



# CHENEY SILK NEWS

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## CHAIRMAN TELLS HOW WORKS COUNCIL CAN ACHIEVE GREATEST SUCCESS

By ALBERT JACKSON

*Chairman of the Works Council*

**T**HE Works Council is not an organization owned or controlled by a certain group of individuals, but is a plant organization, originating from a request of the employees themselves for some means of improving the contact between the Company and the workers in general, thereby creating a better understanding between Management and Labor, improving working conditions where possible and opening a channel through which misunderstandings and matters of a personal nature could be brought to the attention of the proper persons and adjusted, with the least possible friction and without prejudice.

In order that the Works Council may function properly and give the best possible service, it must have the co-operation and support of all employees, as well as of the management. Representatives on the Council should be selected with the greatest care on the part of the employees of all departments, who should see to it that no one is elected but those whom any employee might approach with a personal grievance of any nature, knowing that the grievance would be handled confidentially, and the employee's interest given ample protection.

If such care is taken in the choice of representatives, the next duty of the employee is to use his representative, when he has reason to do so. This does not mean that the member of the Works Council is to be used as a substitute for the foreman. This would be contrary to our plan of organization, as all aggrieved persons are to approach their foreman first; then if they are still dissatisfied they may bring the matter to the attention of their superintendent directly or through the representative. This procedure should be adhered to at all times, as the foreman's authority must not be ignored, nor must he avoid any responsibility he might have in the case.

On the other hand, if an employee in his own opinion has a grievance, and his foreman either seems careless

or does not wish to do anything about adjusting matters, the employee should in this case speak to his representative to get his version and advice, rather than stay dissatisfied and probably talk over his grievance with his fellow employees, as this procedure sometimes leads several into trouble, all through some misunderstanding.

Experience has taught that most grievances originate from misunderstandings of some nature. Sometimes a foreman misinterprets a rule or policy of the Company, which may lead to trouble in his room, or the Company may put into effect a policy overlooking something that may lead to trouble, unless the difficulty is called to the attention of management and adjusted. Again, an employee may misunderstand a policy. Any aggrieved party should always make sure that he understands the explanation given to his grievance and if he should have the least doubt, he should make further inquiries, as this is the only way the management has of knowing whether or not he is satisfied.

It should be the ambition of every employee representative to give the best possible service to all employees in his department, to study the policies and methods of the Company, and to be in a position to answer and explain at least a majority of the questions that may be asked him from time to time, without having to take up the time of the superintendent or any other person, for the needed information.

When he is asked a question by an employee which he is unable at the time to answer, the representative should make it his business to get the answer as soon as possible, and on no occasion should he neglect to convey the information to his inquirer.

Every employee should be on the lookout for anything that in his judgment would be beneficial in improving working conditions, either in his department or throughout the plant, and should not hesitate in using either a Suggestion Box or a representative to get his ideas to the management, and should bear in mind that any sugges-

tion should be made in a confidential manner, and that the management will be glad to consider any suggestion that will improve the plant or the working conditions of the employees.

**T**HAT the worker should be interested in the improvement of his plant is the employee's duty. The foreman may render his services, but the worker could prove very beneficial to a foreman. This service is the bringing to the attention of the management matters that may lead to grievances and having them adjusted before they have been noticed by a large group, thereby preventing the spark from developing into flame. Every employee should be interested enough in his job, at least, to consider it a duty to try to have removed any obstacle that might cause trouble or mistrust between himself and his employer.

If at any time a representative should be asked by the management for his opinion on any proposed change in policy or method which in any way might effect any group of employees, he should at all times render his opinion on the matter without a thought as to whether or not he agrees with the management, bearing in mind always that the management is also composed of human beings, susceptible to mistakes. Impartial opinions given without fear are always appreciated by all concerned, and at times avoid unintended injustice being imposed.

Superintendents and department managers may help to make the Works Council effective by taking the representatives of their department into their confidence, keeping them posted on all proposed changes that may in any way be questioned by employees of the department, and by furnishing or procuring any information that a representative might ask for as promptly as possible. The superintendent or department manager will help by arriving at decisions promptly, or when it is necessary to take the matter to a superior, to see that a quick decision is secured. Should there be an unavoidable delay in settling a grievance, the reason for delay should be given to the representative so that the aggrieved employee may know there has been no carelessness in the consideration of his case.

The employee representative's most important duty is to get a decision of some kind, in all cases; the more prompt these decisions are, the more effective the Works Council.

