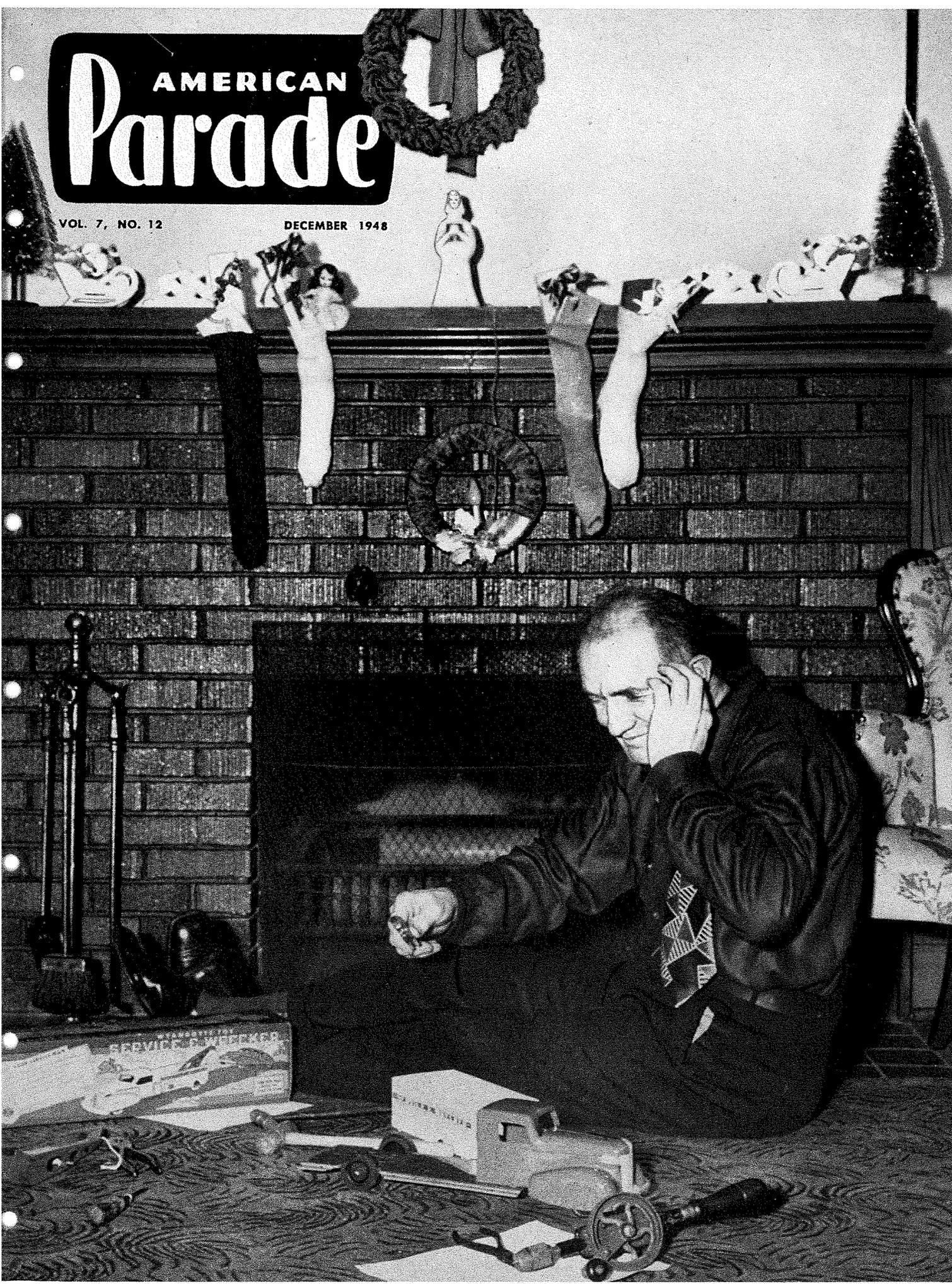


AMERICAN Parade

VOL. 7, NO. 12

DECEMBER 1948



American PARADE

Published for Employees of
American Wheelabrator and Equipment Corp.
Mishawaka, Indiana

VOL. 7, NO. 12 DECEMBER, 1948

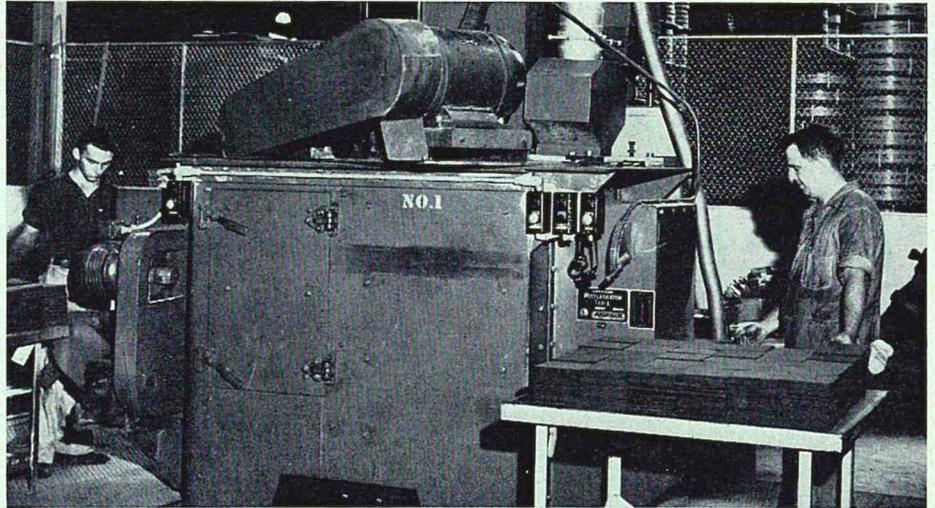
MARJORIE E. FRAZEE
Editor

Member of
American Association of Industrial Editors
International Council of Industrial Editors
Chicago Industrial Editors Association
Industrial Editors Society of St.
Joseph Valley

On the Cover

"The Night Before Christmas" and Class "A" Assembler CAMIEL BONNE is still trying to put a toy truck together . . . this is a scene that will probably be enacted in many homes this coming Christmas Eve.

