

AMERICAN
PARADE



VOL. 1 NO. 3
DECEMBER, 1942

Christmas Greetings
from AFECO



The happy time of Christmas may lose much of its outward joyfulness this year with most of the world beset with strife. But the grim news from battlefronts and anxiety for our dear ones in the armed forces, only strengthen our hearts and faith in the true meaning of Christmas from which we derive moral and spiritual comfort and joy.

In suspending our patriotic war efforts in observance of Christmas Day let us give thanks to God for our free lives and ask His blessings and guidance for "Peace on earth—good will toward men".

To the more than one hundred fine young men of AFECO in the armed services, to the loyal men and women employed here in our spirited "Work to Win" program, and to all their families and dear ones, and to our friends, I extend, for the Directors and Officers of AFECO, sincere greetings and best wishes for a Merry Christmas and a Happy New Year.

O. A. PFAFF
President

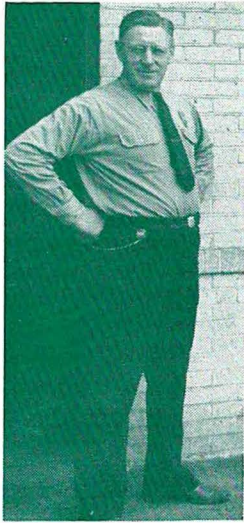
Christmas still lives!

Depressions . . . earthquakes . . . floods and war . . . cannot destroy it;
The darkness of Fear cannot blot out its light;
Hatred, Envy and Jealousy cannot withstand it;
Greed and Selfishness retreat before it;
Nothing can stop its onward march into the hearts of men . . .
Christmas still lives!

Christmas still lives!
Like a blanket of softly falling snow the spirit of Christmas covers the world!
Once again our thoughts reach out toward the Star of Higher Things;
Once again a Babe is King;
Once again Faith and Love and Service are abroad in the land!

The radiance of Christmas lights up a storm-tossed world with the brilliancy of a new hope;
It brings evidence of the potential goodness and greatness of man;
It is the sign that the ideals of the Master yet will transform the earth;
The trend of humanity's spiral fundamentally is upward,
Christmas still lives!

Congratulations, Chief!

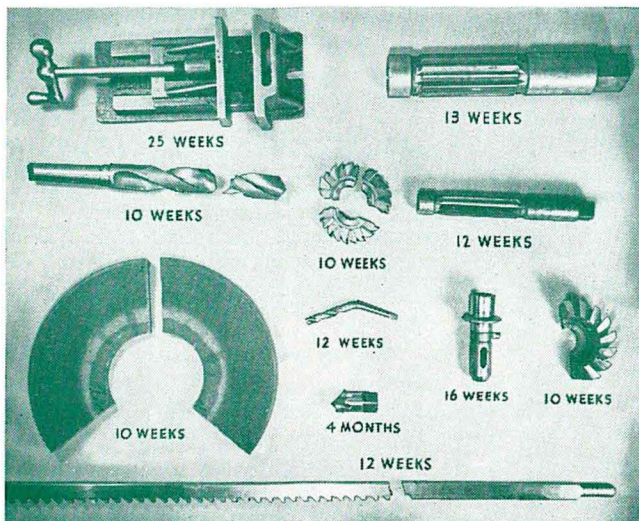


TO YOU, Niels Hansen, Mishawaka's new Chief of Police, we extend our heartiest congratulations. In the year and a half that you have been one of us as chief of our Guard Force, you have become more than just "the long arm of the law". Your friendliness, cooperative spirit, devotion to duty and affable personality have endeared you to us. All AFECO is behind you, Niels.

Born in Denmark in 1889, Mr. Hansen spent an interesting 21 years in that country before coming to the United States. His last six years there were well spent in compulsory Danish Army training. His advancement was rapid—a Lieutenant rank was offered him but he preferred coming to America to a Danish army career.

In 1916 he joined the South Bend Police Force remaining there for almost 23 years in various capacities—desk work, detective bureau, pawn shop detail, forgery and embezzlement detection, etc. Some time have him relate a few of his exciting experiences with the underground—from tin horn crooks to the dangerous enemy No. 1, John Dillinger.

He promises not to forget us while engrossed in his new job and we're going to hold him to his promise. Our doors are always open to you, Niels, but you'll need an admittance pass before you can enter.



