



THE AMERICAN PARADE



★ ★ "Work to Win" ★ ★

War Production Program Started

TUESDAY, November 17, 1942, will always mark an historic milestone in the war effort of this Company.

On that day 700 shop employees and officials met in the plant to inaugurate a spirited "Work to Win" war production program.

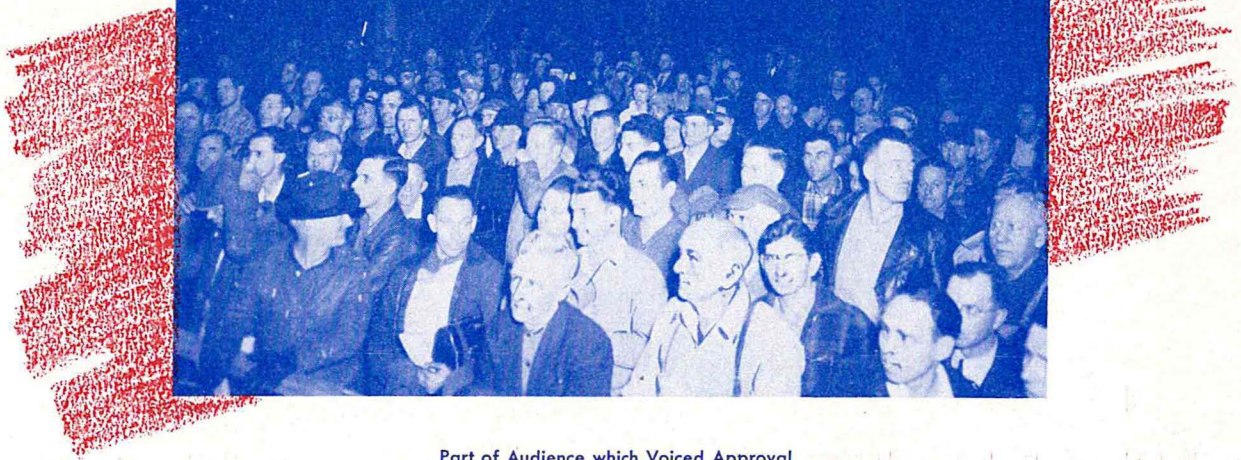
J. Robert Bunch, president of the Union (Local 995, U.A.W.-C.I.O.) opened the meeting as follows:

"Perhaps you are all wondering why this meeting has been called. It was to promote good feeling between labor and management here in the shop. Now,

we have some distinguished guests and quite a program arranged, so we will get on with the program now.

"This marks the official start of what we might call our "Work to Win" Program. We have a suggested plan drawn up which will need the cooperation of all of you men as well as the management. What we are really having this for is more or less of a pep session. Before every big game you have a pep session. In our game we are all fighting toward the same end—to win the war.

"Now I want to tell you we postponed this for perhaps a week or so because we had some important



Part of Audience which Voiced Approval
of the "Work to Win" Campaign.

guests who could be here at this time. We might not call them guests because this is their own plant, but to us they are guests and I take great pleasure in introducing now the President and General Manager of our Company, Mr. Otto Pfaff."

Mr. Pfaff came to the microphone and prefaced his message by saying, "It may seem strange that the Manager of the Company needs an introduction, but I realize that the business has been growing fast and we have a lot of new employees who do not know me. Not so many years ago I was just Otto to the fellows in the shop. I hope I still am."

At this point Mr. Pfaff called upon the various executives and members of the board of directors who were present on the platform to take bows in response to his introductions.

The first to be introduced was Mr. Verne E. Minich, founder of the Company in 1908 and now chairman of the board of directors. As Mr. Pfaff humorously remarked, "He's the boss who hired me, fresh out of high school, some 26 years ago for eight bucks a week."

Mrs. Minich, wife of the founder, and also a member of the board of directors, was then introduced by Mr. Pfaff, who greeted her with complimentary observations about her business ability: "She has a keen, practical mind—a real balance wheel on a board of directors."

Mr. Albert Austin, Company patent counsel, and for many years a director of the company was unable to attend the meeting because of illness. Mr. Pfaff said, "I am sorry he is not here to meet you, because he is a grand fellow."

The next to be introduced was Mr. Elmer Rich, director of the Company since 1919 and sales representative, with his sons, Bunny and Bob, in the Chicago-Milwaukee area.

Vice President in Charge of Sales, Les Andrus, was introduced as the directing head of our sales activities all over the country and the "general who directs the strategy required to get customers' orders."

The last to take a bow was Harold Miller, Secretary of the Company and Works Manager, whose chief

headache today, Mr. Pfaff said, was to "get the steel, bearings, motors and other material necessary to keep the shop supplied".

Following the introductions Mr. Pfaff gave his audience a sincere message on the "Work to Win" program. The following are important excerpts from his speech:

"First, I extend to all of you, workmen and supervisors alike, the Management's thanks and appreciation for your fine efforts and cooperation. (*Applause.*) Since September 1, 1941, our operations have been restricted to 100% war priority business. In the period since that date—14 months—we have practically doubled our shipments to War Plants that need our equipment for producing tanks, airplanes, shells, bombs, rifles, and lots of other armament.

"We can all be proud of what we have done so far, but there is much more to be done now that our armed forces have taken the offensive.



Otto A. Pfaff.