Wheelabrator Roughens Floor Tile



American Brakeblok Div., American Brake Shoe Co., Winchester, Virginia, removes the gloss from one side of asphalt tile block and safety tread with a Wheelabrator Special Cabinet. This roughened surface permits the tile to be cemented firmly to the floor. This is another unusual application for the Wheelabrator equipment built in our plant.

Exceeds Sales Quota



By the time the sales figures were tabulated at the end of October the records showed that JAMES H. THOMSON of the Milwaukee sales office had sold his year's quota. This means that, with two months still to be recorded, Jim has already sold as much equipment as was estimated he could sell in that area in 12 months!

Jim has been selling American equipment in the Milwaukee area since September of 1946.

Thus another name is added to the list of stellar salesmen who have already sold their year's quota. This list includes C. L. Benham, V. S. Spears, R. M. Rich, and E. B. Rich.

It's salesmen like these that keep our plant humming and us working.



What You Get for Your 1%

Just what will you receive from your Social Security Insurance when you reach age 65? In case you don't know, here it is:

First you will receive a lot less than you probably think you will. Skipping all of the ifs, ands, and provideds—you will receive not less than \$10.00 a month and not more than \$56.00 a month for yourself or more than \$85.00 a month for yourself and your wife.

You will receive Social Security benefits each month **provided:**

- 1—You must be fully insured. A worker is fully insured if he has worked at least half of the time on covered jobs between January 1, 1937 or his 21st birthday and the time he retires or dies. A worker cannot be "fully insured" with less than 6 quarters of coverage. A worker is "fully insured" for life if he has earned 40 quarters of coverage.
- 2—You are not earning more than \$14.99 a month on a job covered by the Social Security Act (such as at AWECO).
- 3—You have applied for benefits at the local Social Security Office.

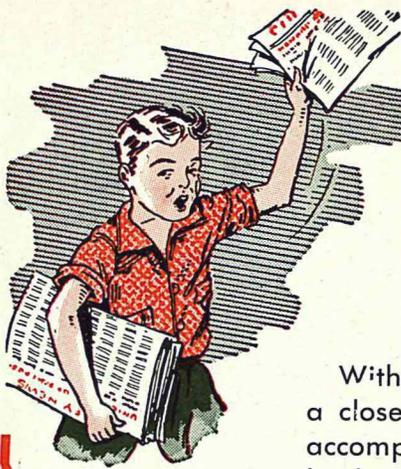
Your wife will receive $\frac{1}{2}$ of your monthly benefit, **provided:**

- 1—You receive retirement benefits.
- 2—She is 65 or older.
- 3—She is living with you or is being supported by you.
- 4—She is not earning more than \$14.90 on a job covered by the Social Security Act.
- 5—She has applied for benefits at her local Social Security Office.

Each of your children may receive monthly benefits until he or she reaches age 18, **provided:**

- 1—You are receiving retirement benefits.
- 2—The child is under 18 years of age and is unmarried.
- 3—The child is not earning more than \$14.99 a month on a job covered by the Social Security Act.
- 4—Your child is dependent upon you.
- 5—A claim has been filed for benefits at the local Social Security Office.

Next month, "How to Figure How Much You Will Receive as Retirement Benefits at Age 65."



HERE'S YOUR "BIG NEWS"

Progress Report on Employees' Profit-Sharing Trust

With the year drawing to a close and a new year of accomplishment close on its heels you will be interested to have a report on the Company's operations during the year and their effect upon the Profit Sharing Trust.

For the first ten months of this year, the profits earned for the Trust Fund were approximately \$191,000. When the results of operations for November and December are added, the total amount of the Fund for 1948 should approach the \$228,000 earned for the Trust last year.

Shipments in 1948 are 7% ahead of 1947, measured up to the end of October. Earnings, however, are about the same as last year, because of increased costs of production all along the line.

A complete report will be made to each participant in the Trust after the operations of the Company for the full year 1948 have been audited by outside certified public accountants.

During the coming year we plan to publish periodic reports on the Profit Sharing Box Score in **Parade** as we go along.

Another AWECO Foreign Sales Office

"Eisa" of Brazil

Since 1945 AWECO sales in South America have been handled by Equipamentos Industriais EISA Ltda., whose main office is at Sao Paulo, Brazil. This sales engineering organization was established in 1945 by Miguel Siegel, metallurgical engineer, and Erhard Dolder. At that time the new company took over several agencies which had been handled by Mr. Dolder previous to the organization of EISA.

As it isn't possible to cover the entire operations of this company, and because Mr. Dolder handles the majority of the correspondence between our offices, this article is confined to him.