BROKEN TOOLS ARE A BREAK FOR THE AXIS

The tools above were actually broken in our own plant. Note how many days it takes to replace them—days that mean fewer arms for our fighting men.

Tools are just as an important weapons in this war as a gun, a tank, or a plane. In many cases, a little care would have saved these broken, now useless, tools. One of your weapons is a tool and broken weapons are out of the fight. Proper care of tools is one of the answers to the question, "What can I do to help win the war"?

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Vern Valentine

Foundry

Albert Blaskie

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Experimental

Paul Bessmer

Steel Shop

Jack Bowers
Denver Johnson
Bill Simms

Shipping

William Fore

Maintenance

Joe Hendrickson

Electric Air Heater Co.

Virginia Ernst
Kenneth Magnuson

A New Bond Flag to Fly Over AFECO

First again! ★ ★ American Foundry Equipment Co. becomes the first Mishawaka industrial plant to qualify for the coveted 100% T Bond Flag. This flag is given only to those organizations whose employees are all purchasing War Bonds. 100%—10%.

Not satisfied to merely reach the mark, our employees invested 10.19% of the entire November payroll in Bonds. December 7, the anniversary of Pearl Harbor, was appropriately celebrated at American with Bond purchases of \$3825.00. To date \$121,125.00 has been deducted through the payroll plan.

For you last minute gift shoppers, don't forget the most appreciated gift this year is a War Savings Bond. Give "The Present With a Future".

A New Way to Lose a War

★ Accidents are Axis Bombs ★

WHILE our country is engaged in the greatest production drive in its history, the record shows that its strength is being sapped by the consequences of sheer waste—that is, by accidents to men and women in industry. Think of it: 480 million precious man-days of industrial labor lost last year by reason of accidents and the figure is going up!”—Donald Nelson, Chairman War Production.

Half a billion man-days is equivalent approximately to two-million men working fifty 40-hour weeks. In time of war we can't evaluate lost labor in terms of man-days, or even in humanitarian terms. We have to think in terms of armament and munitions—the tools with which civilization, as we have come to know it, is to be saved from the Huns.

What have we at AFECO contributed to this disastrous accident record? In the first nine months of this year there have been 192 reported accidents of which 44 have resulted in a total of 497 days or 71 weeks of lost time. Think of it in this way: 10% of our employees were each prevented from working for one week due to accidents while at work.

Look over the list at the right of different accidents in our own plant. Accidents involving the eyes are the leading causes for lost time—seventy cases in the nine month period. Ordinary precautions—goggles used during grinding or helmets properly shielding eyes during welding—would have prevented the majority of these accidents.

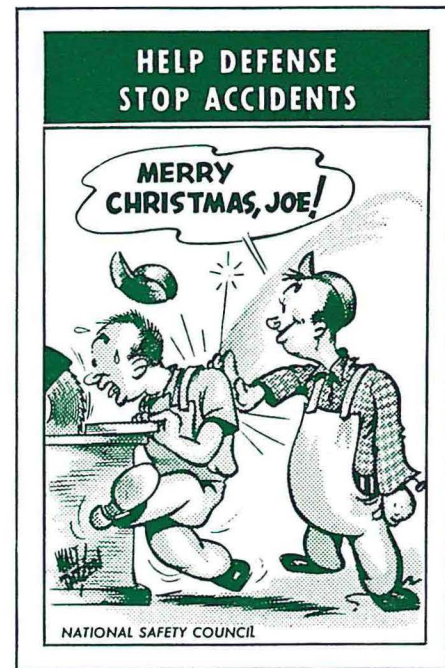
And so on down the list. Sixteen foot injuries. Safety shoes with steel toe caps might be the solution to this hazard. Fifteen injuries from the use of hand tools and seventeen due to cuts and bumps. Carelessness?

The margin between victory and defeat in today's war may be no larger than the number of man-days lost by accidents. Hindering the war effort with costly lost time accidents is sabotage of the most destructive kind. An accident can cause more harm to the country as a whole than a bullet in the heart of one of our own soldiers.

Injury to the worker is injury to the country. Carelessness can and must be stopped. It means we have to work safely and play safely. Each of us has to be our own Safety First Director. We've got to stay fit and stay on our feet.

We can't win this war on crutches.