# "I Knew Him When - - -"

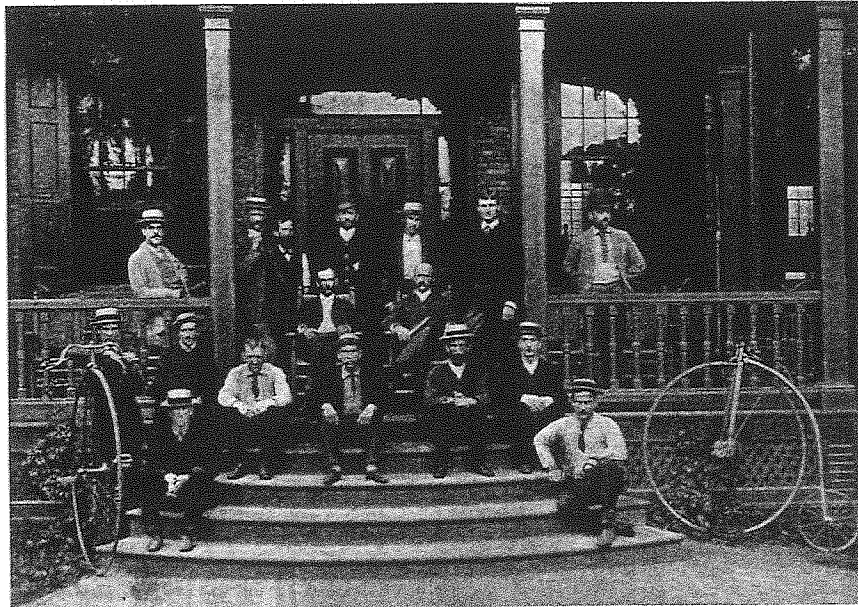
**T**HE challenging photograph below, showing general conditions at Cheney Brothers in the year 1885, was taken in front of the old main office, on the site where the present office stands. The young bloods assembled in porch conference and affording an idea of sartorial and vehicular styles of earlier days include one member of the Cheney family who is still seen daily at his office, two employees still on the job, a secretary who is now a physician, and a telegraph operator who became a successful manufacturer of automobile products.

To avoid suspense, we proceed to roll call. Seated upon the stoop at the extreme left, obviously resigned to the business of having a picture taken, is Robert Richmond, who is still in the employ and who will later develop as the hero of this piece. About Mr. Richmond, then general office boy and handy man, now a member of the Yarn Scheduling Department,

right to repose in the chair at left, and Lucius Pinney, head bookkeeper, occupies the chair at right.

Proceeding to the last row of the frieze we find, at left, John Hutchinson, then secretary to Col. Frank W. Cheney and the Directors; George W. Finlay, assistant bookkeeper; Thomas Cadman, Waring foreman; Alvin W. Greene, assistant paymaster; James Joyce, telegraph operator; Elisha Rich, assistant bookkeeper; G. Herbert

Johnston	Foreman, Yarn Shipping Department
Lay	Deceased
McNicoll	Deceased
Benton	Deceased
L. Pinney	Retired
J. Hutchinson	Physician, New York City
Finlay	Deceased
Cadman	Deceased
Greene	Retired, lives in Florida
Joyce	Manufacturer, automobile products, Baltimore, Md.
	Rich
	Retired, lives in New York City
	G. Herbert Cheney
	Deceased



The above photograph gives older employees a chance to indulge in the pastime, "I knew him when . . ." The high wheel bicycle on the right, proud possession of C. Herman Cheney (with the moustache) was imported from Paterson, N. J., the first of its kind in town.

**U**PON being shown the picture, William C. Cheney recalled one of the early tragedies that befell the office and that had to do with Robert Richmond, whose natty costume may be viewed in the front row left. The story is told with the consent of Mr. Richmond, and the writer craftily hopes to use it as bait to secure from Mr. Richmond an equally good story about Mr. Cheney.

Cheney, assistant to Robert O. Cheney and James W. Cheney.

Of the group of seventeen men, three are still active in the business; three have retired; four have other business connections; six have died; the whereabouts of one is unknown.

Richmond	Yarn Scheduling Department
Pinney	Whereabouts unknown
Cheney	Manufacturer, lives in South Manchester, treasurer of Glazier Mfg. Co., Glastonbury; president and treasurer, Williams Bros. Silver Plate Co., Glastonbury.

Cheney	Active member of firm
Richmond	Odd Fellows official, New Haven

"Mr. Richmond is designated as office boy," Mr. Cheney began. "But in those times, before the introduction of modern methods of efficiency, the office boy was required to help with a variety of jobs and he had to be handy. Mr. Richmond was a handy worker, very efficient and active, and he was called upon to fill a number of jobs. I am especially reminded that one of his chores was to receive telegrams. To get a message straight, he had to have good ears and use them. We didn't have the machines we have today.

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"Well, it happened that the resident Methodist minister had a brother in northern New England, who was taken ill. Cheney Brothers' telegraph service did for the town and it wasn't only business messages that came in. A first word came to the minister something like this: 'Brother taken ill'. Followed a second message, 'Brother's condition much worse'.

"The next day was Saturday, which was then a very busy day with business extending through the afternoon. The third bulletin in reference to the minister's brother arrived, and our hero, preoccupied either by the stress of business or the importance of a Saturday evening engagement, and having come to his own conclusion as to the sick man's probable fate, took matters in his own hands and produced a telegram which he thought was the natural outcome of the preceding ones. Thus it was that the minister read the message, 'Brother dead', packed his luggage and set off for the funeral.

"Arriving at the front door of the homestead, the minister was greeted by the self-same brother, looking quite well. Joy mingling with anger, the parson returned to South Manchester, and, it is feared, gave a piece of his mind to Robert, who was also reprimanded by Col. Frank W. Cheney. Finally all hands managed to placate the minister who felt he had gone a long way to learn that the telegram read, 'Brother better'."