"The Company has a large backlog of orders from concerns who are pleading with us to get the equipment to them. Our average delivery period for a machine is 5 months. Try to visualize what it means for a War Plant to wait that long for equipment before it can begin producing—then you can better understand why our Army, Navy and Air Corps are waiting on our production shops, and the vital part that each one of you plays in the whole war effort as the 'man behind the man behind the gun'.

"Without your help the 'man behind the gun' simply cannot function. His very life may depend upon the speed with which you produce. I want to quote from a Washington Bulletin:

"In order to fulfill developing requirements machine tool producers on November 2d were called upon to cut their overall production time by nearly a third in a statement by George C. Brainard, Director of the Tools Division of the War Production Board. Demands for greater speed reflect increasing specific needs in the program of war production. The more rapid deliveries of machine tools will accelerate output of weapons necessary for defeat of the Axis'.

"Then, in urging greater production, Mr. Brainard goes on to say:

"However it is done every machine will have to be working at its practical maximum, every foot of floor space will have to be fully utilized, every man and woman in the industry will have to strain'.

"You fellows have the patriotic spirit as evidenced by your excellent showing in the War Bond Program. I congratulate you as good Americans. (*Applause.*)

"Now, what can you do—as good Americans—to increase your war effort on your job? I understand you have been discussing a program and will sign 'Work to Win' Pledges. Bob Bunch will probably tell us

more about what we can expect. I want to be one of the first to join your 'WORK TO WIN' effort. I have signed one of the pledge cards and I will now turn it over to Bob Bunch.

"Now I will discuss a few things that may concern you in connection with your extended effort.

"First, I give you our pledge that all existing time studies will be frozen for the duration of the war. You will not suffer after the war by reason of any extra effort you put into any job now.

"Second, you are possibly concerned about our agreement to pay you an increase in wages effective November 1st. We are, too, because we want to pay it to you. We made an agreement to do so, and we will live up to that agreement. We have applied for the War Labor Board's approval so that you will get the increase. You understand, no doubt, that we cannot pay the increase under the recent new legislation unless it is approved by the War Labor Board.

"Another matter I might talk about is that of labor turn-over. I think you are aware that we try to treat you men fairly and decently. I don't think we have the close supervision over our men that you find in most shops. We would rather feel that you don't need supervision, except for instructions as to how to do the job. We are fortunate in one respect. This business is not a so-called 'war-baby'. We are simply turning out more of our regular products. And it just happens that our products are needed badly by plants that are producing the war goods. But, when the war is over we will go along producing practically the same equipment we are producing today. I mention that because it does have a bearing on whether you are better off here than in some war plant that may not offer the same opportunity after the war.

"I don't pretend to know anything yet about what control might be established by the War Manpower Commission toward freezing jobs, but I do believe that those people now on our payroll will not be upset and forced to go to work some place else. I say that because of the vital need for our equipment.

"I want to mention the subject of women employees in the shop. There is no more skilled labor available. We have to employ what men we can get and train them to such jobs as they can handle. The supply of such men is running out and I am sure, whether we like it or not, that we must begin soon to train women for some of the jobs. We are giving that active consideration now. We have to decide on the jobs that can be handled by women and we must provide the facilities for them. I hope that we will have your wholehearted cooperation in this program. It becomes a necessity, not a choice and I am sure we can depend upon you to show them the respect and goodwill due them both as women and fellow workers in the same cause.

"Now, a few words about the new Suggestion Plan. Your Labor-Management Committee has been active on this project and has now developed the plan. My views about this are covered in a separate letter just posted on the bulletin board. I just want to assure you now of the sincere interest on the part of the Management in getting all of your ideas—every idea that might help us do a better job in this war situation.



J. Robert Bunch, Pres.
Local 995 U.A.W.-C.I.O.

Nothing will please the Management more than to extend reward for good ideas. Ideas are the lifeblood of any business.

"And I want to urge all of you, in the rush of production, to be on your guard in protecting yourselves, protecting each other and protecting the Company's property here from all hazards. Protect your health and observe all safety precautions. We can't afford to lose man hours. I might mention that we have plans under way to provide a modern first-aid room.

"As to sabotage: No one knows where the Nazi terror will strike, or when, and we must be on our guard. It may become necessary under instructions from the War Department to fingerprint all employees and to go further than we have on plant protection matters, but I am sure we can depend upon your co-operation.

"In summarizing: We must shorten our deliveries to customers, we must produce more in shorter time to keep our armed forces supplied. It takes a lot of production in all of our American plants to put our Army, Navy and Air Corps in position to execute a grand offensive such as the one now going on in Africa. And it will take even a lot more before they can extend their offensive into Europe.

"When I talk with officers from the Army, Navy and Air Corps, I want to be able to assure them that the employees of American Foundry Equipment Company have gone 'all-out' in their war effort—that no one is holding back."

Mr. Minich was the next speaker to address the audience. His speech follows:

"I heartily endorse the pledge Mr. Pfaff has just given, that you will not suffer after the war by reason of any extra effort that you put into your job during the war.

"It is well known that any man can increase his efficiency to a marked degree if he be given the necessary incentive—clearly such incentive exists at this very moment.

"Never before, in our national life, have we faced such an urgent emergency. Our very lives as free men are now at stake. If we hope to overcome the terrifying coalition arrayed against us in the combined powers of Germany-Japan-Italy and their satellites, we will be forced to exert our fullest energies.

"I believe it possible for AFECO, with its present man power, to very materially increase its volume of production. In the interests of your Country, your family, yourself and every one dear to you, I urge that you give every ounce you have to that end.