TIME LOST THROUGH ACCIDENTS IS COSTLY



EYE CASES

Grinding	23
Foreign Body (Misc.) . . .	17
Welding	11
Lathe	8
Drilling	5
Milling Machine	2
Shaper	2
Flash (Main)	1
Infections	1

MATERIAL HANDLING

Cuts and Bumps	17
Foot Injuries	16
Strains	14
Falling Objects	8
Storage Bin Racks	5
Angle Iron	3
Dropped Objects	3
Trucks	1

CUTS AT MACHINE

Drilling	9
Lathes	6
Milling Machines	3
Saws	1
Brakes	1
Grinders	1

MISCELLANEOUS ACCIDENTS

Hand Tools	15
Poor Housekeeping	4
Burns	2
Paint Fumes	1
Nails	1
Infections	1

FALLS

Ladders	3
Miscellaneous	3
Drill Cord	1

Total Accidents 192 Lost Time Accidents 44 Weeks Lost 71 Days Lost 497

Plant Protection *★ Our First Line of Defense*

CURIOS, careless or otherwise unwanted visitors have ever been more or less of a menace to a busy manufacturing plant, and measures have long been taken to prevent their entrance to factory property. In wartime the importance of plant protection magnifies a thousandfold. It becomes insurance for the country's all-out production drive.

Most apparent plant protection measure to most of us is the strict enforcement of employee identification. Stranger or friend, employee or visitor, the friendly but business-like factory watchman insists on proper identification before admitting anyone to plant property. This identification becomes plenty important when we consider the many days of work and dollars of property that have been lost due to some destruction-bent or careless individuals who have managed to enter factories unidentified.

Both a distinctive badge and an identification card bearing photograph and personal data are issued to all AFECO employees. Each must be carried at all times with the badge displayed prominently while on company property. All regulations regarding plant badges and cards are for YOUR protection.

After the starting whistle blows, the plant watchman becomes the "keeper" of the gate. He is the first American representative to greet and direct, in a friendly way, all strangers who approach the plant entrance.

Transport trucks nose up to the gate and a signal from the watchman brings them to a complete stop—to be identified and given a truck pass before entering. Salesmen or visitors are asked to show proper credentials before gaining admittance to the offices; even children and stray dogs require some of the watchman's attention. So, from morning to night, the gate watchman assures an uninterrupted day of work for those in the factory.

Bottom, from left to right: All trucks unloading at the receiving dock are checked. Bert Weesner examines an incoming parcel. Employees' badges must be shown to gain admittance to plant. Charles Snyder shows his badge to Guard Edward M. Weissert. Guard John Hunter records his nightly trip through the factory on his portable time clock. So that this hydrant valve will be in condition when an emergency arises, Guard Worth Heltzel makes a periodic check up.

At each entrance to the plant—main gate, receiving dock and Electric Air Heater Co. gate a watchman is on constant duty. But there is a good deal more to the watchman's job—duties many of us know nothing about.

As night falls the watchman's duties multiply. While making his regular nightly tour throughout the plant and yards, every shadow is a challenge to the factory watchman's sharp eye and quick step. The factory from top to bottom is covered by his protective training.

He looks for the carelessly thrown cigarette in the dry grass along the fence which could cause a fire, and checks the fire protective devices—extinguishers, sand buckets, hoses—at regular intervals. Always safety-minded, he recognizes the hazards of oil on the floor, an improperly placed ladder or overcrowded aisles. He keeps a weather eye open for the night shift workers, so as to be of help in any emergency.

On December 3 our guard force took the full Army oath and have become a part of the Civilian Auxiliary Military Police under the direct supervision of the U. S. Army. While on plant property these men will wear on one arm an identifying white band signifying their authority.

As the trained guards alertly perform their many duties they are giving an added measure of protection to our jobs. By their constant vigilance and strict adherence to duty, our guards are the factory's first line of defense.



Chief Guard Niels Hansen takes the fingerprints of telephone operator, Pat Glass. Smile, Chief, when you hold her hand.