## REMNANT SALESROOM TO BE ENLARGED

Cheney Hall has seen many uses in its eventful history, and is now about to take on a new character.

The main floor of the hall will be the location of Cheney Brothers' new salesroom for remnants and imperfect materials, to open early in October with four times the amount of stock and ten times the display space of the present store.

The enlarged store will solve many difficulties created by the crowded condition of the smaller shop now in use and should effect a very appreciable increase in sales. The volume of business has already made more space imperative.

Steel cabinets in back of the counters on the east and west sides of the hall will hold the stock, conveniently classified. Ample space for display is one of the most important features. Display tables will occupy the center

## Starts

### On The Race

THE year 1889 marks the anniversary of the first velvet mill in this country, the first velvet mill in this country. Cheney Brothers, which are now manufacturers of the finest quality of this type of loop pile, the most important structure has grown the largest industry of the United States. The Velvet Department, with Richard J. Saunders as superintendent, was started in 1889, when Mr. Monrois brought from Germany a few velvet power looms. Robert Cheney, then in charge of the Velvet Department, and later Clifford D. Cheney took an intense interest in the making of velvets, and the Cheney line developed so that today hardly a style of velvet is known that has not been woven on the Cheney looms.

The story of velvet is the story of its change from a luxurious fabric that only royalty could afford, to a gradually cheapened product available for everyone. The weavers of velvet were regarded as craftsmen of great art in the days when they created the expensive apparel of royalty. Velvet was then cut by hand.

The invention of the power loom changed the picture completely, and made it possible for the cloth to be sold at a democratic price. For many years, the demand has continued to call for cheaper and yet cheaper goods, and this demand must be satisfied. Under the system of mass production, it is the pocketbooks of the working girl and the housewife of modest means that the manufacturer must keep his eye upon. High priced velvets have but a small market.

Cheney velvets are used for millinery, dresses, cloaks, trimmings and decorations of various kinds, jewelry boxes, artificial flowers, shoes and draperies. They are made with com-

of the floor and at one of these tables customers will be supplied with style information. Comfortable chairs and tables will be provided for those who wish to read the style periodicals, which will always be available at the salesroom, and for those who wish to consider and plan their purchases.

Visitors will enter at the main entrance on Hartford road, and will come first to the cravat section, located nearest the door so that men purchasers may find what they want

quickly without going through the dress goods section. At the right will be the "bargain" counters where broad goods and velvet remnants will be sold. At the left will be the piece goods department, a salesroom innovation, for the first time giving customers the opportunity to buy "seconds" by the yard from the bolt.

Another important feature will be the full line of velvets, which — like the broad goods — will be obtainable at any desired length from the piece.

The weaving of velvets is done on a loom which has the warping of broad goods. Two pieces of cloth are woven at the same time, one above the other, and are joined together by the pile, which is cut as the two pieces separate and wind on beams.

Three warps are adjusted in the loom, two ground warps and one pile warp which serves for both. The filling is sometimes put in by one shuttle which travels alternately through the two warps, and sometimes by two shuttles, one for each ground warp. The height of the pile varies for different fabrics and the amount of pile warp to be let off for each pick is measured by a ratchet which maintains an even take-up. The knife which cuts the pile in two is adjusted exactly in the center so that one piece of the material is not shaved too close while the pile on the other is left too long.

When narrow velvet is being woven for millinery or other purposes, from two to four widths of the material are woven side by side according to the width of the loom, with selvages along which the material is later cut apart. In this way as many as eight pieces may be woven at the same time.

There are two main types of velvet, the "loose" and the "tight", or "fast". In the loose type of weave, each loop of the pile is held by one pick; in the tight, it is held by three picks, the result being a firmer fabric.

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## WAGE ~ How Shall It Be Determined?

### 2. Task and Bonus System: The Recognition of Individual Achievement

The following is the second of a series of articles explaining Cheney Brothers' wage system.

Every man likes to be treated as an individual. He resents being herded into a crowd as though his own human efforts could not shape and alter his welfare.

The ideal method of wage payment must recognize the worker's claim to be regarded as an individual. It is because the day rate and piece rate systems ignore this fact that they are unwieldy, uneconomic and unfair if applied to a large body of employees such as Cheney Brothers employ. The great fault of both systems is that they deal with workers as a mass and fail to acknowledge the variations of individual merit. There is no chance in either system for one man to earn more than another on the same job for the good reason that he does the job *better*.

To correct this situation, the Task and Bonus plan was founded on the principle that payment should be made on the basis of individual achievement. This is the most important idea to be grasped in an understanding of the method of wage payment at Cheney Brothers.

To find a system which would judge the individual merit of the thousands employed by the Company was not an easy task. As finally worked out, the wage plan has three main features:

1. How much work an employee should be expected to do.

2. How much the worker is to be paid.

3. How the worker is to be treated.

4. How the worker is to be recognized.

5. How the worker is to be rewarded.

6. How the worker is to be motivated.

7. How the worker is to be developed.

the man on the job — is computed by Credit Rating.

The three together give all the information necessary for a plan of wage payment that recognizes individual merit. A brief outline of the principles and functions of the three departments follow. Each will be discussed in detail in later issues.