"Let me add that I am aware that such effort could not be permanently sustained under peace-time conditions, but we do not now enjoy peace and our great need calls for a supreme effort. When we have finished our task and the battle is won we neither expect nor desire super-human effort. We do not believe that we have ever expected nor asked anything unreasonable from our organization in the past nor shall we do so in the future.

Work To Win



Verne E. Minich



Mrs. Verne E. Minich



L. L. Andrus



H. M. Miller



E. A. Rich



"There are many things that I should like to tell you about the origin of our business and its steady but conservative growth that I believe would be of interest to you as members of this organization, but this is hardly the occasion and time will not permit.

"I shall be glad if a suitable opportunity is ever afforded. It has been suggested that an article be prepared on this subject for your employee publication *The American Parade*. This seems to have merit and it might be a logical thing to do.

"But, I do want to point out a few things that I have learned through personal observations.

"Over a period of years extending from 1923 until just before the war began, I have been many times abroad in the interests of Company business visiting most of the countries of Continental Europe, but more particularly Germany and Italy. I have had the opportunity to observe and to compare their living conditions with our own.

"The most striking differences appeared between the years of 1935 and 1939, inclusive, during which years I made at least one and sometimes two visits each year in those countries.

"If you could compare their life with ours you would realize that what we regard as common necessities would, to most of those people, be luxuries which they could not even hope to attain. It might startle you to know that there are tens of thousands of people in both Italy and Germany who have never drunk a cup of real coffee such as you have enjoyed daily on your tables, although war now threatens to temporarily diminish the supply.

"In Germany and Italy there are, literally, millions of children who have never eaten a banana or an orange and many who have never seen on their tables fruits that are a common part of our daily diet.

"It is safe to say that there is not one man in a thousand who occupies a position in industry in those countries similar to those that you occupy in our organization, who owns either an automobile or a radio, as well as other things in daily use. Those who are so fortunate as to own radios are prohibited under the severest penalty from listening to any broadcasts other than those sent out by the Government propaganda agencies.

"Based upon my own personal observations I can assure you that you who regard these good things as a matter of course and as your right would not find life worth living if we were reduced to the level of the average German or Italian.

"To illustrate this point I would like to quote from a message by Nazi Propaganda Minister, Dr. Joseph Goebbels:


'Discussion of matters affecting our existence and that of the nation must cease altogether. Anyone who dares to question the rightness of the National Socialist world outlook will be branded as a traitor . . . Anyone may criticize the Government who is not afraid to go to a concentration camp.' (Dr. Joseph Goebbels.)

"Let me beg you, let me warn you to leaving nothing undone in your effort to defeat an enemy who would fasten such living conditions upon each one of you should he win. The enemy must not win."

At this point Bob Bunch initiated a rousing cheer from the audience by saying, "We'll take that challenge, won't we, fellows?"

Following this the meeting was concluded with a Pledge of Allegiance to the Flag by all present. The finale consisted of a spirited singing of "The Star Spangled Banner", lead by three "harmony boys" from the stock room.

As part of the "Work to Win" program, employees and officials of the company have indicated their sincerity in supporting the program by signing pledge cards, a sample of which is illustrated below.



AMERICAN
FOUNDRY EQUIPMENT CO.

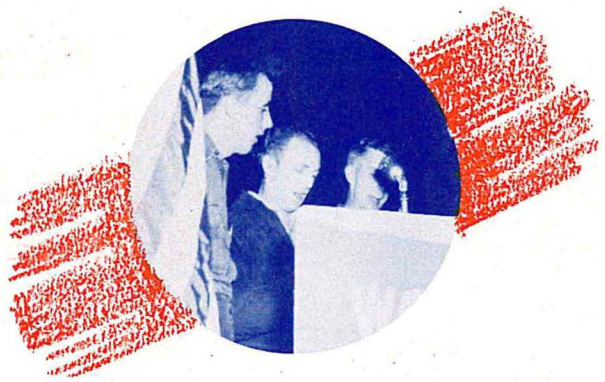
I Am An American—Here Is My Pledge

I pledge allegiance to the flag of the United States of America and to the Republic for which it stands. One Nation indivisible, with liberty and justice for all.

Signature _____

Realizing that the Work Front is the War Front, I hereby pledge my best efforts to . . . **Work to Win!**

Signature _____ Clock No. _____



AMERICAN FOUNDRY EQUIPMENT COMPANY

Mishawaka



Indiana, U.S.A.

Cable Address: AFECO - MISHAWAKA

November 17, 1942

TO ALL SHOP MEN:

When the Axis Nations began the present conflict they did so with a "full head of steam" Germany, for example, had been arming secretly for fully ten years. The blitz that followed bowled over most of Europe in short order.

You know the rest Japan, treacherously bombed Pearl Harbor and overran the Far East. Giant Russia tottered under sledge hammer blows. And now we find ourselves fighting in all corners of the globe and on every sea.

Our fighting men plead for planes and tanks and guns. Their salvation and that of all of us here at home lies with industry and the men of industry to bend every effort to keep an increasing supply of material flowing to the battle fronts.

Our pledge here at American Foundry Equipment Co. is "WORK TO WIN", because our products are vitally needed by plants producing war materials.

Coupled with the will to work is the need for IDEAS to keep production zooming. Realizing that a definite system to stimulate and encourage suggestions would be extremely beneficial to our war effort we began a study, some months ago of many of the best suggestion systems in operation. Based on our studies we set up a tentative plan to fit our particular needs.

