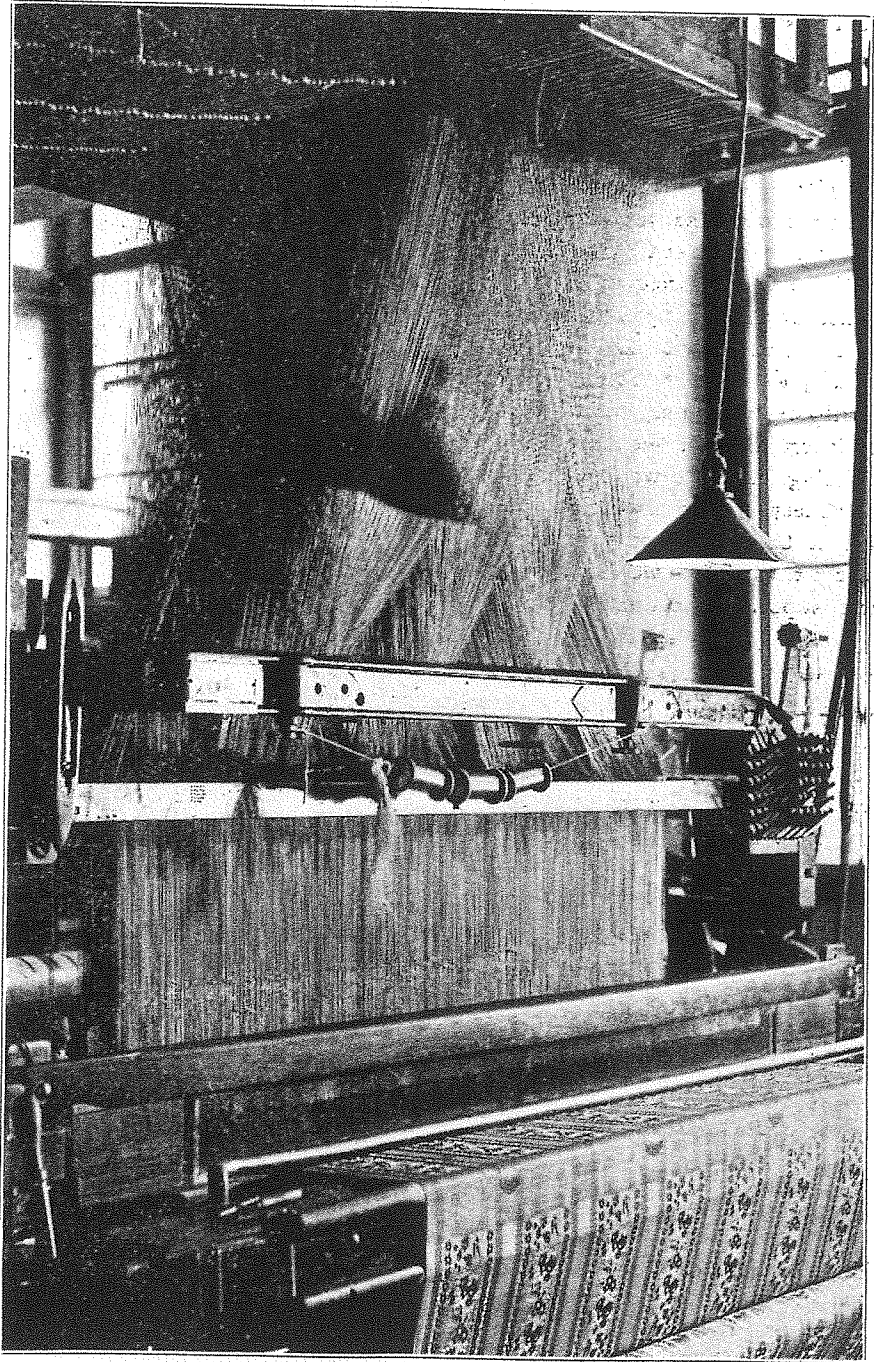
The manufacture of Jacquard fabrics is a highly complicated process. When a new harness is being built, the weaver comes to his job only after other workers have done their part in preparing the loom. The harness builder first rigs up the Jacquard harness. The drawer-in arranges the warp threads. The loomfixer puts the machine in running order, and finally the weaver starts production. When a warp requires the same class of tie-up as the harness already in the loom, no new harness has to be arranged. It is only necessary to twist the warp onto the old thrum and draw it through.

The Jacquard loom is one of the most impressive machines to be found in a textile plant. To the visitor, it is always a high point of interest—the movement of the cards, the intricate

arrangement of thousands of linen threads, the numerous shuttles holding filling of different colors and finally the fabric itself patterned by varying weaves and hues.

The design which is to go into the

fabric is punched on oblong cards, one for each pick of the design repeat. Sometimes the number of these cards is as high as sixteen thousand for one design. These cards are laced together in order, and fit into the Jacquard



The fine complexity and precise pattern of the Jacquard harness are clearly shown in the above picture, taken while samples of a striped Jacquard taffeta, bearing the Cheney trademark for Jacquard and upholstery fabrics, were being woven. Note the shuttle at the left and the quills at the right of the picture.

head. The cards govern the action of the linen threads which pull up certain of the warp threads for each pick of filling, and the order in which the warp threads are manipulated determines the weave and the design.

In these fabrics, which often require various colors of filling, the change from one shuttle to another is an interesting subject. In some cases the change from filling of one color to filling of another color is done automatically without stopping the loom, and several shuttles can be managed in this way. Usually, however, the weaver changes the shuttles by hand, and there may be from two to fifteen shuttles on a change shuttle job, the latter probably indicating a very colorful brocade.

CHENEY Brothers bought their first looms for making Jacquard upholstery fabrics 52 years ago. Previously, twenty-four inch brocade dress goods had been made, but the first upholstery fabrics, coarse tapestries made with one or two shuttles, were manufactured about 1878 when six looms with Jacquard heads were purchased.

The looms were set up in the Pipe room of the Old Mill, and there the first Jacquard upholstery fabrics were woven under the Cheney name. Very simple designs were made in those days, and many problems had still to be solved before materials of more intricate construction could be turned out. Seeking finer artistry in design and fuller command of weaving technique, the first producers of Jacquard fabrics for Cheney Brothers pursued their work with something of the exciting spirit of pioneering and discovery.