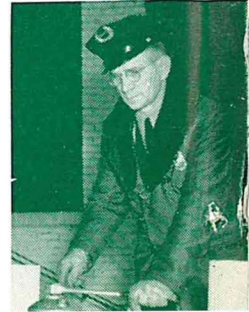
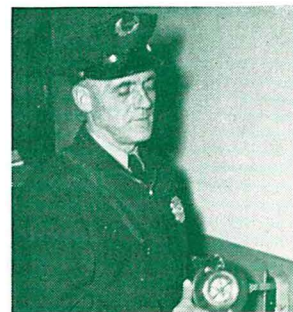
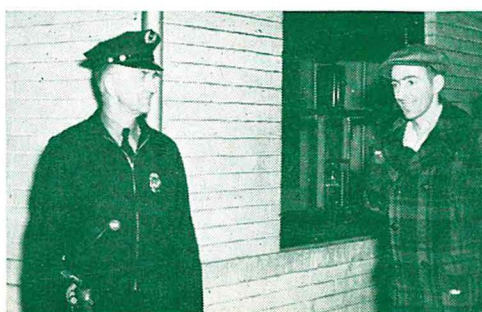
Proper identification is essential. Foster Daugherty hands this incoming transport truck driver an admittance pass.



Thoughtless employees sometimes plug the fire extinguisher hose. Guard Charles Raderstorf checks opening on this extinguisher.



Protection is extended to the Electric Air Heater Co. with Lemuel M. Fisher at the entrance gate.



Ask Yourself Questions!

Think! Suggest! Cash In!

THE suggestion box is as important to the all-out war production program as the ammunition box is to the men on the firing line.

Our present job is to concentrate on building war machines and building more of them—fast! This job requires the systematic thought and effort of every man in the plant. Just one suggestion from each war worker isn't enough. The war emergency demands a constant flow of suggestions from each and every worker.

The way to get ideas is to ask yourself questions. The following questions are not ideas—nor does a simple answer to them, such as "yes" or "no" constitute a suggestion. They are simply offered to show how constructive thinking can be stimulated by asking questions.

The list is by no means complete, nor does it pretend to cover problems in every department. It is, however, representative of the type of questions you should ask yourself about your job or about others in your department and throughout the plant:

1. Are my tools ground to the right shape?
2. Do I have the proper light to work to close tolerances?
3. Are the controls of my machine placed where I can reach them without wasting time and effort?
4. Is the work brought to and taken away from my machine so that I do not have to stop production to do my own trucking?
5. Could my tool blocks be redesigned so that more than one tool could be working at once?



Members of the AFECO Labor-Management Committee studying the merits of the first group of suggestions submitted.

6. Do I have to stop and inspect the work done in a previous operation before I dare put the piece in my machine and run the risk of throwing good man-hours after bad?
7. Should not the operation which I am doing be combined with a previous operation, thus freeing my machine and my skill for other badly needed production?
8. Do I waste valuable time getting my work in and out of a poorly designed drill jig or fixture; if so, can I suggest an improvement?
9. Is my machine geared too slow to get the most out of my cutting tools?
10. Is my machine, and the machines near me, properly guarded so I am not constantly shifting my attention from my work to watching out for my personal safety?
11. Does the man I relieve on my machine leave a well sharpened set-up of tools for me to start working with, and do I do the same for him?

Remember: it's *easy* to make suggestions. First, study your job, then write down your discoveries. Then put them in the suggestion box. This will enable *you* to make that extra individual contribution toward winning the war all the sooner.



That tall, dark and attractive girl you see around is the improvement over the traditional office boy. The manpower shortage makes it necessary to replace men with girls wherever possible—and Betty Longenecker, who graduated from Elkhart High last Spring is a welcome addition to the Company.

Another girl invading a man's domain is red-haired Mary Brioli, who will operate the offset press. Mary graduated from Mishawaka High School



last Spring and says her favorite sport is ice-skating. We expect the printing business to pick up considerably after Joe Myszak leaves—stand back boys, she has a job to do.

New Faces in the Office

That new voice on the switchboard belongs to Miss Mary Schmeltz. She previously worked at the Ball Band and is now learning who people want when they ask for "Murphy", "Bill", or say "I want to order a new wheel". Mary will help with the filing



and relieve "Pat" Glass on the switchboard.



We've captured one! A real, live artist! He is on display daily in the Advertising department! Mr. Arthur Fuller previously worked for A. B. Dufendach Co., printers in South Bend, and at Bigelow Press before that. He is married and has a five-year-old daughter, Eldonna—who appreciates the fact that daddy can

draw dolls, animals, etc., for her, but wonders where he learned how.