It was a coincidence that both the Company and your Union (Local No. 995) should be thinking about the idea at the same time. But such was the case. Fortunately the groundwork had been laid when your Union officials recommended that such a plan be started.

Both the Company and the Union were agreed that details of the plan should be worked out by the Labor-Management Committee and submitted to them for approval. This has now been accomplished and the plan will go into effect immediately. A booklet describing it will be distributed to all shop employees next week.

It is my sincere wish and that of every department head that you exert every effort to contribute as many ideas as you can, with our assurance that every idea that is good and practical for this plant will be adopted if it is possible to do so, with due award to the contributor.

G. A. Pfaff
G. A. PFAFF
Pres. and G. M.

The AFECO Suggestion Plan will have our hearty approval and cooperation.

E. M. Miller
E. M. Miller

N. K. Beyers
N. K. Beyers

E. H. Smith
E. H. Smith

H. R. Reynolds
H. R. Reynolds

Otto E. Zahn
Otto E. Zahn

Ralph Whittaker
Ralph Whittaker

Sam Hearrell
Sam Hearrell

Wm. Crowell
Wm. Crowell

Andrew Stevens
Andrew Stevens

Elwood Cramer
Elwood Cramer

Robert Martin
Robert Martin

Ray Good
Ray Good

Alfred R. Moore
Alfred R. Moore

Walter Nelson
Walter Nelson

Lloyd Kerner
Lloyd Kerner

Carl Britton
Carl Britton

Jack Bowers
Jack Bowers

Claud Riddle
Claud Riddle

Wm. Kaufmann
Wm. Kaufmann

C. Everett Snyder
C. Everett Snyder

Hart Baugher
Hart Baugher

W. C. Simms
W. C. Simms

New AFE

AN organized plan for among shop employees rated under the leadership of and the Union (Local 995, U

The importance of such a p war effort was emphasized b the War Production Board w ing each plant to provide m each man may submit ideas a doing the job better. Thus, v voir of ideas, welding each into a unified effort for victor

The control and operation ggestion Plan will be under l Labor-Management Committe ted by employees in the Engin mental departments will be mittee appointed for these di



November 17,

TO ALL SHOP EMPLOYEES:

I heartily endorse the plan in this booklet. It meets which has existed for some It supplies the necessary for a practical "WORK TO W gram.

Remember that the success of this plan depends on a individually and collecti

J. Robert
J. ROBERT
Pres. LC

Suggestion System Announced

Form Important Part of "Work to Win" Program Formed by Company and Union Officials

It will be the duty of this Committee to review all suggestions and to determine their merit, as applied to the specific conditions and problems of this Plant. Accepted ideas will be awarded in cash, the amount of which will be determined by the Committee.

Anyone in the employ of the Company, whether on a wage or salary basis, is eligible to receive awards for suggestions with these exceptions: (a) Department heads whose regular "line of duty" includes the making of suggestions; (b) foremen or supervisors are not eligible for awards on ideas affecting problems that fall within the scope of their work. However, they are qualified to receive awards for ideas affecting other departments, or the plant as a whole.

Special Suggestion Blanks for submitting ideas can be obtained at the Suggestion boxes located in the machine shop, stock room, steel shop, shipping room, foundry and Tumblast assembly room.

When you have written up your idea on the official blank, tear off the stub and put the blank through the slot in the Suggestion box. Your

stub bears a number and there is a corresponding number on the blank which you put in the cabinet. It identifies you as the person who made the suggestion. **DO NOT SIGN YOUR NAME.**

Your name is not known to the Suggestion Committee until your idea has been accepted and you come forward in person to claim the award. In this way the decision of the Committee cannot be influenced by favoritism or prejudice. Each suggestion is judged on its own merit.

Awards vary from \$2.00 as a minimum to \$100.00 as a maximum. In cases where suggestions are of exceptional merit, the management reserves the right to make special awards commensurate with the value of the suggestion. Extra prizes are awarded at the end of each year, and a Special Award Pin is presented when a total of 25 suggestions have been accepted.

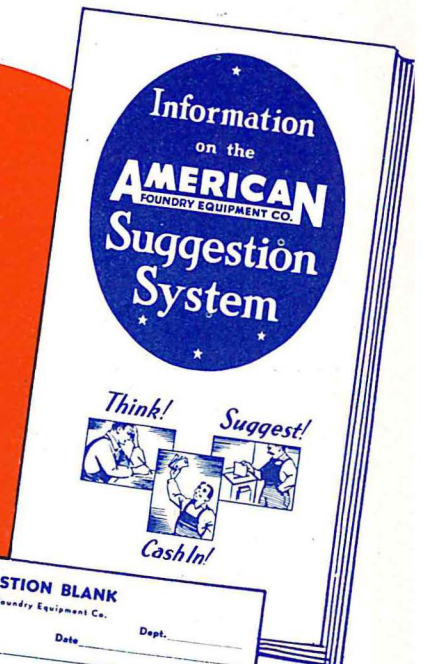
Complete details about the new Suggestion Plan are published in a booklet which has been mailed to each shop employee. Extra copies are available at the Suggestion boxes.

Think! • Suggest! • Cash in!



Members of the AFECO Labor-Management Committee:

Representing Labor—Kenneth R. Long, Frank D. Miles, Riley B. Roberts, Wilbur J. Dunnuck.
 Representing Management—N. K. Beyers, S. A. Hearrell, Ralph G. Whittaker, Alden E. Lenhard.