Erhard Dolder was born in Switzerland and remained there the first 19 years of his life. His education was gained at the commercial school of the Swiss Mercantile Society. When the official apprentice examination was given to his class, he graduated third among 380 candidates. For the next two years, he worked in Cologne, Germany, during which time he was entrusted with sev-

eral important missions to Italy, France, and Belgium.

About that time Mr. Dolder, deciding that Europe did not offer much of an opportunity, tried to enter the U. S. A. Finding the Swiss immigration quota filled for the next 5 years, he migrated to Brazil with the idea of entering the U. S. later on from there.

In September of 1923 Mr. Dolder arrived in Brazil, and is still there. Ever since his arrival he has been connected with the importation of machinery and tools.

EISA has been the pioneer in introducing mechanized cleaning equipment into Brazil. In two years this organization has sold more cleaning equipment in South America than existed before in that area. Equipment imported before the war was mostly of German origin and, of course, is now old fashioned. AWECO products are bought mostly by foundries, forge plants, and metal working plants. The latter are usually parts of larger plants such as stove and valve manufacturers.



Erhard Dolder

Working hours in Brazil are much longer than here in the States. Mr. Dolder opens his office at 8 o'clock in the morning and usually leaves it about 7 o'clock at night, taking about an hour for lunch.

After a long day at work, Mr. Dolder, likes to go home to his American wife and their three daughters. His recreation consists mainly of taking his family for a ride occasionally, and having a good time with his three little girls.

How and Where the Equipment You Build is Used

More Than 500 Repeat Users Operate From 2 to 210 Wheelabrators Each! Wheelabrating has replaced old cleaning methods in more than 4000 cases. Of the 500 repeat users, many have more than 50 machines each.

* * *

Dutch Boy Paint Factory Selects the Dustube. Dust-creating operations in the paint pigment mill room in the West's most modern paint plant, the new Vernon, California plant of The National Lead Co. are ventilated with an American Dustube Dust Collector. As a result of the complete elimination of dust, an

unusually high standard of worker comfort, efficiency and safety is maintained.

* * *

How to Make a Lining Stick. Using a No. 1 Wheelabrator Multi-Table, a prominent passenger car manufacturer is cleaning and roughening the interior surface of torque converter bands. The uniformly roughened surface provides a perfect bond for the lining which is cemented to the band.

* * *

Best By A Dam Site. American airblast equipment was selected to clean

the massive metal penstocks prior to the application of a waterproof bitumastic coating in the huge Allatoona Dam project being built in Georgia for the development of the water resources of the Alabama-Coosa river system.

* * *

Uniformity of Sand Makes Uniform Castings. Casting rejects were virtually eliminated with the installation of an American Sandcutter for the conditioning of foundry sand at King Plow Co., Atlanta, Georgia. Because all sand is properly tempered, common molding faults were eliminated.

Inquiring Reporter



Question: "What food or dish do you traditionally serve in your home at Christmas time?"

VIRGIL McFALL (Machine) "Chicken."

DICK ROSS (industrial engineering) "Chestnut dressing and plum pudding."

GERRY BIDLACK (steel) "We always go home for Christmas. The men usually go hunting, then we serve the game we shoot."

WILFRED BICKEL (machine) "Turkey or chicken. This year it's the turkey's turn."

GILBERT DILL (sales) "Turkey, squash, Brussels sprouts, salad, fruit, and the rest, topped off with either pumpkin or mince pie."

RAY GOETHALS (steel) "Turkey, lots of it."

EDWARD PAGE (machine) "Chicken and pumpkin pie for me."

STANLEY HES (stockroom) "Turkey and ham, both for our family."

ED ERNST (steel) "Just so we end up with either mince or pumpkin pie . . . the rest of the meal doesn't matter."

ED HUEMMER (office) "Make mine chicken stuffed with German gizzard dressing."

KENNY BAUGHER (machine) "We always have goose for both Christmas and New Year's. I'll give anyone our special recipe for preparing the bird."

LAMBERT KLAER (machine) "Just turkey and all the trimmings."

AL LEYES (machine) "I like ham and eggs for breakfast to get me in shape for the important meal later on in the day."

RUTH TEEGARDEN (office) "We always have a pot-luck dinner with the family . . . and have everything."

GEORGIANNA RICHARDSON (office) "Chicken, and I like it roasted."

The Family Album

Machinist



INSPECTED SHOES AT BALL-BAND BEFORE JOINING AMERICAN.



WORKED AT AMERICAN FOR 10 YEARS. LAST SIX OPERATING ENGINE LATHE...



JOHN METZGER



HELPS HIS SON RAISE PRIZE WINNING BANTAM CHICKENS...