#### Task and Bonus

The success of the Task and Bonus system depends upon the *fair setting of the task*. A fair task can be done at a comfortable pace without hurry or worry. With such a task, the worker is content and feels that he is being treated justly.

If the task is to be fair, it cannot be guessed at, but must be computed scientifically. A well-trained time-study force is therefore necessary.

Time studies originated with the idea of "elimination of motion" in industry, the search for the quickest and most efficient way of doing things. Emphasis was first placed on economy in equipment. The steam shovel and the portable mixer took the place of hand labor in mixing cement. In every industry machines began to do work previously done by hand.

As soon as machinery reaches a certain degree of perfection and no longer undergoes very radical changes, as in the silk industry, emphasis of timestudy work shifts to economy of human effort.

The work of a timestudy man is not merely to hold a stop watch, but to note and eliminate waste and to introduce economies in equipment and method. Timestudy not only finds out how long it takes to do a job, but whether it is being done in the right way.

In the setting of a task, one or more of the best workers are timed. As many workers are used as seem necessary to supply data for a fair conclusion.

From the data assembled, the amount of work an employee should do in a given time is determined.

When the worker accomplishes his task in the specified time with satisfactory quality, he receives a bonus. That is, in addition to the flat hourly rate which is guaranteed whether he makes bonus or not, he gets an additional sum. The advantage of this arrangement is that the worker is guaranteed the major portion of his pay, and is therefore protected. The remainder of the wage he must produce by a definite achievement. The system therefore protects both the employee and the employer.

#### Job Classification

Job Classification attempts to set maximum and minimum rates for jobs. Job Classification says that it is fair to be paid more for digging in rocky soil than for digging in sand, and this in a nutshell is the principle of the plan. The messenger boy gets less than the clerk, the clerk less than the assistant executive, and so forth.

For each scale of jobs there is a corresponding scale of wages, the maximum and minimum rates depending upon such qualities as the skill, experience, responsibility and working conditions.

An advantage of job classification is that it marks clearly the path of promotion. The ambitious worker anxious to get into a higher class may successively select and work for a job in the class next above his own.

#### Credit Rating

Credit Rating is Cheney Brothers' estimate of the value of the worker on his particular job. He is given a percentage rating for a number of factors that directly or indirectly determine his value to the Company. These factors are:

1. Service
2. Productivity
3. Quality
4. Attendance
5. Citizenship

In order to recognize unusual qualifications or ability, the firm also

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give extra points above one hundred per cent for:

6. Versatility
7. Conduct

Under this flexible plan, an individual may through conscientious work and self-improvement build up his wage to the maximum for the job. On any task and bonus job, there is this opportunity for the employee to exercise initiative and show superiority, knowing that he can thereby boost his credit rating and his wage.

The credit rating of every employee on a task and bonus job is checked every three months.

*Further discussion of the Task and Bonus plan will appear in the October issue.*

## DEPARTMENT MEETINGS

### Throwing, Winding and Spooling

SEVERAL matters of unfinished business were reviewed before the introduction of new topics at the Throwing, Winding and Spooling meeting in a consultation room of the Main Office, August 12. R. O. Cheney reported that a new size of job had been set for winding 28/30 Japan owing to a changed method of preparation. The change in size of job is satisfactory to the winders, it was stated.

Further discussion of time allowance for starting up and running out machines was held. The representative reported that no further complaints have been heard and was requested to report if any arise.

Small alleys between the winding frames and the partition in the rayon winding room make it impossible for a girl to work comfortably. It was brought out that if but one girl could be assigned to an alley, her working conditions would be greatly improved. Such an arrangement might be possible under curtailed programs, but would be impractical under normal conditions. The matter will be the subject of report at the next meeting, after investigation.

The condition of a humidifier over the winders which causes water to drop on the machines, and the matter of worn out ends of spindles and sockets in fingers will be further investigated.

Girls in the Winding Department at the Cravat Mill wish to have benches installed in the hallway for use at noon. Benches had previously been removed when the lunch room was provided, and it did not seem economical to duplicate accommodations. However, the matter will be considered.

A complaint that the task on 13/15 Japan F in the Throwing Department is too hard because of poor running condition of the stock was brought up. Edward F. Taylor, superintendent, explained that the poor condition of this stock had been noted but that no action had been taken since the stock was practically exhausted and new silk was expected.

A discussion of the cause of variation in lots followed mention of the trouble that is being experienced with winding 20/22 singles boil-off, both in Japan and Italian stocks, and in 20/22 China in green. Variation in lots of rayon in winding and spooling was also discussed. Experiments in handling of rayon in dyeing and after dyeing have been made with varying results and additional experiments are being made before standard methods are adopted.

### Auxiliary Division

THE first part of the Auxiliary Division meeting on August 14 was devoted to reviewing minutes of meetings since the first of the year. Stephen C. Hale, division manager, had previously selected items from these notes for discussion at the Auxiliary Division Superintendents' meeting. These items referred to matters brought up in the departmental meetings about which there might be a question as to whether the decisions had been carried out.

All of these items were thoroughly discussed and it was agreed that appropriate action had been taken in each case.