No 900 No 900 **SUGGESTION BLANK**
 American Foundry Equipment Co.

Tear off this Stub and **SAVE IT**
 It identifies YOU as the person who made this SUGGESTION
DO NOT lose this Stub

I SUGGEST _____ Date _____ Dept. _____

I believe the adoption of this suggestion will accomplish _____

Do Not Sign Your Name

★ ★ *Union News* ★ ★

"During the next few weeks of this year, two days will stand out above others, Thanksgiving Day and December 7.

"We may all be thankful on this Thanksgiving Day that our own country has not been overrun by Axis hordes; that we are still free people, as they were on the first Thanksgiving Day, with determination to maintain this freedom no matter what the cost.

"On the anniversary of Japan's sneak attack on Pearl Harbor, December 7, we must look back over one year at war and ask ourselves, 'Have we held the Home Front?' Our record in the 10% Bond deduction plan is second to none. We have contributed a large number of men to the armed forces of our country. Lastly our production record is good.

"To you who are now in the armed forces, we pledge as a Union, on this December 7 to have only one aim, 'Win the War'. With this as our slogan and the determination of each individual here at home to do his best—we cannot fail."

J. ROBERT BUNCH, President.

★ ★ ★ ★

Local 995 has made an achievement of which any Union can be proud. Every man in our shop is cooperating and we now boast a unanimous Ten Per Cent Club. We are indeed proud of the increase in production which has been so noticeable in the last month. This is due to the fine cooperation between management and labor.

Over 100 of our AFECO men are now serving with our armed forces either at home or abroad. We are sure they would be glad to know that we are really trying to be that man behind the man behind the gun.

The next meeting of our Union will be held the first Monday of December at 8:30 A.M. for the third shift, at 2:00 P.M. for the second shift, and at 4:30 P.M. for the day shift. The Union Hall will be open all day for the collection of dues and we ask your cooperation, in getting all dues paid up to date. We will be unable to issue union cards for next year to any member whose dues are not paid through December 1942. The new meeting times are arranged by your executives and upon your approval will continue throughout the coming year. The object is to make it possible for each member to attend a meeting either on his way to or from work so as to save gas, tires, and time in accordance with our all-out war effort.

KENNETH LONG.

Old Timer



ARTHUR G. GUIN

Art Guin began working at American Foundry Equipment Co., February 13, 1928, and has never since been off the machine shop payroll. During this time he has run an assortment of lathes and at the present time he proudly operates a new Hendey Lathe.

He began his machine shop training as an apprentice machinist at the old Perkins Windmill Co., Mishawaka, in 1904 and has widened his experience at South Bend Watch Co., South Bend Lathe Works, Studebakers and the Johnson Motor Co. for varying periods.

Art is now 66 years old and has two children. He says he has no hobby but spends most of his spare time tinkering around the house and reading.



AFECO Workers Pledge Support to Community Fund

American employees are doing their share in maintaining during 1943, the important social agencies participating in the Mishawaka Community Fund. 96% of the 736 employees contributed \$2023.00 to enable these agencies to carry on their services which are so vitally needed on the home front.

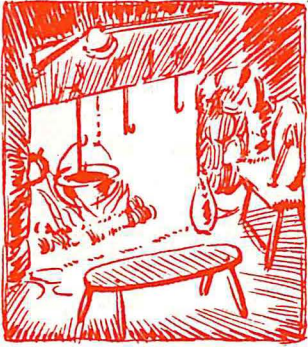


— **Gas Rationing**



"A" books, the basic gas rationing allotment, were distributed to AFECO employees on November 18, 19 and 20 by our own rationing force. Niels Hansen, Clair Wilson, Ray Leuthold and Joe Snook comprised the board which took the registrations, issued the stickers and ration books. Applications for additional gas requirements are to be forwarded to our own rationing board.

Thanksgiving



It takes more than habit and custom—more than a Presidential Proclamation—to make a real Thanksgiving Day.

Thanksgiving is a matter of the heart. You can't legislate people into being thankful at any stated hour. Yet there is reason—good reason—to set aside a certain day in each year for the express purpose of counting our blessings. We need to be prodded periodically, else we're likely to take the favors of fortune too much for granted.

Surely, this year no one need ask, "What reason have we to give thanks?" Looking about at our world neighbors, we must indeed thank God, not for our own comparative comfort and selfish security, but for the strength and determination that will presently make it possible for us to subdue intolerance and oppression throughout the world.



News From You

The American Parade is your magazine. You are an important part of every issue. Whatever you do which is of interest to the rest of us should be printed. We want this news. Your suggestions, ideas, contributions, cartoons, pictures, articles and leads for stories are needed.

You can help by giving your department reporter, listed below, personal items of news. If you uncover a real news scoop we may even make you a reporter—a member of the press.

Machine Shop—Lambert Klaer
Robert Martin
Ray Good

Tumblast Assembly—
Vern Valentine

Foundry—Albert Blaskie
Stockroom—Kenneth Trainor
Engineering—Andy Federnok
Garnet Koleszar

Office—Marjorie Frazee
Dale Smiley

Experimental—Paul Bessmer
Steel Shop—Jack Bowers
Denver Johnson
Bill Simms

Shipping Department—
William Fore

Maintenance—Joe Hendrickson
Guards—Niels Hansen

Electric Air Heater Co.—
Virginia Ernst
Kenneth Magnuson



FOR YOUR DIME A WEEK

"What happens to our dimes a week?" "There must have been thousands of dollars deducted from our pay checks already". "Who gets the money and what do they do with our money?" These and hundreds of other similar remarks concerning the finances of the organization have been made by members of the Employees Welfare Association.