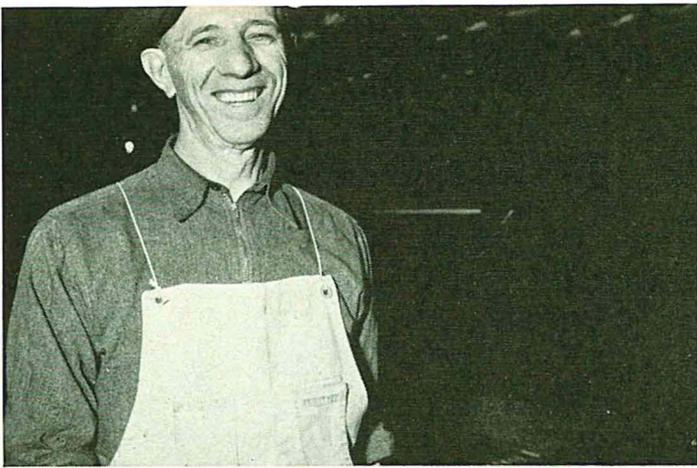
IS MARRIED, HAS 18 YEAR OLD DAUGHTER AND SON IN HIGH SCHOOL



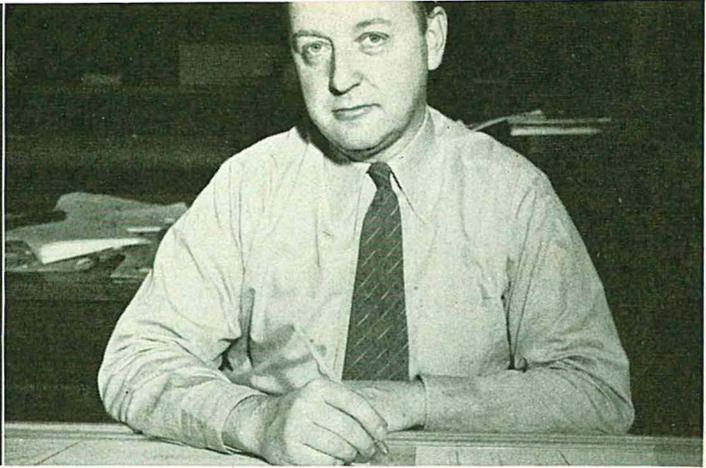
IS BUILDING HIMSELF A NEW BASEMENT HOUSE



LIKES TO GARDEN



Kenney W. Sill, Machinist



Carl Friedrich, Engineer

AWECO People

KENNEY W. SILL began working here on Friday, June 12, 1936. He had been driving a semi-trailer truck for Major Bros. This was not satisfactory because it took him away from Tennessee where his wife Pearl and daughter Betty lived.

In the summer Kenney spends his free time umpiring boys' softball and baseball games. In winter basketball occupies his time . . . he's vice-president of the Indiana Independent Athletic Assn. Stamp collecting is another interest; he has practically every book in the Sill home full of stamps that are drying or are being pressed.

CARL FRIEDRICH has spent his 9 years at AWECO as a design engineer on special Wheelabrator Cabinets despite the fact that he studied architectural engineering at Notre Dame. Previous to joining AWECO he had been a drafts-

man at Westinghouse Electric both in South Bend and in Cleveland, and had done construction work for Whitcomb and Keller.

Carl, a married man, has a son and daughter, and a stepson and stepdaughter. A lot of his leisure time is spent working with Cub Scouts as he is Chairman of a Cub Pack. The Izaak Walton League is another interest.

ALBERT LEE FISHER, has been employed at American since 1942. He's the guard that works swing shift . . . that is, he alternates the hours he works depending on the day of the week. After five years he says he doesn't need to mark the calendar to know when to come to work.

Albert is a member of the Eagles, but when he isn't working he takes it easy and reads. Previous to coming to Ameri-

can Albert was a carpenter. On November 26 this guard celebrated his 70th birthday!

Day Union Steward **LAVERNE W. HESS** has been welding in our steel shop for nearly 8 years. Previous to that, he was employed by Kawneer for 14 years as a welder. Thus he easily meets the requirements for an "experienced craftsman."

At work he is usually called "Vern," but away from here he answers to "Blitz." This nickname may or may not be descriptive of the way he plays the drums in an orchestra.

When he goes home each afternoon he has a wife and daughter waiting for him . . . There are also two married daughters. For relaxation Vern likes to hunt and fish.

Albert Lee Fisher, Guard



LaVerne W. Hess, Welder



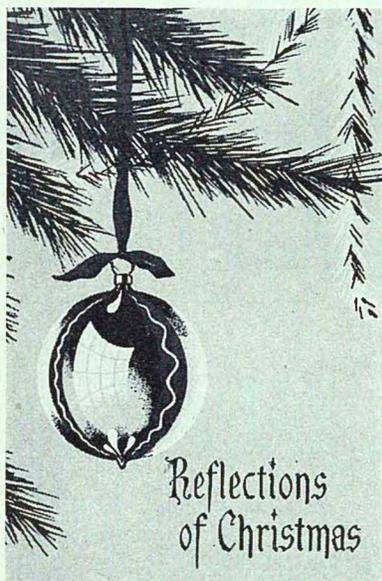
PEOPLE and EVENTS in the NEWS

Speaker

Chief Research Engineer JOHN STRAUB talked before the Fort Wayne chapter of the American Society of Tool Engineers on December 8.

Mr. Straub discussed shot peening to increase fatigue life of metals. In his talk he touched on such points as the uniformity of the process, the importance of removing broken shot from the system, the influence of arc height on coverage, and other pertinent phases of the peening process.

As peening is becoming more and more an accepted and necessary process in industry, tool engineers are eager to learn as much about it as possible because they are required to fit peening operations into new tooling-up programs.



Anthology

Six years ago customers and friends of **American** received a little booklet entitled REFLECTIONS OF CHRISTMAS. So favorable was the reception of this little collection of Christmas prose and verse, that a new volume has been printed each succeeding year.

This year the sixth edition will be sent to nearly 24,000 employees, customers and friends of **American** along with our best wishes for a Merry Christmas and a Happy New Year.