In 1888 the department was more than tripled by the addition of fifteen looms bought in Tariffville, Conn., from a firm that had failed. This acquisition meant enlarged quarters and the entire Jacquard outfit was moved to the Weaving Mill, where it is today. Only last month, some of the first six looms were finally junked after a good half century of use, and some of

PENSIONED



ALEXIS TOURNAUD

Mr. Tournaud came to Cheney Brothers thirty-four years ago as head of the Jacquard Designing and Card Cutting Department. He held this position until his retirement with a pension effective September 1.

On The Cover

Theodore Robbins, Jacquard weaver, tends a loom in W2A, Broad Goods Weaving Mill. The picture shows the Jacquard cards at the upper left, the harness and the woven fabric.

the Tariffville looms are still turning out yardage. The original six looms have increased to 81 looms, which today are in the charge of John Wright, foreman of Upholstery and Jacquard weaving, a man of many years' experience in Cheney Brothers' employ.

WALKING down the aisles in the Jacquard rooms, one sees in process a variety of fabrics—satin damasks, tapestry, striped Jacquard taffetas, brocades, armures and brocettes. Amidst this great variety, Cheney Brothers have on hand today

designs made as far back as thirty years ago and still in demand. Commission 3660, which was on the loom when the writer visited the department recently and which has been made for more than thirty years, is a striking example of the type of material that has continued saleable for many years.

The weaving of Jacquard fabrics, requiring expensive looms and the special Jacquard equipment, and entailing also the maintenance of a designing and card cutting department to prepare the designs to be woven, is an undertaking involving considerable investment.

EVENING SCHOOLS OFFER COURSES

The Evening Schools have opened, attracting numbers of students experiencing the annual fall ambition to learn. At the High School and Franklin School, courses are offered in English with four grades, beginners', intermediate, advanced and high school; stenography, typewriting, mathematics, citizenship, cooking, dress-making and sewing. Classes have already started, but persons wishing to attend may still report at 7 on Monday, Tuesday or Wednesday evenings. All classes are open to the public.

The citizenship class which is conducted by Herbert McCann of Cheney Brothers is available to all who wish to obtain information on filing application for citizenship papers. For employees of Cheney Brothers, the Company continues to furnish the necessary witnesses.

MISS GIGLIO WINS TENNIS FINALS

Grace Giglio of the Tabulating Department won the tennis finals of the Girls' Athletic Association, September 27, defeating Alice Paradis, tennis vice-president. They played three sets, 4-6, 7-5, 6-2.

What's Happening in Departmental Meetings

THE question of reasons for lost bonus as marked on lost bonus slips was discussed at the Departmental Works Council meeting of the Throwing, Winding & Spooling group September 17. It was explained that at times it is most difficult for a foreman to give an accurate reason for losses, but in cases where several operatives on the same job make the task and one individual loses, there seems to be little doubt as to the cause of lost bonus. It was agreed that this is a matter which requires very particular care on the part of the foreman.

The crowded condition of alleys in the Rayon Winding room has been investigated by R. O. Cheney. To correct this condition it would be necessary to remove one machine and move the partition. Owing to present running conditions, he does not think it advisable to make the alteration at this time.

It was announced that a humidifier which has been causing trouble by excessive spray will be turned off.

Investigation of the condition of spindles in Winding & Spooling has not been completed. A great many spools which have been giving trouble have been discarded. Further report on the investigation will be given at the next meeting.

In reference to the request for benches in the hallway of the Cravat Mill, it was brought out that they would cause considerable inconvenience since all the spools used in R1C and R2C are cleaned and boarded in this hallway.

THE matter of frequent treatment for minor injuries was discussed at the Departmental meeting of the Auxiliary Division Works Council on September 11, as a result of complaints from employees that they were required to go to the Medical department too often, a matter which had been brought up at the previous meeting. It was brought out in the discus-

sion that it is the responsibility of the Medical Department to see that these minor injuries do not develop into serious cases, and therefore the problem is not an easy one to solve. It was suggested that minor treatments be taken care of by the departmental first aid worker after the original treatment has been given by the doctor. It was brought out that employees frequently prefer not to report minor injuries because of their feeling that their records are injured by too frequent visits to the Medical Department.

An attempt is being made to lay out a plan to convert the shed at the Stable Locations into a garage for employees in that part of the town. The building is not the correct shape and size for a garage, and it may be more advantageous to build new garages. The matter is undecided.

The balance of the meeting was devoted to discussion of business conditions.

A meeting of the Velvet Mill Works Council was held September 8. The loom lay-out and the new schedule were thoroughly explained and representatives were requested to pass the word to machine operatives.

On one or two commissions two shifts will be run and two groups will be assigned to each shift, each group working alternate weeks.

Complaint was made by the twisting representative that in some instances edge spools are not delivered to looms when needed and placed in their proper location by loomfixers. This will be investigated.

Two time allowances on twisting were questioned. These the management also agreed to check up and show the studies to the representatives.

It was brought out that in some instances where loomfixers were transferred to weaving the regular weavers received a higher hourly rate than such loomfixers. The management promised to study this question.

REPRESENTATIVES of the Piece Dyeing, Printing & Finishing and Yarn Dye Departments held a Works Council meeting September 18. The matter of economy was brought up in relation to the large amount of cotton cloth used for "aprons" on the silk, particularly in the Dyeing & Finishing Mill. Any elimination of waste in this respect would amount to considerable saving.

A list of accomplishments of the Works Council during the past five years was commented upon.

Locks for the lockers in the Printing dressing room were requested, and also a smoking room for noon hours to be used by Printing Department members. The room now used for storing empty mandrel trucks near the Jacks in the Shell Room was suggested for this use. These two requests will be investigated.

THE Cravat Departmental Works Council meeting held August 28 was devoted to a discussion of short time operation. It was announced that it would be necessary to change the working schedule from four to three and a half days.

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WANT EXTRA COPIES OF SEPTEMBER NEWS

September issues of Cheney Silk News are wanted. If you have extra copies, send them to the Editor, Main Office.