To answer all the questions is an impossibility but it's true that thousands of dollars have already been collected. Collected, yes, but not held for long. Study the Treasurer's report below for the complete story:

Cash in Bank, October 1, 1942..	\$ 967.35
Dimes a week from members during October.....	261.00
	<hr/>
	\$1228.35

Less:	
Benefits to members..	\$249.50
Membership booklets.....	27.00
Meeting room.....	2.00
	<hr/>
	\$ 278.50

Available on November 1.....\$ 949.85

You will notice that the amount paid for benefits and expenses exceeded by \$17.50 the money received from the members. This condition has existed month after month; consequently, our reserve to meet unusual payments or death benefits is constantly shrinking.

Since our only income is from membership dues the clue to our need for more money is to get additional members. If you are already a member, will you sign up those employees near you who are not now enjoying membership. Their dimes a week are needed to pay your benefits.

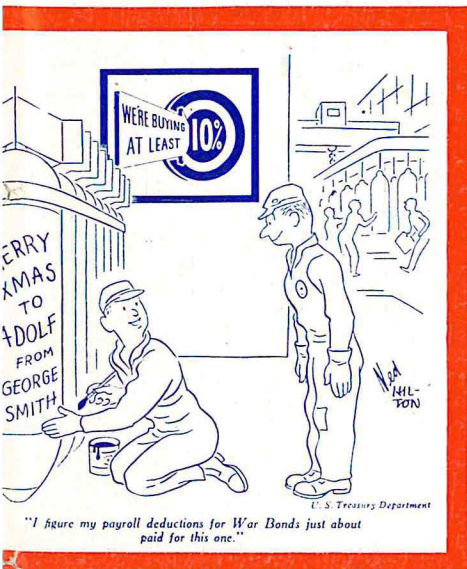


Sorry, But It's

"NO PARKING HERE"

It may be convenient for those of us whom are still driving to work to park our cars in the Clark Laundry parking lot or on the west side of Byrkit Street, but it's not very considerate of us to take our neighbor's space.

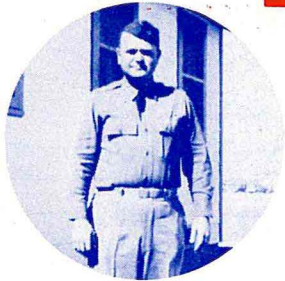
Before it becomes necessary to police these areas to overcome this uncourteous condition let's voluntarily stay in our own back yard. There's also the hazard from possible serious damage to property through confusion and delay in case of fire.



"I figure my payroll deductions for War Bonds just about paid for this one."



American Men in Uniform



Army Air Forces Bombardier School

Del Rio, Texas

"I certainly was pleasantly surprised when I received my first copy of the magazine, *The American Parade*. It sure is a dandy magazine and it really brought back memories of the pleasant days and associations, that I have had, and hope to have again in the not too distant future when the business at hand is successfully completed.

"As you have requested, I am enclosing a snap shot of my self, and I shall endeavor to tell you a little bit about what has happened to me since I left the American Foundry Equipment Co. back in August 1941.

"I reported in at Randolph Field and was assigned to duty as Assistant Communications Officer at Ellington Field, Houston, Texas. In January 1942 I was sent to the New Bombardier School at Midland, Texas, and was placed in charge of all Air Corps Radio Communications. On September 10, 1942, I was ordered to the New Bombardier School at Del Rio, Texas, construction of which had just started. The assignment here is to supervise the installation of the telephone, telegraph, and TWX equipment, also to set up the Supply system for obtaining all Air Corps radio equipment. When the field is activated, probably some time in February, my main job there will be to control the Wire Communications systems.

"Please say hello to all the gang for me."

HAROLD R. GARMAN,
Captain, Air Corps
Signal Officer

U. S. NAVAL TRAINING STATION

Great Lakes, Illinois

Hi Gang!

"How's everything? I just got a terrible soaking out in the rain. We had to march about 2 miles through a total downpour to get our 'small stores' issue. When we entered the door they handed us a \$5.00 bill. The next fellow took it away from us, and handed us \$1.50, also a bag of soap, manual, shoestrings, etc.—I don't get it—besides we got wet through our hides. Boy, are the barracks in a mess, now! That means we'll have to clean it up before we can sleep. The 'decks' will be swept, then steel-wooled, and swept again. *Everything* must be in order at all times, else we get up about 2:00 o'clock tonight and do the job right!

"Why don't some of you guys write? I really don't get much time to write myself as I thought I would, so I'll have to write to you as a group. Mail call is the biggest part of the day, here. You see, we are in detention at present, and no leaves are permitted. We don't get to see anybody, and are confined to the barracks, except on drill, chow, or choir rehearsal. With a set-up such as this, a fellow gets pretty lonesome for news—so I urge you to *all* write.



"We have 3 more weeks, then we get our nine day leave to go home. We are all counting the days and hours. This 'boot' training is stiff, but we come out men, mostly. Today, we had a lesson in ju-jitsu (wrestling). We enjoy boxing, swimming, singing, reading in the library, and going to the canteen for a 'malt' or ice cream. So far, I have been doing pretty well with the gloves, however, we have some pretty *tough* boys here in camp! We all were given a 50-yard swimming test last week, and all those that didn't make it, are given lessons. This one was easy for me.