The matter of short time operation and the policy under which it is administered were again discussed by Mr. Hale. The question of even distribution of short time operation among the employees was also mentioned. Mr. Hale explained that the policy was to distribute the available work in the various departments equally and impartially among the employees of that department, but that it might occasionally appear otherwise to em-

ployees because particular employees are often required for jobs demanding the kind of special ability they have. Over a period of time, however, the allotment of hours is equalized.

The workmen feel, it was reported, that they are required to report to the Medical Department for treatment of minor injuries more often than many of these cases justify. It was requested that this matter be taken up with the Medical Department.

As a result of a discussion, Mr. Hale and Mr. Lupien of the Industrial Relations Division agreed to look over the shed at the stable locations to see if some of the space could be used as garages for employees in that section of the town.

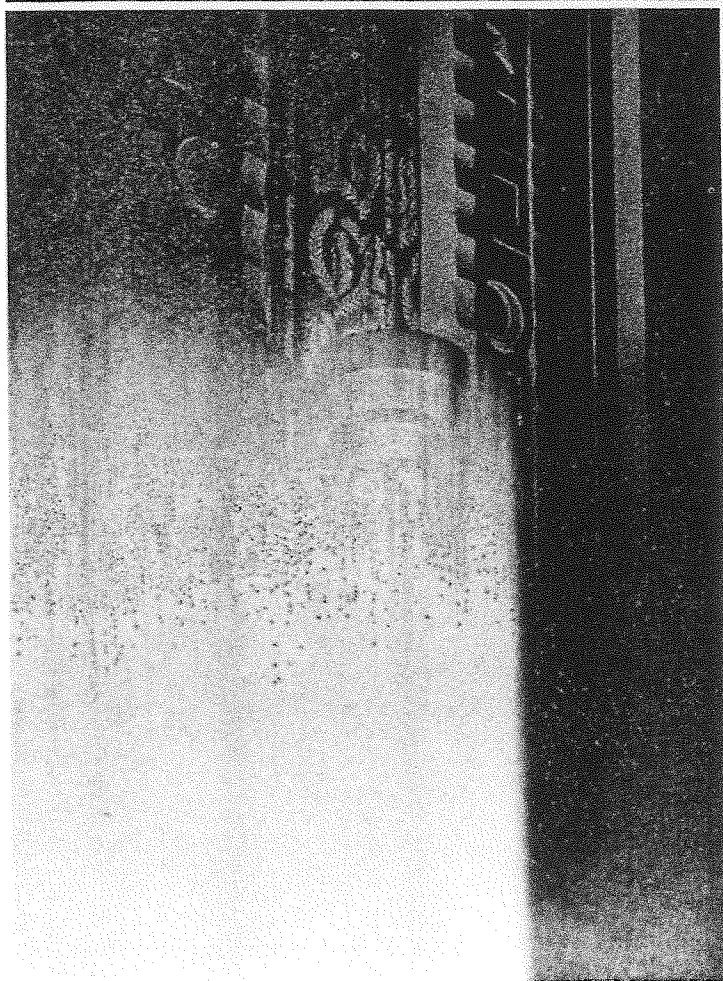
### Velvet Mill

AT a meeting of the Velvet Mill Works Council August 20, it was explained that the new qualities of black millinery velvet have been accepted by the New York office and small orders have been received. Approximately 50 looms will be mounted which will operate 5½ days per week for a period of six or seven weeks. In order to maintain the present organization, and to prevent, if possible, a further curtailment of employees, these qualities will be woven with two shifts of weavers operating on an alternating weekly schedule. The type of velvet known as flower velvet is quite active, although it is now being merchandized for a purpose other than decorative flowers. The transparent and cloak velvets are now on the run out.

The lay out of looms in the weave shed is to be altered and placed in race type formation. The tubular looms in the basement are to be discarded in order to secure floor space for the extra looms created by the new lay out.

The warping employees complained about being transferred to a different frame each time when starting a new lot of silk, whereas the previously assigned frame could have been used for the purpose. A procedure was arranged to have the case investigated.

The twisting employees complained that in some instances warps to be twisted are not at the loom when required. The loomfixers will again be instructed that when warps are in the weave room it is their duty to have them at the loom when they are needed by the twister.



Magenta damask for draperies and velour coverings for chairs in Horace Bushnell Memorial Hall, Hartford, were made by Cheney. The damask was designed exclusively for the Memorial; four hundred yards of it are used. The design, lyre and laurel wreath shown in detail above the wall light in the photograph at left, combines Federal and modern influences, as the building itself welds Colonial and modern architecture, the latter most exotically illustrated in the theater, above. The Memorial was given by Mrs. Appleton R. Hillyer of Hartford in honor of her father, Rev. Dr. Horace Bushnell.

## Compensation Brings Security

**C**OMPENSATION laws achieved two great things for the worker. They made compensation reasonably sure, and they made it uniform.

The breakdown of the old plan under which it was difficult for an employee to get compensation revealed to both employer and employee the urgent need for legislation. Industry had developed in leaps and bounds. Thousands worked under one employer. Machinery took on powerful and elaborate forms, and frequently became a menace against which the worker had to be protected by guards and special clothing.

Until the last years of the nineteenth century, industry had assumed little responsibility for injury or death. By that time the results and costs of accidents had become so serious a burden that they loomed as a problem which must be faced. Germany passed a compensation law inspired by Bismarck, and before the turn of the century England also regulated by law the rights of employer and employee in industrial accidents.