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FOUND: M. F. TRACY

Roy Norris, member of the Editorial Committee for Cheney Silk News, reports that Michael F. Tracy, whose whereabouts was reported unknown in the last issue, is not indeed lost, but is employed at Portchester, N. Y. Mr. Tracy was a member of the group photographed in 1885 in front of the old Cheney office.

WORKS COUNCIL ACHIEVEMENTS

Plant Organization Has Affected Improvements In Every Department and Has Performed Many Confidential Services

A RESUME of the Works Council's achievements during the past five years was presented at the general Council meeting September 15 by U. J. Lupien, assistant manager of the Industrial Relations Division.

The following list of accomplishments, which was discussed at the meeting, is the third of its kind published since the Works Council was started in 1923, the first having been issued on April 1, 1924, and the second on April 1, 1925. This report deals with the period from April 1, 1925, to September 1, 1930.

For the purpose of simplicity, those accomplishments of the Works Council which are not of a personal nature and which may be published have been considered in the following groups:

- Revision of Task, Bonus & Premium System,
- Changes in Credit Rating,
- Improvements in working conditions,
- Safety,
- Improvements in process, method, equipment, etc.,
- Sanitation and health,
- Benefit Association,
- General welfare of employees,
- Information to employees.

An analysis of the Council's accomplishments on the above basis follows:

1. Revision of Task, Bonus & Premium System

Tasks for weaving gum silk were made effective for three years instead of one year, unless changes in process or materials, etc., were made. A three-year period was also set for tasks for weaving dyed silk in cases where the same task had remained unchanged for three years.

The task on 11 thd. Crepe was reduced. Throwing Department.

Task and bonus schedule was resumed in the Dry Finishing Department, Velvet Mill. Tasks were set on hand splitting false edges until the operation should be done mechanically.

The limit on the productivity per cent used for figuring bonus for loomfixers and smashpiecers was removed.

The size of a full job for loomfixers on 58" and 68" plain looms was tem-

porarily reduced from 33 looms to 30 looms, on account of short warps on yarn dye goods.

2. Changes in Credit Rating

Time spent in the Medical Department during working hours was no longer considered as absence in figuring attendance. Previously non-members of the Benefit Association had been penalized for this time.

An employee's rate was computed to the nearest mill and action was taken on the nearest even cent; the next higher cent in cases of five mills or over; the next lower in cases of less than five mills. Previously the higher cent was not allowed until the employee's rate figured the whole ten mills of the higher cent.

The Credit Rating quality scale for pressing was revised to include repairs found at Pressing, as well as repairs from Final Pressing, at the Cravat Mill.

Hourly rates for cutters were changed, as a result of cutters' complaint that their job was rated too low. Cravat Mill.

3. Improvement in Working Conditions

The lighting arrangement in the Broad Goods Twisting Department was completely overhauled.

The Dispatch Office was moved to Pine Street where a better ventilated waiting room for drivers was provided and where the congestion of trucks was relieved. Auxiliary Division.

The temperature of the rooms was improved during the winter months. Throwing, Winding & Spooling.

Stairway lights which previously had been turned off at 5 p. m. were left on so that employees of the Cravat Mill Throwing rooms could more safely leave the mill.

Lighting was rearranged in R1C and R2C, Cravat Throwing rooms.

New shades were installed in the Shearing Department, Velvet Mill.

The Cutting room, Cravat Mill, was ordered thoroughly ventilated at noon to clear the disagreeable odor from turpentine on cutting tables.

The condition of gas tenters, the cause of bad air in the Finishing room,

Dyeing & Finishing Mill, when windows were closed, was corrected.

The garage roof was altered at the gas filling station to protect truck drivers of the Auxiliary Division from rain drippings.

Shower baths were installed in the Dyeing & Finishing Mills.

Ventilation in the Piece Dye House was improved.

4. Safety

Crowded conditions in the stairways of the Cravat Mill were corrected by re-routing employees of the Throwing Department.

Several suggestions for traffic and parking improvements were adopted.

Walks were built between the Weaving Mill and the Park Street bridge stairs, and between the concrete dyehouse and Prospect Street. Auxiliary Division.

Improvements were made in the walk from the silk storehouse to Forest Street. Auxiliary Division.

One way traffic signs were posted near the Dispatch Office. Auxiliary Division.

Dust conditions in such operations as polishing, etc., in the Machine Shop were improved by rearrangement of facilities.

Railroad ties projecting over the walk on the trestle in the coal pocket were cut off. Auxiliary Division.

A concrete walk and eaves troughs were installed at the southeast side of the B. G. Warehouse. Auxiliary Division.

Hooks were installed to hold open exit doors of the Flag and Spreader rooms, Dressing Mill, at quitting time.

A plan was adopted whereby switches are thrown on a short time after the power has been turned off in the Velvet Mill, so that looms on which weavers have neglected to release the handle will turn over when no weavers are present, possibly avoiding accidents.

An inspection of ladders was held by the Auxiliary Division.

Windows in W3C departments, B. G. Weaving Mill, were equipped with chains to prevent opening beyond 14 inches.

Continued on Next Page

Council Better Conditions In Variety of Ways

Continued From Page 7

A key for the rear door exit on the ground floor of the Spinning Mill was placed in a box with glass front, the glass to be broken in case of fire.

5. Improvement in Process, Method, Equipment, Etc.

The Council helped to establish the Suggestion Plan.

The practice of returning torn and cut skeins found in Winding & Spooling to Yarn Dyeing for investigation was adopted.

The question of a wider alley in the Cravat Mill Winding Department was adjusted by moving one winding machine.

The size of swift bands was reduced. Throwing, Winding & Spooling.

Measuring machines with discolored dials were treated with chromium plating. Throwing, Winding & Spooling.

Improvement was made in the condition of spindles in Winding & Spooling.

It was decided not to wet brush Com. 3120 in the grey before premium inspection. Velvet Mill.

Regular inspection of edge spools in the Weaving Department, Velvet Mill, was started.

Steps were taken to prevent ammonia from being blown from humidifiers which had been cleaned over the week-end when turned on Monday morning.

A new method of refinishing and oiling cutting tables was adopted by the Cravat Department.