"Have any of you heard any of our programs on the radio yet? The choir company that I am in, sings on the 'Meet Your Navy' program broadcast from Ross Auditorium every Friday night from 9:00 until 9:30. I think you can pick it up on station WLS.

"Tonight there is a show over at building 1200 which is *one* of the huge gymnasiums here. It is 'Errol Flynn' in 'Desperate Journey'. I've got to do some washing tonight, so maybe I won't make it. By the way, here's a point of interest: In the Navy we don't have any ironing to do. Our clothes are 'rolled' after drying, and hold a swell press.

"I can't say I am one bit sorry for joining the Navy. It's a cinch they either make a man of you, or else there isn't any man in you to make. We run for 20 minutes every morning before 'chow'. We have exercises twice daily, also we're taught self-defense, and do drills. They try to break us of smoking, we only get about two hours smoking per day. Well I'm doing my best with it—so give me a little backing and each of you *write*."

Your friend in the Navy,

"AL" WARD.

★ SNAP SHOTS FROM THE FRONT ★



Pvt. James Stevens



Pvt. George Burke

★ ★  ★ ★

Honor Roll Additions

Ernest J. Williams
 William Robert Griswold
 James Hunt
 Clyde Mann, Jr.
 Omer J. Boembeke
 Jacob Siple
 Al Eminger
 Jack L. West
 Allen Streich
 Albert J. Ward
 Richard Stevenson
 Don Friesner
 Robert E. Heminger
 James P. Curtis

Francis X. Scheibelhut
 Willis R. Haas
 Eldien Grant Powell
 Emmet L. Holcomb
 Russell Wade
 Rock McManus, Jr.
 Don Karnes
 Franl Bleich
 Carl Housand
 William H. Doty
 Paul Hawkins
 Robert J. Reihl
 Robert M. Nagle
 Rolland Sherland



Staff Sergeant Rex Neely Ray Leliaert, Seaman 1st Class



CAMP SWIFT

Texas

"It seems like you can't touch anything without government consent. Even here in the Army we are not allowed to drive any vehicle without a Government license. I passed a jeep test, and now I am eligible to drive. I got my license last week.

"I got a copy of *The American Parade* this week. Interesting to me were the names of all employees in the service. It is hard to believe there are so many. The explanation of the Wheelabrator ought to make it understandable to everyone. I also enjoyed the write up about jitterbug Fries. He sure is a lively man for his age. I'm not much of a sports fan, but it's good to know our team are champs again. Also, the helpful hints for employees ought to be of great value.

It is just about ideal down here now. We had quite a bit of rain this last week. We were out drilling in the rain last week, and a General was making his round of review, going cross country till he got stalled in the mud. We had to pull his jeep out. From then on I guess he stuck to the road, as we didn't see any more of him. This Texas sand will stall any 4 or 6 wheel drive vehicle in some places."

An old nuisance, PVT. ED. ERNST

ABERDEEN PROVING GROUND

Maryland

"I was very glad to hear from you and thanks for the first issue of *The American Parade*. I found it to be very interesting and a fine magazine.

"It is very considerate of the company doing this for all the men at the plant and in the service. This is the first time I've ever seen such a magazine since I've been in the Army.

"The men now in the armed forces of the United States are giving everything they have, and know the employees back home are giving their utmost. With this fine cooperation there doesn't seem to be any other outcome than a victorious one. It may take a while, but most of the men are determined to win.

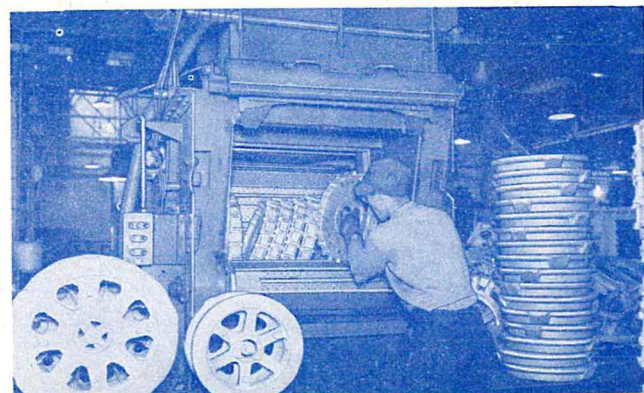
"This camp here is on the banks of the Chesapeake Bay. It's located in a great industrial section of the country and is known throughout the United States. At present there's room for about twenty-five thousand men. In the near future they expect it to be a forty-four thousand man camp. They train this amount of men in about six or seven weeks so you can see how important this branch of the service is.

"The Army hasn't hurt me in any respect as yet. If the truth is to be known it does the majority of the men a lot of good."

PVT. E. S. HIXENBAUGH



No doubt some of our boys are flying in bomber planes whose magnesium wheels have been Wheelabrated in this 27 x 36" Wheelabrator Tumblast installed at a large Cleveland jobbing foundry.



Memo to Readers

SERVICEMEN

Keep "American Parade" posted on address changes and news about yourself. All of us want to hear about all of you.

LETTER-GETTERS

When you hear from one of our service men, note down a few of the interesting facts on scratch paper and pass them on to the "American Parade".