In the United States, it was not until after 1910 that interest in compensation resulted in widespread legislation. Montana had the distinction of being the first state to pass a compensation law, in 1909. However, this was later declared unconstitutional and was succeeded by another act in 1915.

A serious constitutional difficulty arose from the fact that some of the earlier laws were compulsory, binding every employer to pay and every employee to accept compensation. Such laws were found to be contrary to the clause in the state constitution guaranteeing "due process of law" in determining all legal damages.

Massachusetts was the first state to solve the dilemma by passing an act that automatically made compensation an *optional* part of the contract of employment. No employer or employee was bound to accept it. The employee could reject it by a signed statement upon entering employ; thereafter, he was obliged to bring suit for damages whenever he wished redress for injury. The employer could also reject the act, and when he did so was obliged to notify all

employees. In case of a suit, the employer who rejected the act was stripped of defenses and had to pay if the claimant could merely prove that he was injured in the employment. On the other hand, the employer who accepted the act had the advantage over any employee under him who refused to abide by it, for the law then demanded that the employee prove the existence of positive negligence on the part of management.

The Connecticut act, passed in 1913, was framed in conformity with this optional principle. Both the employer and employee are protected if they accept it and are handicapped if they reject it.

**T**HE URGE for compensation legislation arose from a realization that the worker should be at least partially reimbursed for wages lost while recovering from an accident. He was hard put to it to get legal damages, and he was successful in the attempt only when he could prove that the employer was directly responsible for the injury. Frequently the injured worker did not have enough money to bring his case to court.

The situation, unsatisfactory as it was, was made even worse by the fact that, in cases where damages were secured, there was no uniformity in setting amounts by jury trial. One worker might get \$200 for the loss of a finger while his friend, in a shop around the corner, got \$400 for the same injury. Constant debate, wrangling and discontent resulted.

When compensation legislation finally was achieved in various states throughout the country, its character was molded by a new legal principle. A revolution in the theory of compensation had taken place. The two factors which previously had been paramount in deciding whether damages were or were not to be given were now eliminated and new considerations took their place. The eliminated factors were the questions of *fault* and of the *hazard of the trade*. In most states compensation laws waived these points. They said instead that since it is difficult, if not impossible in the long run, to fasten upon the employer and employee their exact degrees of fault and responsibil-

ity, the law should provide a certain amount of compensation for all accidents occurring in the industry.

The law, therefore, made the employer and employee share the burden of accidents occurring in the industry, like the breakdown of machinery and the wearing out of equipment. Such injuries were regarded simply as another item of operation, and were automatically charged to the cost of production.

The employee had gained an important advantage, one which was due him, and which gave him a far more secure position in the industrial world.

**W**HILE varying in many aspects, the majority of state acts are alike in three ways. The worker, they say, must be reimbursed for approximately one-half of his lost wages. Secondly, his expenses for medical attention must be paid by the employer, for varying periods, and in Connecticut within a limit of ten years. Thirdly, he must be compensated with specific sums for specific injuries, listed in the compensation act and treated uniformly throughout the state.

The laws of the states differ, however, in the extent to which they make it easy or hard for the employee to obtain compensation, and in this respect the Connecticut law is liberal. In this state, an employee may receive compensation even when it is known that the accident was due to his own negligence, except in extreme cases of gross negligence or intoxication.

The general theory of compensation legislation, as enacted largely during the second decade of the century and as embodied in the Connecticut act of 1913, was a distinct advance in industrial administration. The distribution of losses due to accidents was more fair. The laws emphasized the advantage to industry of campaigning to reduce risks and eliminate accidents. Savings have resulted from the better working conditions which this campaign produced, and the savings—especially in the hazardous industries—have probably been as great as the sums management has paid for compensation and medical care.

*The next article will describe the most important provisions of the Connecticut act.*



# Design Pirate Reaps But Does Not Sow

## Reputable Manufacturers and Artists Seek Protection Against The Copier

**H**ORACE B. CHENEY, who has battled for many years to secure legislative protection for original design, discussed "Design Piracy" at the monthly meeting of the Works Council in the Executive office, August 18.

The United States, he pointed out, gives no adequate protection to originators of new ideas in design. In this country, copiers may reap plentifully where they have not sown. One week after the market receives a Cheney fabric—perhaps a highly priced decorative material of fine quality—a cheap copy printed on inexpensive cloth may appear.

As soon as this happens, the original fabric is worthless. It cannot be sold, no matter how costly it may be or how many thousands of dollars may have gone into its invention and production. Unjust as such a situation is, Mr. Cheney said, the wronged party has no redress.

"It is true," he continued, "that a design may be registered at the Patent Office in Washington, but the procedure of obtaining a patent takes too long to be practical for style purposes. It requires from four months to a year to get a patent, and in this day of fleeting styles, a design may be invented, printed, sold and out of style in that time."

For twenty-five years a persistent effort has been made in every Congressional session to secure a law to protect design. Gradually the matter has been made a national issue. In June, 1929, House of Representatives approved the Vestal bill which has since passed the Senate. It would have provided legislative protection in the United States for the first time to the originator of a design. The bill was introduced by Representative Vestal of Pennsylvania.

no copyright laws restraining publishers from copying books published in other countries, and a profitable business resulted.