NIGHT BOWLERS AVERAGES

Hot Shots

Russell Hays	127
H. VanWaeyenberghe	140
Howard Penrod	117
Clair Wilson	148

Ramblers

George Walters	139
Ted Copp	88
Walter Meade	115
Curly Housand	143

Slingers

Matt Balint	158
Frank Land	113
Ed Page	119
Horatio Van Cleave	143

Clock Watchers

Bill Haas	137
Lowell Clipp	141
Victor Rich	120
Sid Brugh	153

Team Standings

	Won	Lost
Ramblers	14	10
Hot Shots	13	11
Slingers	11	13
Clock Watchers	10	14

DAY BOWLERS AVERAGES

Steel Shop No. 1	Avg.
Lynn Bowers	112
Russell Wade	145
Elmer Mast	113
Neile Soule	145
Rex Reihl	127

Machine Shop

Coy Replogle	138
Bill Eggert	143
Paul Howland	139
John Smith	141
Bob Lehner	156

Steel Shop No. 2

Omer Boembeke	161
Ralph Mumby	154
John Van Belleghem	164
George Scott, Jr.	162
Bernie Byrd	143

Office No. 1

Clarence Soens	173
Tom Probst	135
Ken Barnes	122
Bob Anderson	136
Tom Hameline	157

Office No. 2

Chal Cline	148
Fred Baldauf	141
Julius Skene	128
Bob Gray	135
Bill Illsley	134

Maintenance

Mel Pletcher	164
Calvin Kelly	134
Walt Heiser	169
Don Mead	120
Jim Andrews	154

Team Standings

	Won	Lost
Steel Shop No. 1	25	11
Machine Shop	19	17
Office No. 1	17	19
Maintenance	16	20
Steel Shop No. 2	16	20
Office No. 2	15	21



Cash

Need money for Christmas? It will only cost you 1% per month on the unpaid balance to borrow it from the Credit Union. Inquire in the personnel office for a loan.

* * *

Have you some extra money you want to invest? The Credit Union is a good place to save that money. For the past two years the Credit Union has paid 5% to investors who save money in the Credit Union.

30th Annual Meeting of F. E. M. A.

At the 30th annual meeting of the Foundry Equipment Manufacturers Association, Inc., held at Hot Sulphur Springs, West Virginia, OTTO A. PFAFF completed his second term as president of that group.

F. E. M. A. began in 1919 with a handful of foundry equipment manufacturers; today its membership numbers 63 companies, makers of all kinds of foundry equipment such as molding machines, electric furnaces, cupolas, core ovens, sand preparation equipment, cleaning equipment, etc. Our principal competitors are included in the membership.

This organization, in addition to its work of promoting the interests of the foundry industry, keeps its members informed of the status of business in the industries to which they sell, gives support and active cooperation to the National Castings Council (an organization of the various castings associations such as Gray Iron Founders Assn., Steel Founders Assn., etc.) and the Foundry Educational Foundation.

Well Known Speakers

Among those who spoke at the three-day meeting (October 14, 15, and 16) were: Frank G. Steinebach, Editor of FOUNDRY magazine, and Secretary of the National Castings Council; E. J. Burnell, Vice. Pres. and Gen. Sales Mgr. of Link-Belt Co.; and Lee C. Wilson, Consultant, Foundry Equipment and Supplies, National Security Resources Board, Washington, D. C.

Mr. Pfaff keynoted his annual message with an outline of the problems confronting the industry and his recommendations for the action to be taken in meeting them.

William L. Dean, Mathews Conveyor Co., who succeeds O. A. Pfaff as president of FEMA.



Otto A. Pfaff, Past President F. E. M. A.

Progress Under Pfaff's Leadership

How much progress has been made by this 30-year-old organization under Mr. Pfaff's two terms as president is apparent from this letter received from executive secretary Arthur J. Tuscany:

"I want to put in writing what I told you when we were together at White Sulphur and that is that the last two years in FEMA have been very pleasant ones for me personally because a great deal of progress was made and also by reason of our association.

"You can leave office with the full satisfaction of knowing that you have at no time to my knowledge, failed to respond to any call anywhere anytime where the interests of FEMA might be forwarded. I know from comments which have reached me over the past, and many just recently, that the opinion is generally shared by the membership. I want to thank you for a big job well done."

And this letter received from P. F. Bauer, Manager, Central Region, Allis-Chalmers Mfg. Co.

"It was indeed a pleasure to work with you during your term of office, as president of FEMA. Under your leadership, this organization returned more benefits to its members than I have experienced during my affiliation with this organization."

New F. E. M. A. Officers

New officers for the coming year were also elected at the annual meeting. These officers are:

- President: W. L. Dean, Mathews Conveyor Co.
- Vice President: John Hellstrom, American Air Filter Co., Inc.
- Executive Secretary and Treasurer: Arthur J. Tuscany, Arthur J. Tuscany Organization.

OFFICE NEWS

Reported by Mildred Fore

The ring on SUE CLARK's left hand is from Raymond Vollmer. Sue works in the Purchasing department.

* * *

In the "things I never even suspected classification" goes the item that EARL WINSLOW (cost) owns a beauty shop in South Bend. It is A'Glo Beauty Service, in the Platt Bldg.

* * *

VICTOR GULATTA found that his feet were as good to him as a gun when he went hunting. When he shot at a rabbit and missed, he ran down the bunny . . . and has the scratches to prove it.

* * *

LEE WIESCHHAUS, who posed for the cover illustration on the November issue of Parade really did cook his own Thanksgiving dinner. Lee's second son, named Michael James, was born at 7:00 o'clock Thanksgiving morning.