Arrangement was made to rotate pressing inspectors to secure greater equality in inspection of Pressers' work in the Cravat Department.

The practice of numbering awnings, screens and windows for quick matching was adopted by the Auxiliary Division.

A tray was made to catch glue from barks on the way to the extractors in the Yarn Dyehouse.

An arrangement was found to take care of water from the kettles in the Yarn Dyehouse.

Rough cleaners on quilling frames which had caused difficulties for weavers were smoothed down. Velvet Mill.

An emery wheel was installed in Weave rooms V1A and V3B, Velvet Mill.

The congested condition of trucks in the B. G. Preparation rooms was corrected.

6. Benefit Association

Full members who had received the full limit of sick benefits and where still disabled were allowed, starting in 1924, to continue contributing for death claims.

Prior to 1925, full members who were laid off or who left the employ for any reason and who were over 45 years of age when they returned to work, could only be reinstated as limited members. In that year, the by-laws were amended so that employees who had been full members could be reinstated as such, provided they were laid off for lack of work and had not been out of the employ more than 12 months.

The fund which originally was set aside for annuities to retired employees was distributed in the form of a dividend to full members April 1, 1926, thereby reaching the majority of the membership and benefiting those who were making the largest monthly contributions.

7. Sanitation and Health

Additional first aid workers were appointed from the Carpenter Shop to be on duty when the first aid worker in the Paper Box Shop was not available.

Drinking fountains were installed in the Machine Shop.

Conditions in the Cravat Mill Throwing Department lavatories were improved.

A drinking fountain and wash bowl were installed in the Old Mill Repair Shop.

Notices were posted above drinking fountains urging a sanitary method of use. Dyeing & Finishing and Yarn Dyeing.

Individual towels, liquid soap and towels for those who wish to take shower baths were supplied in the Old Mill Repair Shop.

The method of distributing towels to the Paint Shop was improved.

Refuse cans were placed in the basement corridor, Velvet Mill.

An investigation was made of the condition of dirt falling on warps in the Velvet Mill from the ceiling and the situation was corrected.

8. General Welfare of Employees

The Thrift Plan was inaugurated.

Employees were restricted from soliciting money or other consideration for gifts, tickets or other purposes, or for charity, investment or other uses unless authorized, during time of employment.

Trucks were furnished to transport men obliged to work on jobs a long distance from their central office and home, who previously had not been able to get home for lunch and who had not had assignments in time to bring lunches. Auxiliary Division.

Certain lockers in the mills were kept free for use of Auxiliary Division members.

Bicycle racks were erected near the Main office. Auxiliary Division.

Provision was made for storing millwrights' tools in the Old Mill.

Late shipments for the railroad train were ordered delivered to the North End Station so that commuters would not be delayed.

Two benches were installed in Winding & Spooling for use at noon.

Seating facilities were provided in front of the Dressing Mill for employees.

A lunch room was provided for women at the Spinning Mill.

A trophy cabinet was supplied for the girls' bowling cups at the Cravat Mill.

A punch clock was installed in the B. G. Preparation Building.

Lockers were installed in the Finishing Department, Dyeing & Finishing Mill.

Lockers were installed for Engraving Department members.

The plant was closed in observance of Memorial Day, May 30, 1925.

9. Information to Employees

The plant magazine was started, at the suggestion of the Council, to serve as a means of conveying to all the employees the information which is available to Works Council members.

Copies of regulations on tardiness were posted in the mills.

It was agreed to post notices of plant shut downs four days in advance when possible.

A notice was posted throughout the plant giving information on difficulties arising from installment purchasing, attachment of wages, etc.

The B. G. Weaving Departmental

Holds Annual Inspection for Safety and Sanitation

Works Council requested that arrangements be made for loomfixers to visit the Crompton & Knowles plant in Worcester, Mass., which was done.

Copies of an explanation of working schedules, overtime payment, attendance bonus payment and use of production cards for engineers, firemen and helpers in P1A, P2A and P4A were distributed to these groups.

Arrangements were made to send notices of Saturday lay-off in the Auxiliary Division by special messenger, to be posted before Friday noon when possible.

It was agreed to post notices of changes in Machine Shop procedure when feasible.

Bulletin boards in the Machine and Pipe Shops were re-located to advantage.

The entire Works Council was taken on a tour of the plant.

RESULTS OF SAFETY AND SANITATION INSPECTIONS OF WORKS COUNCIL

B. G. Weaving

Guards were reinstalled on gears of Beaming machines.

The wheel for applying tension to warp beams was moved from under the friction belt to the other side of some warping frames.

Springs were attached to warp truck handles to raise handle to vertical position when truck is left in aisle.

An additional drinking fountain was installed in R2B, Cravat Mill.

Latches on lavatory doors were repaired.

Dyeing & Finishing and Yarn Dyehouse

Part of the wall on the first floor of the B. G. Warehouse was rebuilt.

Locking device on the shipper of the B. G. Warehouse elevator was improved.

A section of wall at the Finishing room was rebuilt.

A guard was provided for the pulley on Finishing machine No. F 93.

A new guard was installed for the gear on Finishing machine No. F 78.

Guards were provided for gears and friction drive on Crepe Dryers.

A hand rail was installed at edge of a pit where pumps and vats are located.

A mesh wire grill was installed to enclose the switchboard in the Yarn Dye generator room.

A motor in the ceiling of the Yarn Inspection room was inspected, and vibrations overcome.

Regular inspections of the doors in front of the openings of the exhaust fans were started, to prevent the possibility of the doors falling on account of rusty hinges or rotting wood, affected by acid fumes.

A pan was placed under sulphonated oil barrel to catch drip.

Throwing and Winding & Spooling

Humidifiers in F2B were adjusted to avoid a spray.

An additional exit door was installed for the Rayon winding section.

Auxiliary Division

Carpenter Shop: An exhaust pipe was connected with the Sanding Machine to remove dust, a safety measure.

Boards under the mason's storeroom were removed to reduce fire hazard.

The approaches to the wooden walk on the west side of the bridge in the driveway from Hartford Road to the Carpenter Shop were widened and made safe, and means provided to prevent the bank at this location from washing out.

Machine Shop: New signs were posted saying that the rule relating to wearing of goggles while grinding or chipping would be rigidly enforced.