"However, laws were passed to protect many types of articles. In all countries but Germany, Russia and the United States, designers are protected by patent laws. Such laws apply to all forms of original design, whether the medium be fabric, metal or other material.

"But during the twenty-five years in which legislation against piracy of designs has been sought in the United States, one persistent force has been in opposition—and to date the opposition has been successful. This opposition is offered by the retail trade, which bases its stand upon two objections. First, that such a law would make the innocent purchaser of a copy liable to undue penalty. Secondly, that such a law would result in higher costs to the public.

"These objections have not been raised in reference to any other form of merchandise, and it seems they should not pertain exclusively to design. For example, I may secure a copyright for a map, but if I use the map design on cloth, I cannot copyright it. I may have 50,000 maps printed, but if I have them printed one after another on a length of cloth, I cannot do it with protection.

"Why is the country interested—and why *should* it be interested—in the protection of design, and of all art? It is easy to see why Cheney Brothers, who spend large sums on the creation of original products, and why their employees are concerned. But the problem has even wider scope.

"France was the first among countries to give recognition to individual merit in art. Consequently she has become first in the creation of art. Not because she has produced better artists, but because she has protected her artists and those who came to her from other countries. France has laws which guarantee to the artist the fruits of his work, and in response to this protection artists have flocked to her.

"**W**HAT has been the result of a reverse policy in the United States? The case of Cheney

Brothers is an example. It has been necessary to establish a branch office in Paris where styles are created and designs are originated with the assurance that they will be protected. In this way, Cheney originations are guarded until they are actually on the market. Once there, the pirates get busy with them."

Mr. Cheney related the story of a particular case in which Cheney Brothers brought suit on the grounds of common law. Although the judge decided in favor of the defendant pirate, he made the following interesting comment:

"It would seem," he said, "that the plaintiff has suffered a very great grievance, for which there ought to be a remedy, perhaps, by an amendment to the Copyright Law. We acknowledge that you have suffered a real injury, and you have our sympathy; but we are unable to protect you."

When the case was continued in the United States Court of Appeals in November, 1929, the decision of the lower court was upheld, but again the judge expressed the opinion that a protective law should be provided and that Congress should act.

The result of this decision by the court in favor of the copier was a scramble to imitate the designs created by conscientious firms. The pirates felt they had been given *carte blanche* to continue to reap where they had not sown.

The speaker pointed out that even without a copyright law, a designer should be able to find protection on the grounds of inherent rights and simple justice, as in England's Courts of Equity.

Quoting from an article, "Racketeering American Art," by C.R. Clifford in the June, 1930, issue of *The American Silk Journal*, the speaker presented a graphic picture of the piratical system. The following is part of a stenographic report of the sales talk of a pirate salesman with a customer.

"Sure, these are copies of Cheney's line; we do it all the time. All that stuff about patent protection is a lot of applesauce; they can't do a damn thing about it; we always copy."

## Your Works Council



**JOHN BOLAND**

Nine years an employee; two years a Council member; delegate of Printing, Engraving and Steaming rooms, Dyeing and Finishing Mills; job, apprentice printer.



**AXEL SWENSON**

Twenty-six years in the employ; two years a Works Council member; delegate of the Weaving and Twisting groups of the Velvet Mill; job, weaver.



**IRVING KEENEY**

Representative of painters, carpenters and Paper Box Mill; eighteen years in the employ; second term on Council; job, outside carpenter.



**PATRICK MOONEY**

Eight years in the employ; second year on the Council; delegate of Velvet Mill finishing groups; job, quality inspector; Planning Committee member.



**JOHN LAKING**

Recently transferred to Cravat Mill; succeeded by Mary Strong as Warping, Quilling and Trimming delegate at Weaving Mill; thirty-four years in employ; job, machine oiler and cleaner.



**MICHAEL TIERNEY**

Representative of Piece Dyeing, Preparation and Cleaning rooms, Dyeing and Finishing Mills; eleven years in the employ; two years on Council; job, machine operator.

**SUGGESTIONS WANTED  
ON THESE SUBJECTS**

(Listed by the Broad Goods Weaving Department)

1. *Automatic Warp Let-Offs.* Cheney Brothers use several types of mechanical warp let-offs, for which their sponsors claim various achievements. In some instances it is claimed that an entire warp may be run without a change in weight being necessary. For other devices it is claimed that they let off the warp with precision and that no condition alters the amount of warp let off the beam at each pick. However, no method has yet been found to be entirely satisfactory for all types of cloth, and suggestions either on the proper use of the present standard equipment of ropes and weights or on new devices will be welcome.

2. *Tension Control On All Operations.* This subject is especially interesting to employees who work on the making and weaving of warps and quills. Control of quill tension prevents excessive stretch and resultant breaking of yarn; in crepe yarn, excessive tension causes the crepe to lose its "set" and become lively and uncontrollable. The amount of tension on warps while weaving controls "frosting"; excessive tension increases warp breakage. It is also notable that there may be a relation between weaving tension and the ability to finish various pieces of cloth of the same

commission with the same "hand". in the mechanical device  
3. *Pick Finders or Joint Makers.* ers are using to assist the  
There is much room for improvement joinings.