* * *

Christopher Francis was born November 20 to Mr. and Mrs. John Wolf of Butler, Pa. Johnny is a former member of the accounting department; Mrs. Wolf is the former Mary Louise Pfaff. This makes President O. A. PFAFF a grandfather.

* * *

The diamond sparkling on ANGELINE GRILLI's left hand is from Dick Berndt. The wedding is set for May.



- Paul F. HuttonOffice
- Stanley E. PetersOffice
- Frances HendersonOffice
- Maxine E. ShallerOffice
- Robert C. HoffOffice
- May MontgomeryOffice
- Joseph L. CajkaEngineering
- Donald A. BernardiEngineering
- James L. MarkMachine
- George E. HensleySteel
- Theodore H. GroveSteel
- Jack W. SkilesSteel
- Richard C. HammanSteel

Join the
**MARCH
OF
DIMES**

**FIGHT
INFANTILE
PARALYSIS**

THE NATIONAL FOUNDATION FOR INFANTILE PARALYSIS

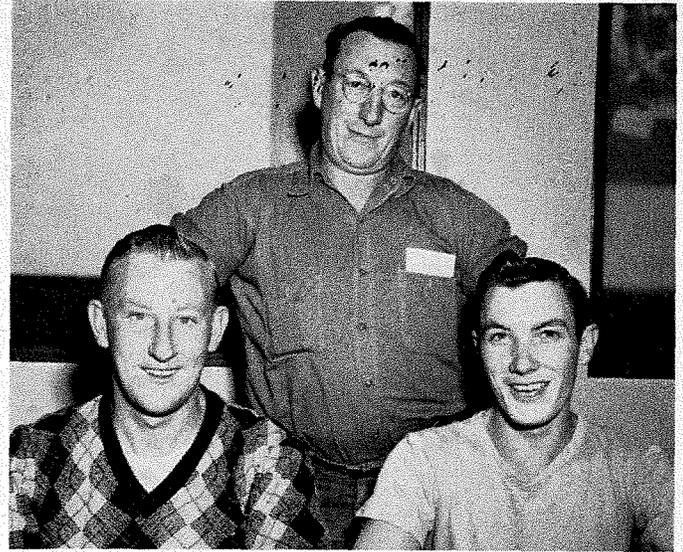
Father Son Son-in-Law

Sheet metal worker FOREST J. KINEMAN usually answers to the name of "Sam"; this helps his fellow workers in the steel shop, for his son FOREST JAY KINEMAN also works in that department. Sam came to work at American in August; just a week later, his son Jay was also employed as a sheet metal helper, both on the night shift.

Sam had known several workmen here, and when he decided to stop driving a lumber truck, he put in "another" application for employment . . . his first application was made when American came to Mishawaka in 1925.

Two workmen on the same shift, in the same department, doing the same type of work, and with the same address, has caused a lot of confusion, but there are several differences other than age and appearance. For instance: Jay is single and is a former carpenter.

Father and son combined to convince HARRY BRUBAKER — married to Sam's daughter — that he would like working at AWECO better than driving a semi-truck. So, a week after Jay came here, Harry was operating a "jeep" on



Harry Brubaker, Forest J. Kineman, and Forest Jay Kineman.

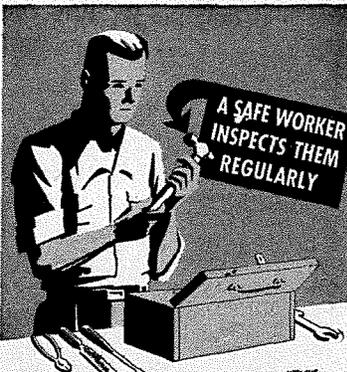
the night shift. During the day, before it is time to report for work, Harry spends his time either with his two sons, remodeling his home, or helping a neighbor build a basement house.

Working nights gives Sam time to hunt and fish and Jay has daylight hours to tinker with cars.



When we think of AWECO Health and Accident Insurance, we usually forget that one of the provisions is for the payment of a death benefit.

Recently an AWECO worker passed away; his widow was paid a death benefit of \$1000.00.



IT PAYS TO KEEP TOOLS IN GOOD CONDITION!
NATIONAL SAFETY COUNCIL

MACHINE SHOP NEWS

Reported by George Walters, Robert Newsom

GORDON MENZIE and a machine got together, the result was a strip of Gordon (he lost his shirt) and a lot of teasing by his fellow workers. Luckily the only injury was his safety record.

* * *

Mr. and Mrs. HERMAN MITCHELL have a new daughter at their house. Donna Elizabeth arrived Nov. 6.

* * *

CARL PETERSEN is driving a new maroon Ford.

* * *

HAROLD NULL's daughter won third prize at the City Hallowe'en party. The prize was a doll buggy.

* * *

BILL EGGERT took unto himself a bride — Barbara Voigt — on November 27. Congratulations, Bill.

ENGINEERING NEWS

Reported by Hope Simpson and Phil Johnson

The Engineering department has a volley ball team composed of: Phil Johnson, Dick Zeller, Earl Batson, Dimitri Sowiak, George Fowler, Donald Doerr, and Don Bernardi. They play on Thursday evenings in the LaSalle School.

* * *

LUCILE SIMCOX should receive some sort of recognition. She seems to always find parking spaces where the meters still have some unexpired time on them.