Art is the man responsible for those clever cartoons that liven up the Parade and Digest. He drew the pictures you admired on the front cover of the last two Digests. He makes the layouts and handles the production of all advertising work.



After three years on the job as a housewife, Marie Davis returns to AFECO in the accounting department. She is still surprised at the growth of AFECO since she left but it won't take her long to get back in the groove.

★ ★ *Union News* ★ ★

LOCAL 995 will celebrate its first birthday on December 24, 1942. We are proud of the record and achievements attained by our Union since it was organized. During the first year of existence, the going was not always smooth, both within the Union and with the Company, but having overcome our various difficulties we can take anything that comes in stride. Throughout, we have maintained the good will and respect not only of the AFECO but also of the community.

On behalf of the Union and myself, I want to thank the management for their cooperation during the past year. For those employees now in the armed forces and those who may be, I thank the management for their generous gift of \$500.00 to our Service Men's Fund.

As we approach the Holiday season, which should be one of gladness, let us not forget "freedom will make many people glad." The kind of freedom we are fighting for, which allows us to have Unions like our own.

A Merry Christmas and Happy New Year to all.

J. Robert Bunch, Pres.

★ ★ ★ ★

WE WOULD like to see the time when each car that enters or leaves our parking lot will be a full car. We

believe this has been accomplished in most instances but you who are still driving cars with empty seats contact your neighbors to be one of the drivers with a full car. If you are driving and want riders or if you would like to ride with someone, contact Mr. Bob Bunch, Mr. Clair Wilson or Mr. Frank Miles. They will do all they can to help you.

The Union has tried to cooperate with both the Gas Rationing and Swap Ride Programs so that you men can have all the information and help you need in seeing that your case and every other man's case is treated fairly. The Union has no influence, however, on how much gas you will receive or who will ride in your car.

The Employees Welfare Association is starting a drive for new members. The cost is only ten cents a week and the benefits are really appreciated by those who become ill or have an accident. In the past weeks one of our new employees has been out of work ill. This man was not a member of the EWA because he had not been contacted by the association, so our Union did help him out. The Union has agreed with the EWA not to continue this practice after the drive because every employee will be given a chance to join the EWA.

At the last Union meeting a motion was passed to have all Union meetings on the first Monday of each month 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. This will continue for the duration of the war.

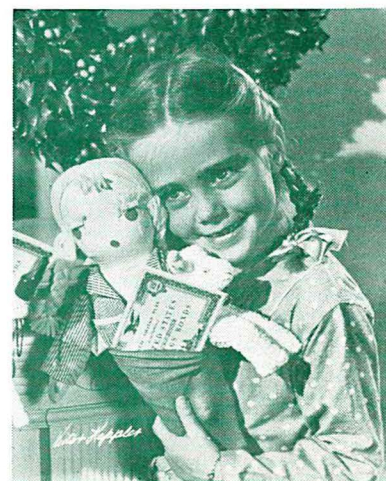
Kenneth R. Long.

★

CLASSIFIED ADS

FOR SALE: Evergreens, roses and shrubs. All sizes for your lawn. Francis Ice, 3520 E. York St., Mishawaka.

Wanted: Staunch American citizens, ready to do a little more to hasten Victory, to buy more War Savings Bonds. Buy them often and be proud of yourself.



THE "GALLOP" POLL

Polling the office, engineering and factory one morning on the burning question, "How will you spend the \$10 the Company is giving each employee this Christmas in lieu of a turkey", revealed that most of us would buy turkeys or contribute the money towards the fund to pay for the family dinner, including **Jack Bowers** who "will eat turkey 'till it sticks out my ears".

Julia Baugher, however, says she will buy clothes with hers.

Ed Huemmer will find the money plugs up that gap between the cost of Christmas presents and the funds to pay for them.

Vivian Waldorf will pay the dentist for the gold teeth he made for her.

Jim Bostick will take the Mrs. to dinner. Lucky wife!—no dishes to

wash after the Christmas dinner is consumed! What is left (?) will go for war stamps.

Chester Unger will use the money to send gifts to the men in the armed forces—the army has some advantages it seems.

Bob Newsom, looking forward to March, will save his to pay income tax.

Bob Powell says he will spend it on the new baby. Baby needs a new pair of shoes.