A new method was adopted where-by heavier tools were stored near the floor, the lighter tools on upper shelves, for safer handling.

Paint Shop: The west room floor was repaired.

Stationery & Printing: A roof drain leak was repaired.

A lavatory for women was provided.

Velvet Mill

A pipe hand rail was installed at platform edge in V4A.

Arrows indicating location of fire escapes were placed near fire escape lights where such arrows were not already provided.

Spinning Mill

All lavatory floors were repainted.
A high voltage sign has been placed

at the entrance to all motors in the Spinning Mill.

Dressing Mill

Elevator shaft sides were fenced off at the Spreader Room.

An Estimate of Success

THE foregoing statement shows that it is possible to mention only one type of the important accomplishments of the Works Council, and it must be borne in mind that the value of the Council can be judged only in a very small way from such a list as the one printed above. For the Council has shown its usefulness in a variety of ways, which are more far-reaching in their influence than any list can ever indicate.

Principal among these duties are the following:

1. Making suggestions to the management to improve conditions. The success of the Council in this first responsibility may be measured to a certain extent by the foregoing list.

2. Serving as a medium for the exchange of ideas and information between the management and the employee, thereby promoting better understanding of each other. The extent to which employees understand and cooperate with the policies of the Company and, on the other hand, the extent to which the management understands and interprets the requirements of the employees measure the success of the Council in thus serving as a medium.

3. Adjusting personal and individual grievances, a major portion of which never appear in the records of the Works Council. Only a small number of cases come up for adjustment in the meetings of the Council, and this situation is highly creditable to the employee representative, because it shows that he is able to adjust the majority of personal grievances with the employee and the immediate superior without carrying the grievance further.

The ease with which most of these differences have been adjusted is a measure of the mutual confidence which exists between the employee representatives and the management. The early adjustment of these difficulties no doubt prevents more serious

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trouble in some cases. But in spite of the value of such achievements, they cannot be listed here because of their confidential nature.

No adequate record can be kept, moreover, of the many matters which the representatives personally bring to the attention of executives, whether of a personal or impersonal nature, which never are formally introduced into the meetings.

Of this nature is the great assistance which the Works Council is giving to the management in employment problems, especially in pointing out needy cases which otherwise might never come to the attention of the Company.

DURING the first seven years of operation of the Works Council, eighty-three members have been elected, with an average of approximately twelve new representatives each year. An analysis of the service records and ages of the representatives shows that at the time of their first election, they had served for an average of thirteen years and were thirty-six years of age. It is an interesting coincidence that the age and average length of service of these representatives coincides exactly with the average age of all Cheney Brothers' employees as well as with the average length of service.

FRANK CHENEY, JR., *Chairman,*
Board of Directors of Cheney
Brothers.

ALBERT JACKSON, *Chairman,*
Employee Representatives of
Works Council.

ONE PAIR OF EARS FOR A LIFETIME

"**C**OME into the office for a few minutes," said a foreman, recently, to one of his promising men.

The man, whose hearing was poor, thought he said, "Tom will be off for a few minutes," and paid no attention.

The boss, noting the deficiency, chose another man for the promotion.

DO YOU know that the ear is the most neglected part of the human body? And yet, next to good eyesight, good hearing is one of the great necessities in modern industrial life.

Loss of hearing, however, is not the only result of improper care of the ears. Those much neglected organs are pathways of infection to the mas-

toid cavities and even to the brain itself.

Inflammation, starting in the throat often spreads into the middle portion of the ear. These two parts of the body are connected by a tube through which the air is equalized within the ear.

"But what," you may say, "can I do to keep my ears in proper condition?"

Here Is What You Can Do

Prevent all infections of the nose and throat, for one thing. In children, especially, the common diseases of childhood very often cause ear trouble.

Avoid diving in cold salt water. Infected material may be forced through the tube between the throat and the ear by the pressure of the water. Salt water clears the mucus away from the nose and throat and away from the opening of the tubes.

Remove that excess wax from the outer canal of the ear from time to time, but do so very carefully. This collection of wax is a normal process, but it increases, at times, to excess. Instead of using a hairpin or a match, wipe the wax away from the walls of the ear with some cotton on a toothpick.

And, as with the eyes, be sure to consult a physician if foreign particles fly into the ear.

The old-fashioned practice of putting oil into an ear to relieve pain has given way to the more effective practice of applying the hot-water bag. Or, if you prefer, you may syringe the ear gently with warm water.

Blow Your Nose Gently

You may think it out of place for me to tell you how to blow your nose, but it is so important that I am going to tell you, anyway. Forcible blowing of the nose may push infected matter back into the middle ear and cause an abscess. Instead of trying to out-do a foghorn, close one nostril by pressure on the wall of the nose and gently blow clear the other side. Then reverse the action. Your ears will appreciate this courtesy.

Your hearing is valuable—take care of it!

(Prepared by the National Safety Council.)

"THE OLD BLACK HEN"

(Courtesy of the Automatic Electric Heater Co., Philadelphia, Pa.)

Said the little red rooster, "Gosh all hemlock; things are tough.

Seems that worms are getting scarcer, and I cannot find enough, What's become of all those fat ones is a mystery to me;

There were thousands through that rainy spell but now where can they be?"

The old black hen, who heard him, didn't grumble or complain, She had gone through lots of dry spells, she had lived through floods of rain.

So she flew up on the grindstone, and she gave her claws a whet, As she said, "I've never seen the time when there were no worms to get."

She picked a new and undug spot; the earth was hard and firm,

The little rooster jeered, "New ground? That's no place for a worm."

The old black hen just spread her feet, she dug both fast and free.

"I must go to the worms," she said, "the worms won't come to me."

The rooster vainly spent his day, through habit, by the ways,

Where fat worms have passed in squads, back in the rainy days.

When nightfall found him supperless, he growled in accents rough,

"I'm hungry as a fowl can be. Conditions sure are tough."

He turned then to the old black hen and said, "It's worse for you.

For you're not only hungry but you must be tired, too.

I rested while I watched for worms, so I feel fairly perk,

But, how are you? Without worms, too? And after all that work?"