STOCKROOM NEWS

Reported by Blanche Null

JO DATTALO has been in Rochester, Minnesota where her son is undergoing treatment at the Mayo Clinic. If you would like to drop her a card or note (and she would like to have you do it) her address is: Tuttle House, 730-802 First Street, S. E., Rochester, Minn.

RESEARCH NEWS

Reported by Paul Bessmer

When asked what they usually have for Christmas dinner both VIRGIL POPE and TOM GREENE said they preferred venison. Tom added "if in season." When is the season?

* * *

MAXINE CARY always has date pudding for the holiday meal.

* * *

The members of the Research Department and their wives spent a pleasant Saturday evening at John Straub's where they enjoyed some clever sleight-of-hand tricks.

DEMONSTRATION NEWS

If the salesman, who shows your wife shoes, looks familiar to you, it will probably be DALTON SMOCK. He sells shoes in his spare time.



Favored AWECO Hat Styles

Most of the workmen at AWECO wear hats to work; not all, but a goodly number. The striped denim number modeled by JOHN BARNA seems to be the preferred style. Next in popularity is the baseball cap as worn by WAYNE WARD. Wayne's is khaki colored, but red, navy blue, and other colors are favored. An old soft felt hat like ROBERT WHITE's has a number of advocates. Tweed

caps such as the one CLYDE GRAHAM is wearing is also esteemed by a number of men. From sheer necessity welders, burners and men who do similar work sanction the close fitting skull cap of ROBERT PHERSON. There are the unusual ones, like the corduroy hunting cap favored by FRED HOLSINGER, the uniform cap that MAYNARD EDWARDS sports, and the original cut out felt job belonging to SAM WEISER.



FOUNDRY NEWS

Reported by Fred Bishop

A seven pound, ten ounce tax exemption, named Sarah Esther, born November 10 to Mr. and Mrs. BYRON WILLIAMS (big ladle custodian).

* * *

Just to be different this Christmas, we in the Foundry want to tell that long whiskered guy what we do not want for presents.

AL BLASKIE — No more workmen who stall around.

WALT OSTROWSKI — No more golf balls that play hide and seek with the cups on a green where I can win two bits.

DON FOUTCH — No more "Seeing Eye Dog" episodes (Ed. Note: A prank played on Don that is still a sore subject.)

HUBERT HOEFLE — No more shot guns that jam on a shot at a wild goose.

LLOYD BURCH — No more friends that want to use my head as a target for casting plugs.

CALVIN KELLY — No more arguments. (Dry rot has set in on this Irishman)

JOHN WILLIAMS — No more automobile dealers that want my right eye along with my old car for a new model.

JOHNNIE KOLESZAR — No more shoulders that want to fly out of place and roam all over.

CLARENCE KNISLEY — No one to play any tricks on me. I never do anything like that to anyone else.

BYRON WILLIAMS — No more floors to sweep.

MIKE KOLESZAR — No more days where everything goes wrong and I want to go home and whip the wife and all the kids.

OCIE SNYDER — No more geese that honk all night and keep me from my beauty sleep.

CHUCK VAN BELLEGHEM — No more lost arguments. Just once I want to win.

REX MILLER — No more gravel voiced bosses that rasp my nerves from here to there.

JOHN SADUSKY — No more hospitals. I'll do my resting on a broom handle.

CLARENCE FRICK — No more grass hopping from one job to another. I'll do my hopping on old Besely.

FRED BISHOP — No more fish-less summers.

WAYNE MYERS — No more friends that offer to buy me one if I'll buy them one and then forget to buy me one.

BILL SHEA — No more sand hoppers that want to nestle so affectionately on my shoulder.

AL SMET — No more transfers away from that foundry smoke. My system won't take it.

ROGER MUMBY — No more jobs that get a fellow up in the middle of the night to light a fire under a steel pot.

TONY KOLESZAR — No more time to argue with Fisher, Murphy, and Pappy Johnson.

HUBERT HENSLEY — No more traffic regulations so I can hang that Mercury on the cross arm of a light pole if I want to.

ANDY KOLESZAR — No more bugs in my ear. Ear ache makes me think I'm getting my second childhood.

DUTCH HARTNELL — No more paper catching fire on the salt bath and making me think the joint is blowing up.

ED COLEMAN — No more Besely grinders please.

DEL KINNEY — No more bulls that haven't sense enough to know what to eat and what not.

GEORGE DOTY — No sand buckets and toy shovels. I've had enough sand in my system to last the rest of my days.



Herman Fries

Here are the men who are collecting extra cash by turning in their ideas to the Suggestion Committee.

HERMAN FRIES is the second worker who has achieved the distinction of having turned in 15 accepted ideas. Herman, who works in the stockroom, now has another additional \$5.00 just for having turned in 15 ideas, in addition to the regular awards he has been earning all along.

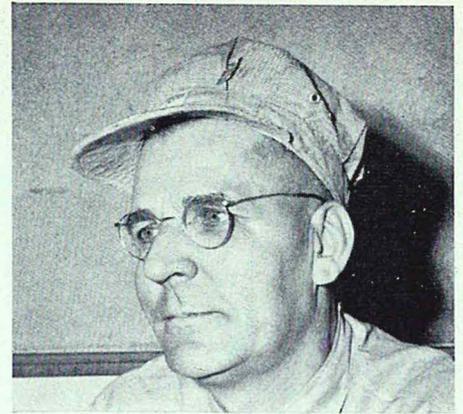
IMAGINEERING Pays off to Thinking Workers

FRANK RENDEL, electrician, is the sixth workman to have turned in 10 accepted suggestions. In addition to the usual award for each accepted idea, Frank received an additional \$5.00 for each 5 accepted suggestions.