Sam Hearrell is "going south with his". Don't think he will get very far, with rationing, etc.

The wives fare quite well. Mrs. **Bernard Fleming** will get a watch (the \$10 will be the down payment).

Mrs. **Bert Greszk** will have a new hat and shoes. **Bert Biggs'** wife's present will also come from the \$10.

But **Jim Feller's** wife scores—she gets all of it—in cash.

★ American Men in Uniform ★

MORE and more letters come pouring in from our American Foundry Equipment Co. men in service, not only from those in this country, but from all over the world.

Roger Boscoe, Heater Department, writes from Camp Wallace, Texas, that he has been selected for Officer's Candidates School and as soon as his transfer comes through Roger will be working for the gold bar of a Second Lieutenant. He says he's sorry that the picture he sent doesn't show all the "hardware" he's won—a sharpshooter's medal, coast artillery bar for first class gunners examination and expert medal for bayonet course.

Edward Andrew Lapkiewicz didn't quite make the grade for the army air corps but he says he likes the field artillery very much. He spends most of his time as a gunner on a 105 howitzer in the hills and fields of Arkansas at Camp Chaffee.

Joe Halasz asks us to give regards to everyone and especially those in the Stock Room who have not yet been caught by the draft. At Fort Bragg, N. C., in the 101st Airborn Division, he is now learning to fire anti-aircraft machine guns. For weeks they have been firing at moving targets being towed across the sky by fast planes, at giant balloons that float out to sea—until we open fire—and at rockets that roar across the sky at tremendous speed. While we are shivering here he claims that the weather

is warm enough to allow swimming and the fishing is excellent.

The *American Parade* brought back pleasant memories of AFECO to Pvt. L. L. Wickizer and he writes that although it made him rather homesick to be back on the job he has an important job to do in the Army before he comes home.

Most of his time at Ft. Lewis, Washington, is spent driving since he is in the motor section of Headquarters Co. Of course, his driving is interrupted occasionally by KP and guard duty.

William D. Miller is now in New Guinea, right in the thick of the fighting. We're all behind you, Bill.

Pvt. Robert F. Borton, somewhere with the American Base Forces, writes that there are a lot of experiences he would like to tell us but that one must be careful about what to write. He is now working in an office doing typing which is very new to him.

Lloyd Lucas, now stationed at State Fair Grounds in Indianapolis at an Army Air Corps electrical school has been through fifteen states since he joined the Army—Camp Perry, Ohio, Jefferson Barracks, Mo., Sheppard Field, Texas, Hill Field, Utah, and now in Indianapolis.

From Ft. Dix, N. J., Charles Anderson tells us that he is now in the Military Police force. He works long hours, never knowing when he is to be called out in the night to chase a belligerent soldier.

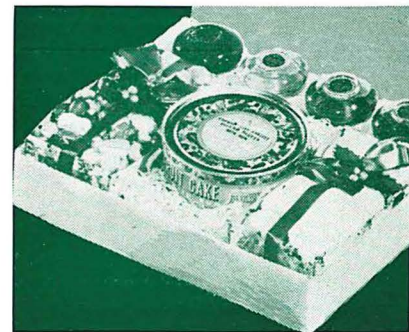


JOE HALASZ



ED. LAPKIEWICZ

Christmas Gifts for Our Uniformed Men



WHEREVER they may be — on land or on sea—AFECO men in uniform will not be forgotten on this Christmas by those of us on the home front.

Through special arrangements with a large food company, a box loaded with Christmas sweet treats has been sent to each of our boys. On Christmas morn he will find in his box, these treats—a holiday package of Christmas hard candies, a package of Christmas cookies—pfeffernuesse, (they're delicious even if you can't pronounce it) springerle, lebkucken, and anise drops, a big rum flavored fruit cake, four jars of luscious jelly and the December issue of "Reader's Digest". A special food box which conforms with regulations was sent to each boy abroad.

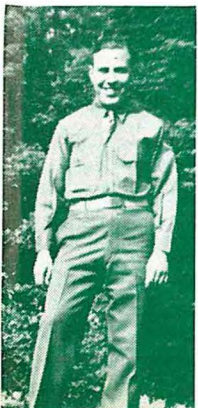
So generous were contributions to this fund for Servicemen's Gifts that a series of gift packages are planned for the coming year. Donations to the fund have been received from these sources:

American Foundry Equipment Co.	\$500.00
Athletic Association	150.00
Sale of Scrap Metal, Rubber, Etc.	100.00
Union Local 995	50.00
H. R. Behnke—Football Ticket Raffle	17.50

In addition to these gifts, a Christmas Dinner check for \$10.00 has also been sent to each AFECO serviceman by the Company.