THE REST OF US

"American Parade" is including a list of the addresses (the latest on record) of our men in service. Use the list as often as you can for letters, Christmas cards, packages. Since addresses change rapidly, "American Parade" will get you—on request—other addresses in the months ahead.

STRIKES and SPARES

It's AFECO night every Tuesday at the Mishawaka bowling alleys. Two complete leagues, sponsored by the Athletic Association, are in progress—65 bowlers, some good and some just bowl for fun. . . . A popular innovation this year is the mixed duck pin league—three men and two office girls on each team. There's thrills, spills and gutter balls in every throw. . . . For bowling fans, the all-male circuit has the real appeal. Team and individual scores for play to date are included below for both leagues:

MALE BOWLING LEAGUE

	W	L	Pins	Ave.
1. Payroll	21	15	29581	821.6
2. Tumbblast	19	17	29950	831.9
3. Cost Department	18	18	29581	820.3
4. Machine Shop	17	19	30094	835.9
5. Stockroom	17	19	29640	823.3
6. Engineers	16	20	29127	809.0

HIGH TEAM THREE GAMES

1. Payroll	2789
2. Tumbblast	2719
3. Machine Shop	2718
4. Stockroom	2689
5. Cost Department	2667
6. Engineers	2654

HIGH INDIVIDUAL THREE GAMES

1. Hixenbaugh	657
2. J. Snyder	625
3. Reygaert	619

HIGH TEAM ONE GAME

1. Cost Department	1011
2. Payroll	971
3. Engineers	960
4. Machine Shop	957
5. Tumbblast	938
6. Stockroom	928

HIGH INDIVIDUAL ONE GAME

1. VanDeWalle	243
2. Mecklenberg	242
3. Hixenbaugh	234

INDIVIDUAL AVERAGES

1. Books	171	19. Trainor	144
2. J. Snyder	168	20. Reygaert	143
3. Hoover	168	21. Leuthold	142
4. Decraene	163	22. Winslow	139
5. Agler	162	23. Smiley	138
6. Hixenbaugh	161	24. Vrabel	136
7. Heffie	160	25. Eaton	136
8. Morris	158	26. Cleghorn	136
9. Soens	156	27. Pequignot	136
10. Scott	155	28. Jorgansen	131
11. W. Snyder	155	29. Reedy	131
12. VanDeWalle	155	30. Hes	124
13. Vander Bruggen	154	31. Long	124
14. Hameline	153	32. Millemon	121
15. Wilson	150	33. Steele	115
16. Dickerson	149	34. Soviak	115
17. Balint	147	35. Vaghey	112
18. Mecklenberg	146		

MIXED LEAGUE (Duck Pins)

Team	W	L	Points
Rod Straighteners	22	11	19471
Tablasts	21	12	19312
Dust Collectors	18	15	19226
Tumbblasts	15	18	19203
Wheelabrators	13	20	18325
Cabinets	9	24	17616

Player	Points	Player	Points
1. B. Fore	4629	16. J. Feller	3754
2. F. LeVechio	4612	17. D. Coleman	3690
3. H. Housand	4539	18. D. Miller	3496
4. C. Riddle	4441	19. A. Vogler*	3480
5. B. Byrd	4374	20. M. Bowers*	3445
6. R. Neely	4350	21. M. Driver*	3287
7. F. Morin	4340	22. O. Schaut*	3138
8. Vellman	4302	23. M. Frisz*	3024
9. B. Eggert	4278	24. M. Frazee*	2955
10. J. Bowers	4223	25. A. Greene*	2954
11. G. Bain	4078	26. V. Ernst*	2937
12. H. Byrd	4004	27. V. Foster*	2895
13. R. Faulkner	3986	28. M. Brioli*	2756
14. L. Bowers	3968	29. J. Gunnett*	2709
15. B. Gehl	3777	30. C. Smiley*	2437

* Girls.

Classified Ads

Want Ads and For Sale Ads are published free of charge for employees of the American Foundry Equipment Co. All ads submitted for publication must list name and department of person placing ads.

Help Wanted: Needed in our foundry. An experienced coremaker for bench work and a core assembler. Both jobs are for the day shift with a 48 hour work week. Have interested men see Elwood Cramer.



James Davidson

Richard Mecklenburg

Clyde Snyder

Bernard Fleming

Kenneth Rohleder

AFECO Rifle Team

Seeks New Members

An urgent call for riflemen has been made by members of the AFECO Rifle Team to join their ranks. You need not be an expert or own expensive equipment to compete in the 15 team St. Joseph Valley Rifle League as a member of our team.

If interested contact one of the boys pictured above. In case you have no rifle, arrangements can be made to furnish you one and even provide training if necessary.

There is no fixed team—all men on a team fire their required 30 shots, 10 in prone position, five sitting, five kneeling and 10 offhand or in standing position for a possible score of 300. The five highest scores are added to obtain team score.

Postal matches will be held after gas rationing begins with each team firing on its own range and mailing scores to its opponents. The AFECO home rifle range is in the basement of the Ross' Sports Store.

If your eye sight is good, your nerves steady and your trigger finger in perfect condition, the rifle team needs YOU.

Candid Shots

Give this photograph of Jack Bowers any title you want since we are stumped for a suitable description. He may be talking, listening, resting or just thinking.

With all of his duties, however, he has plenty to think about. Keeping the AFECO Athletic Association running smoothly is a job in itself. Not only does he spend the money for the varied athletic program but he also counts every nickel taken from the "coke" machines. "He's got nickels that jingle, jangle, jingle".