The old black hen hopped to her perch, and dropped her eyes to sleep.

And murmured, in a drowsy tone, "Young man, hear this and weep,

I'm full of worms, and happy, for I've dined both long and well,

The worms are there, as always—but I had to dig like — — ."

Your Works Council Representatives



HELEN WASHKIEWICH

Eleven years with Cheney Brothers; first year on the Council; representative of Throwing Department; job, spinner.



WILLIAM G. HUGHES

Represents Dressing Mill and Wash House; first year on Council; twelve years in the employ; job, cop winder.



MARY STRONG

Representative of Warpors, Quillers and Trimmers, Weaving Mill; ten years in the employ; job, warper.

GIRLS END TENNIS SEASON WITH HARVEST SUPPER

THE tennis season of the Girls' Athletic Association ended and the bowling season began at the annual Harvest Supper held in Cheney hall October 6. It was announced that bowling will start Tuesday, October 14, at 7:30 to continue every Tuesday night at two alleys, Farr's and one other yet to be selected. Alice Paradis, elected bowling vice president, will have charge of two leagues, junior and senior, each consisting of five teams. The Senior League will have teams from the Weaving, Throwing, Velvet and Cravat Mills and the Main Office. The Junior League will have groups at the Weaving, Throwing, Velvet and Spinning Mills and the Main Office.

On the entertainment committee for the supper were Edna Anderson, chairman, Louise Pukofsky, Nan Taggart, Nellie Haggart, Eva Armstrong and Helen Gustafson. Waitresses were

Ruth Hanson, chairman, Anna Ryan, Anna Moriarty, Claire Fairbanks, Mabel Sullivan, Alice Paradis, Mary Damato, Rita O'Leary, Ruth Griffith and Effie Geddis.

The girls also held a hike to Glastonbury, September 28. Plans for the future include basketball which will probably be started after the bowling schedule has been settled, a week-end party at Elm Camp, October 12, and a Hallowe'en party late in October.

The fall events were arranged by the following Planning Committee: Weaving, Nan Taggart, Irene Brennan; Velvet, Emma Merkle, Lucy Ladd, Esther Lautenbach; Spinning, Ann Moriarty, Ruth Hanson; Main Office, Ruth Helwig, Alice Paradis, Martha Kissman; Tabulating, Anna Ryan, Anna Ruebin; Dressing, Lily Thornfelt; Throwing, Louise Pukofky, Edna Anderson; Cravat, Elsie Klein-

schmidt, Marion Lockwood; Old Mill, Lillian Hicking. The same girls will constitute the committee for the Hallowe'en party.

MEN RESUME CLUB PROGRAM OCT. 14

THE Men's Get-Together Club will resume monthly meetings October 14 when a turkey dinner will be served downstairs in Cheney Hall. After dinner Oscar A. Phelps of the Fuller Brush Company of Hartford will speak.

Franklin C. Dexter, superintendent of the Dyeing & Finishing and Yarn Dyeing Departments, is chairman of the committee, assisted by other members of his departments. Carl Johnson, vice president of the club, is preparing posters to put up about the plant. Waiters for the dinner will be Mr. Dexter, Frank Gainey, Julius Rau, Ward Dougan, Percy Robinson, Paul Wupperfield, Elmore Anderson, Ernest Kjellson.

WAGE ~ How Shall It Be Determined?

3. The Purpose and Methods of Timestudy

IN the articles on wage payment published in Cheney Silk News for July and August, references that have been made to the day and piece rate plans of payment indicated those methods which were general before Cheney Brothers adopted the task and bonus system.

These older systems were described in the August issue in which it was pointed out that the day rate plan paid wages according to the *time* spent at the job and the piece rate plan paid according to the *quantity* of work done. The fact was brought out that neither of these systems in the past gave sufficient attention to the individual factors of merit and therefore presented difficulties.

Later, new systems in which the piece rate idea played an important part were invented, and in some cases these largely corrected the negligence which had been accorded to quality and similar factors. The task and bonus system itself is in a sense a piece rate when the bonus is made, one of its advantages being that it guarantees a minimum day's pay to the worker who for some reason does not make his bonus, at the same time offering a piece rate for the worker who is successful in accomplishing the task.

In the September issue, a brief description was given of the task and bonus plan which Cheney Brothers adopted with the hope that it would overcome the difficulties encountered before its adoption. We now wish to give a more detailed account of the system and of how it is administered.

When the system was inaugurated, it was intended to serve the following purposes:

1. Reduction of the unit cost of the article manufactured.
2. Elimination of unnecessary machinery, equipment and processes.
3. Increase in the earning capacity of the employee.

Other closely allied objects might be listed as follows:

1. To determine the best method of doing a job.
2. To establish a time basis for schedules.
3. To establish standard costs for use in calculating costs.
4. To enable the employee to be paid according to individual merit.
5. To standardize conditions such as raw materials, tools, equipment, machinery, methods.
6. To establish a proper time allowance for the performance of a given task under standard conditions.
7. To provide a basis for rewarding employees for a fair day's work.
8. To determine and maintain high standards of quality.

Timestudy

THE method by which tasks are set is called timestudy. Timestudy is a very broad subject including not only the actual timing of an operation, but the establishment of standardized methods and conditions. We have pointed out that much of the success of the task and bonus system depends upon the fair setting of the task. To set a fair task, it is necessary first to make a thorough study of the job.

The first step is to decide how the job should be done. This requires examination of the jobs preceding and following the one to be studied. Every condition that in any way affects the job must be taken into account, altered if necessary, and standardized as far as possible. A vast amount of work has been done and is still being done in establishing standard material, standard machinery and equipment, standard temperature and humidity. Rearrangement in the individual room or shop, and changes in plant layout may be involved. Standardization cannot be accomplished blindly, but must

follow research to discover the *best* ways of doing things.

Standardization is a most important part of the work because a task set under one set of conditions is valueless under largely different conditions. Wherever it is impossible to keep conditions at a standard level, note is taken of this fact and allowance is made in the task. Changes in weather conditions, variations in the quality of the material and other factors that are only partially controllable affect the ease with which the task is done.