L. L. WICKIZER

ROGER BOSCOE



Honor Roll Additions

Everett Williams
Nelson Marlowe
Clyde Patton
Robert C. West
Zelno S. Beck
Richard Mecklenburg
Jack Thiem
Kenneth Raderstorf
John G. Knew
Harry V. Kozlowski



The Pace Setting Payroll Team

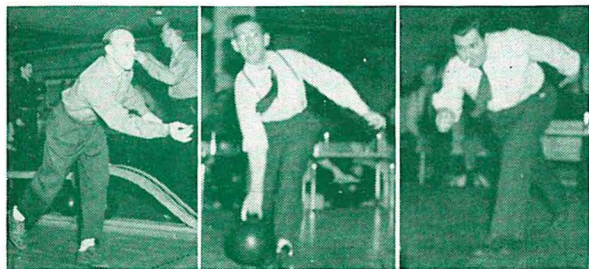


Marie Koldyke Al Reygaert Marjorie Frazee Bill Fore

AFECO BOWLERS ON PARADE

These candid shots of AFECO bowlers in action taken at the finale of the first half of the 1942-43 AFECO bowling league will serve as examples of bowling at its best. Pictures of star bowlers from both leagues are included—what the girls lack in speed they make up in form.

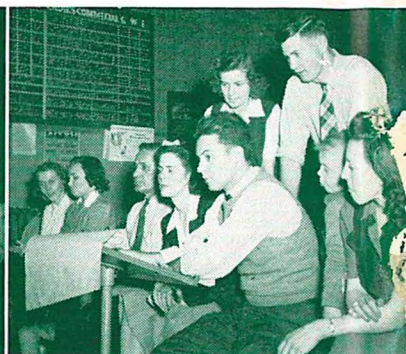
Unaffected by the flashing lights and the clicking camera, the bowlers performed for the press in championship style. Strikes were the order of the evening—even the War Labor Board couldn't have prevented the strike Mel Morris made when the flash bulb blinded him.



C. A. Soens, Tom Hameline, Mel Morris.



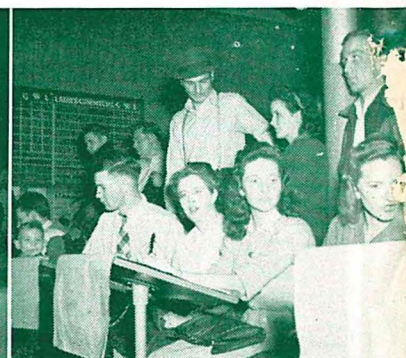
Angela Greene keeping score surrounded by team members.



Another group of high scorers awaiting their turn.



When this group of bowlers get together you can expect anything to happen. What's cookin', Heffie?

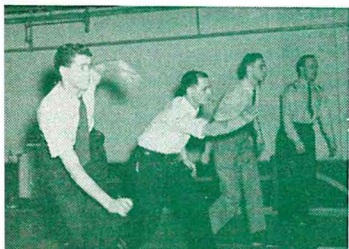


"Hey, your score sheet isn't right". You tell them, girls, don't let them get ahead of you.

Jim Feller and Virginia Ernst exhibiting real form.



You should see the pin boys jump when these four bowl.



STANDINGS AT THE HALF WAY MARK

MALE LEAGUE

	Won	Lost
Payroll	26	19
Cost Department	24	21
Stockroom	24	21
Tumblast	23	22
Machine Shop	19	26
Engineering	19	26

DUCK PIN LEAGUE

	Won	Lost
Rod Straighteners	28	14
Dust Collectors	27	15
Tablasts	23	19
Tumblasts	20	22
Cabinets	14	28
Wheelabrators	12	30

Angela Greene and Mary Brioli in action.



One of the two cellar teams—Engineering's hot shot bowlers. Dick Mecklenberg bowling now for the U. S. Army and Chuck DeCraene, regular team members, absent for the picture, were replaced by substitutes, Soens and Schalliol.