**THESE SUGGESTIONS WON AWARDS**

During July, the following suggestions won awards:

<i>Suggestor</i>	<i>Suggestion</i>
Edward Werner Weaving Department	Adoption of electric feeler stop motion resulting in considerable decrease in the amount of warp ordinarily left on quills.
Stephen Starchewski Velvet Department	Reinforcing end of sweep sticks with metal on all box looms in Velvet Department, thereby decreasing damage to equipment and product.
Edward Wisotski Weaving Department	Equipping speed looms with stationary reel bar instead of a wooden breast roll to improve quality of the product.
John Schleminger Piece Dye, Printing and Finishing	Covering sticks for cottage steamer with burlap mechanically instead of by hand.
George Johnson Auxiliary Division	Using adjustable rubber glue rolls on Ribbonzene machines, producing greater surface for the Ribbonzene to pass over, eliminating rutting of the roll, and prolonging the life of a rubber roll.
John R. Howell Auxiliary Division	Noting repairs necessary to old Day Nursery building, to prevent serious deterioration.
Paul J. Carter Weaving Department	Replacing loose bricks in the top southeast corner of Weaving Mill, possibly preventing an accident.
David McKee Auxiliary Division	Installing guard over gears on Logwood Dyeing machine in Piece Dye House, to prevent accidents.

THE Broad Goods Weaving Department submitted and had accepted the largest number of suggestions during the six months from January 1 to July 1 of this year.

<i>Auxiliary Division</i>		<i>Prod. and Comp. Res. Division</i>	
Accepted .....	4	Accepted .....	6
Rejected .....	5	Rejected .....	9
<i>Broad Goods Weaving Department</i>		<i>Product Control Division</i>	
Accepted .....	7	Accepted .....	2
Rejected .....	12	Rejected .....	2
<i>Cravat Department</i>		<i>Scheduling Division</i>	
Accepted .....	None	Accepted .....	6
Rejected .....	2	Rejected .....	4
<i>Financial and Economy Control Division</i>		<i>Spinning Department</i>	
Accepted .....	1	Accepted .....	None
Rejected .....	1	Rejected .....	2
<i>Industrial Relations Division</i>		<i>Throwing Department</i>	
Accepted .....	2	Accepted .....	2
Rejected .....	5	Rejected .....	None
<i>Piece Dye, Print and Finish Department</i>		<i>Velvet Department</i>	
Accepted .....	2	Accepted .....	3
Rejected .....	3	Rejected .....	9

<i>Yarn Dye Department</i>	
Accepted .....	3
Rejected .....	3

Total Accepted Suggestions	38
Total Rejected Suggestions	<u>57</u>
Total	95

**NAMED TO COUNCIL**

ON account of a change in jobs, John Laking has automatically ceased to be the Works Council representative of the Warping, Quilling and Trimming rooms of the Broad Goods Weaving Mill. Mary Strong, warping instructor, has been appointed to complete the unexpired term, it was announced at the general Council meeting August 18.

Attention is called to the fact that under no condition may the milkman accept cash for milk distributed at the plant. He is to deliver milk only to persons who are provided with tokens. Tokens may be obtained from the Service Aides directly or through the room foreman.

## Two Receive Pensions



MISS MARY WOODS

Miss Woods, whose continuous service with Cheney Brothers lasted seven months over half a century, was a spreader in the Dressing Mill before receiving a pension, effective August 1. She is 71, and resides at Fouracres. She was first employed by Cheney Brothers in 1877.

### BUILD RESISTANCE TO WINTER COLDS

Will coughing be your winter sport?

Will you be a theater menace, wheezing at the backs of people's necks?

Cold inoculations may catch the germs before the germs catch you.

A cold, although in itself a minor ailment, often leads to more serious illness. A series of colds throughout the winter may gravely harm a healthy constitution.

Colds can be prevented in many cases, although not in all, by a series of inoculations which may be administered by your family physician or by the Medical Department, which has been rendering this service for several years.

Your First Aid Worker will arrange for you to take the treatments and will advise you as to the cost. To avoid fall colds, you should begin the series early in September. Very sus-



THEODORE BIDWELL

After almost forty-eight years in the employ, Mr. Bidwell was pensioned August 1. He was a foreman in the Spinning Mill, in charge of the Ribbonzene and preparation rooms. His home is on Chestnut Street.

ceptible persons should repeat the treatments in December or January.

It has been the experience of the Medical Department that these inoculations reduce the number of colds to an average of one a year for a person. Eighty-five per cent of the population

## 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:** Is it necessary for an employee to undergo a physical examination at the Medical Department following a three weeks' absence due to sickness in the family?

**Answer:** According to a recent ruling, an employee is not obliged to take a physical examination for an absence of not longer than six weeks, if the absence was not due to the illness of the employee himself. Only in exceptional cases, as when a member of the family has had a contagious disease, is re-examination required.

of this country have two or more colds a year.

Common colds and their resulting infections produce more than 50 per cent of all the disabilities due to illness, and are responsible for a loss of more than a billion dollars in wages annually.

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Fall and Winter Costumes

CHENEY TRANSPARENT VELVET  
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