The necessity for all this research shows that in the task and bonus system, the majority of the responsibility rests squarely upon the management. The management must be familiar with the job, the machinery, etc., else it is in no position to say what is a fair day's work or what are the right conditions under which the job should be done.

WHEN the method of procedure and the standard conditions have been established, the operative enters the picture. The worker selected to be studied is neither the slow nor the fast worker, but the average good worker. The number of employees studied depends on how many are considered necessary for the collection of enough data to figure a fair task. It is the responsibility of the management to select for the work of studying a job men who are competent to make the study. On some jobs, as in weaving, the study is made by men who are themselves expert operatives.

The performance of the job is analyzed into component motions. The timestudy man takes a continuous stop watch study of the detail operations that compose the job. In winding, for example, the following details are timed:

1. Pick up skein and open out with hands.
2. Place skein on swift.

3. Spread skein on swift.
4. Take out four bands.
5. Find end of new skein.
6. Turn swift.
7. Remove full spool and replace empty spool.
8. Wrap end of skein around empty spool and start.
9. Find end of skein after break.
10. Find end of spool, tie knot and start.
11. Release tangle.
12. Walking time per skein.

Before the task is finally set, the following analysis is made:

1. Total hand time, that is, the time the operative spends working while the spindle is stopped; plus an allowance for rest, incidental delays and worse conditions.
2. Total machine time, that is, the amount of time the spindle is in operation during the running of the skein.
3. Total interference time, that is, when one spindle is idle while the operative is working on another spindle.
4. Personal time.

With this information in hand, the timestudy man figures the task. At this point, he sometimes makes recommendations for further changes in method, equipment, etc.

In setting the task the time allowed is never determined upon the principle that the employee should be hurried and pressed in order to accomplish the task. On the contrary, it has been the established practice to aim for a reasonable pace at which the worker can continue steadily.

The responsibility of management does not end with the setting of the task. The system must be maintained by constant check upon the following:

1. Quality.
2. Lost bonus.
3. Gains over the bonus.
4. Condition of equipment.
5. Condition of material.
6. Record charts of employees' performance.
7. Improvements in methods, machinery, etc.
8. Selection of suitable employees and adequate instruction.
9. Transfer and promotion.

(To be continued)

Can You Solve *ONE* of These Problems?

THE Management invites suggestions on the following subjects through the Suggestion Plan. The list was compiled by C. J. Felber, who is in charge of suggestions.

1. How may we cure "kinkiness" in twisted threads?
2. How may we apply proper tension in processing Yarns, Warps, etc., and how may it be kept uniform?
3. How may we overcome slack twist in yarns, other than by the elimination of knots?
4. How may we improve our winding conditions on skein-dyed yarns?
5. How may we eliminate "lousiness" in yarn-dyed Trams and Organzine Yarns?
6. How may we eliminate "crushed" pile in Velvets?
7. How may we prevent oil from getting on Velvet goods during Shearing operation?
8. How may we get more even cutting of pile warp in Velvet looms?
9. How may we, through mechanical means, prevent "shires," heavy and light starts, etc., after over-night and week-end shut-downs in Weaving?
10. How may we eliminate woven-in warp threads in weaving?
11. How may we prevent "smashes" in weaving?
12. How may long and short beams be stored on the same racks in Piece Dye, Print and Finish Department?
13. How may we reduce the number of cloth aprons used in Piece Dye, Print and Finish Department?
14. How may we prevent "wrinkles" in goods near seams?
15. How may we prevent damaging of engraved rolls during transit about the Print Room?
16. How may we reduce the number of Doctor Snaps or streaks in printing?
17. How may we eliminate "chafing" of goods?
18. How may we eliminate "crocking" of goods?
19. How may we eliminate "cockling" of filling in taffetas and brilliants?
20. How may we reel silk loosely for boil-off operation to relieve congestion at the folds?
21. How may we identify twist in yarns other than by coloring matter?

HOW THE COMPENSATION ACT OPERATES

Law Lists Facts Which Worker Must Prove To Establish Claim— Employer Has Four Main Defenses

IN the preparation of this article no attempt has been made to arrive at legal exactness. Any case of compensation may give rise to difficult technical questions of interpretation of the law. It is endeavored here to state only the broad general principles in terms the layman understands.

The following paragraphs attempt to show the worker under what circumstances he should receive compensation and under what conditions he should not receive compensation.

The importance of the Workmen's Compensation Act is shown by the fact that more than 95 per cent of the workers in Connecticut industries and almost every employer of more than five employees are governed by its provisions. They are not obliged to be so governed, since the Act is optional in form; but they elect to be, since the Act protects the interests both of the employer and the employed.

Cheney Brothers, however, have an arrangement whereby, through a special act of the legislature, the trustees of the Benefit Association administer the settlement of work injuries, and these cases do not come under the jurisdiction of the state's Compensation Commissioner. An exception is made when, in the case of a difference between the injured employee and the trustees, the claim is taken before the Compensation Commissioner, for arbitration. In such recourse, both parties must previously agree to accept the Commissioner's decision.

UNDER the law, the victim of every *accidental* injury received during the course of, and arising out of employment, and resulting in disability for more than seven days receives compensation according to a fixed scale of benefits.

Besides this requirement that the accident must be accidental, there are

other conditions which must exist if the injured person is to receive compensation. The *burden of proof* rests upon the employee to show that these conditions do exist. They are

1. That he had a contract of employment, expressed or implied.
2. That the injury was received during the course of employment.
- 3a. That the injury arose out of the employment because of an accident that can be located in time and place, or
- b. That if the claim is based upon occupational disease and no specific time and place can be stated for the cause of disability, it must be proven that the disease is peculiar to the occupation and is due to causes clearly in excess of the ordinary hazards of employment.
4. That an injury was contemporaneous with the accident, and that disability resulted within one year.

HOW do these requirements work out in compensation cases at Cheney Brothers?

The first two points cause little or no difficulty. In the third and fourth there is more room for question.

The contract of employment has never caused any difficulty owing to the centralized system of hiring which requires every applicant to be interviewed by the Employment Bureau, and to be finally appointed or rejected there. It has never become a question of dispute at Cheney Brothers as to whether an injured individual had a contract of employment.

The requirement that the injury occur during the course of employment is also almost never questioned. The law uses this phrase, "course of employment," to mean while the worker is engaged in the line of his duty, in the business of the employer, and either on the employer's premises or carrying out his business elsewhere. In the case of factory inside workers, the law has been interpreted to include

injuries received while going to or returning from work while on the premises of the employer, but not while on the public highways.

It follows that when the worker is *not* engaged in the line of his duty—when he is fooling, skylarking or maliciously attacking others—he is barred from compensation. The innocent party in such encounters, however, may receive compensation.

GENERALLY the courts have construed quite liberally the third requirement—that the injury arise out of the employment because of an accident at a definite time and place. Too rigid requirements are not made so long as a definite causal relation can be found between the accident which caused the injury and the job itself. In determining the *real* cause of an injury, special care must be exercised in cases where a part is played by intoxication, the aggravation of pre-existing diseases, the acceleration or aggravation of a venereal or syphilitic disease, or the habitual use of alcohol or narcotic drugs.

Another situation in which the relation between the injury and the job must be clearly defined is the existence of occupational disease. So far the only cases of this kind with which Cheney Brothers have had to deal are the cases of occupational dermatitis. This is an eruption or irritation of the skin which has been shown to be peculiar to the silk industry, and which is in excess of the ordinary hazard of employment. Neither is it due to a condition of weakened resistance.

There is considerable difficulty—under the fourth point in our requirements—when it can be doubted that a particular injury was due to the accident which is set up as the cause. A man may feel a pain in his leg and remember that he was run into by a warp truck last month. He honestly

believes this bump to be the cause of his pain. It may be and it may not. Such indefinite claims as this one account for the fourth ruling that the injury must have occurred contemporaneously with the accident, and that disability must develop within a year.

AFTER the employee has stated his case for compensation, what defenses may the employer use against an unjust case?

There are four main defenses, any one of which may bar a worker from compensation, if proved true. They are

1. That the injury was due to willful or gross negligence, or intoxication.
2. That the employee failed to give notice of the injury "forthwith," prejudicing the employer's interests.
3. That the accident was not the real cause of the injury, but that the injury was due to a cause outside the employ.
4. That the disability was due to the acceleration or aggravation of a venereal or syphilitic disease, or the habitual use of alcohol or narcotic drugs; or that it was due to the aggravation of any pre-existing disease.

Considering the first point, commissioners have not ordinarily barred compensation unless the intoxication was pronounced or the negligence extreme. For instance, failure to use a safety device where provided is negligence; but it has not been made a bar to compensation unless the employer very rigidly compelled the use of the safety device and made a practice of discharging or disciplining employees who failed to use it.

A *positive* bar to compensation is based on the second point, failure to make a claim for disability within one year of the accident. This full year is allowed although the employee is instructed by law to give notice "forthwith," that is, immediately, when an accident results in injury. However, when it can be shown that the employer's interests have been seriously prejudiced by delay or failure to report, the amount of compensation may be reduced; but this rarely happens.

Another positive bar to compensation is the proof that the injury for which a worker claims compensation

was due to an accident that occurred outside the employ.

The acceleration or aggravation of a venereal or syphilitic disease, or the habitual use of alcohol or drugs, has not as yet been a factor in any compensation case or claim presented to the Company.

Cheney Brothers have, however, dealt with injuries in which the aggravation of a pre-existing disease, not of a syphilitic or venereal origin, has played a part. In such cases it is necessary to estimate how much of the disability is due to the accident itself and how much to the already existing disease, and fix the compensation accordingly. The source of responsibility is extremely difficult and sometimes impossible to discover in cases of this sort. For example, Cheney Brothers

had for some time paid compensation for a back injury when it was discovered that the "injury" was a congenital malformation of the spinal column, was not the result of an injury, and was therefore not compensable.

TO state all the conditions which conceivably may rule in a particular case would be a lengthy task, and probably an impossible one. Doubtful questions sometimes exist and require an appeal to the Commissioner and to the courts. As a matter of general practice, however, no serious question arises in the determination of a great majority of the cases. In only five cases to date has an appeal been taken to the Compensation Commissioner over the decision of the Board of Trustees of the Benefit Association.

"News" Helps Retailers Sell Cheney Silks

GETTING style information to the retail trade and thereby boosting the sale of Cheney Silks is one of the jobs of the Retail Sales Promotion Department of the New York store.

Valuable style information together with suggestions for effective salesmanship is contained in *Silk Selling News*, the first of a series of eight pamphlets to be sent to retail store silk buyers and advertising managers. The eight pamphlets deal with the Cheney fall line.

Employees who handle silk during or after dyeing and printing are already familiar with the new colors in dress goods. The women have seen them in ready-made clothes or at the yard goods counter. But most of the men at Cheney Brothers, we imagine, have no idea what the Cheney line looks like when it gets to the buyers and consumers.

The outstanding type of color is the "dark-bright" shade that has a gem-like quality. Some of these colors are Vinee, richly wine colored; Dark Emerald; Bluebonnet and Pilot Blue, lively dark blues.

Then there are the interesting "off-black" colors that just miss being black, but have a glow of color in them. Off-black colors already established as important fashion notes are Indelible, the color of ink; Silver Bronze; Bronze Green; Black Granite, a very deep blue; and Violet Afterglow.

The *News* points out that every important color launched in the openings of the great Paris houses has its counterpart in the Cheney line. There are in all 29 of these Cheney-Paris colors.

The *News* also says that Cheney Silks for fall and winter have been planned to match or harmonize with the fall woolens, so that silk and wool ensembles may be easily planned. An important feature is the *Krisalprint* designed to be used under plain colored woolen coats.

The *News* includes fashion notes as a help to the salesperson and suggests that retailers sell the pattern for the garment along with the silk for greater service to customers.

The New
Cheney Hall Salesroom
For Remnants and Imperfect Materials

Will Be Open to the Public

On or About Oct. 22

The New Store Will Offer

Style Service .

Enlarged Stock

Greater Display Space

Imperfect Goods Will Be Sold From
The Piece, As Well As In Remnants

CHENEY BROTHERS SALESROOM
SOUTH MANCHESTER, CONN.

Watch this Space in every issue of Cheney Silk News
for Salesroom Announcements

95-4-1E