LESLIE MAGNUSON and **LEE KELLY** have been added to the membership of the "5" Club . . . that group of thinking workers who have submitted 5 accepted suggestions.

Imagineers who earned suggestion awards this past month by turning in acceptable ideas on how to improve a product, reduce the cost of producing an item, or how to make an operation easier include:

FRANK RENDEL, Steel Shop
LEE KELLY, Steel Shop
CARL MARTIN, Stock Room
LESLIE MAGNUSON, Steel Shop
HERMAN FRIES, Stock Room
JOE ACSAI, Machine Shop
KENNETH BAUGHER, Machine Shop



Frank Rendel



Leslie Magnuson

Lee Kelly

STEEL SHOP NEWS

Reported by: Jephthah Minnes, Frank Miles, Martin Boehnlein

We are all anxious to see what color **GLEN MARTSOLF** will paint his car. Right now it is about 5 different colors.

GEORGE LINN got tangled up in an electric drill. The drill tore the two pair of pants George was wearing at the time.

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When quitting time comes each day, there is quite a caravan of cars going east on Lincoln Way. To Elkhart go Langford Canell, Arneal Squibb, Don Squibb, Burton Green, George Harter, Winson Housour, Albert Stickel, and Marvin Kanause.

To Syracuse: Eddie Byrd, Elmer Byrd, Harlan Byrd, William Harvey, Neal Rodgers, and Bill Ryman.

To Milford: Paul Kizer.

To Goshen: Mark Warstler, Frank Wilfret.

To Osceola: Dick Neely, Kenny Frick, Harry Brubaker, Ed Wordinger, Ray Knoll, John Kirkpatrick, John Enger, Bob Qualls, Lucius Eller, Zeke Squires, Carl Daugherty, George DuBois, Ted Baker, Zelno Beck, Lynn Bowers, Ray Breden, Dale Bressler, Ed Hartter, Ed Higginson, Joe Kuzmanovich, Clarence

Lutz, Frank Miles, Don Miller, George Mills, Ed Mumby, Jay Penland, Chauncey Proudft, Percy Retter, Cecil Rice, Fred Shields, John Shireman, Ernest Squires, Warren Stickel, Lawrence Suetkamp, George Wall, George Ward, Roy Ward, Harry Weaver, Luther Woods.

To Twin Branch: Eva Copp, Clare Hayden, Ed Fisher, Bud Dipert, Dick Gildner, Claude Wiseman, John Bowers, Ralph Banes.

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Did you know that **WILBERT L. MITCHELL** and **JAMES DAVIS** are brothers-in-law?

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In case you hadn't noticed the names, this is to tell you that **DONALD R. PICKETT** and **CECIL N. PICKETT** are brothers.

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BILL BRANNON has announced that he will go to St. Augustine, Fla., during the time inventory is being taken. Winter vacations are nice.

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For Christmas dinner **RAY LTYLE** says he is going to eat roast goose, cranberry sauce, sage dressing, angelfood cake and fruit salad. Really sounds good.

GEORGE WALL proved he could take about anything apart. **MARTIN BOEHNLEIN**, **AL STICKEL**, and **KENNY FRICK** thought they had tightened every screw in a switch box so it couldn't be taken apart, but George did it.

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TED COPP's explanation as to how he received a ticket for overparking is a little different from the ordinary. He took his wife to have her eyes examined, or rather to make an appointment to have the work done. The doctor said he would do it immediately, and when Ted and Mrs. Copp came back to their car, the patrolman was just leaving after having written a ticket.

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CAMILE DE MEESTER is quite an archer; so good he won a contest at the Belgium Club.

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FRANK PANGALLO has finally made arrangements to have his wife come back from Italy. Mrs. Pangallo returned to Italy 12 years ago to recover from an illness. The war and red tape have since prevented her from coming back to the U. S.

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Norman Earl is the newest member of the **EARL WALTER**'s family. He arrived October 23.

A Birmingham England Engineer Comments on U. S. Factory Life

The article below was written by Dr. J. Harvey Nelson, of Joseph Lucas Ltd., Birmingham, England. It was first printed under the title "Where They Beat Us" in the March 17, 1948 issue of the BIRMINGHAM MAIL.

We are indebted to both the author and the newspaper for this splendid insight into our own way of living — the American Way!

There are few sights more enchanting than that greeting the traveller when he first approaches Manhattan at night. Then this small island, on which metropolitan New York is built, still merits the description, "Manna-hata, the handsomest and most pleasant country man can behold" given it by its English discoverer, Henry Hudson. Closer acquaintance may disappoint the visitor to America, but if he is fortunate he will travel to the Middle West, to Indiana and Ohio, perhaps also to Kentucky and Illinois. Here he will find some of the people who have made America what she is today, the people who make possible the skyscrapers of Manhattan and the bright lights of Broadway.

After the artificiality of New York the visitor finds a life in Indiana much more spacious. Life in America certainly is comfortable. The workshops are essentially places where men and women live. The American workman demands the best of conditions, just as he commands the highest pay in the world. What is so often overlooked by his critics is that for this pay he produces an enormous amount of work. It doesn't mean he works very hard physically. He doesn't. He works steadily and efficiently for his eight hours a day and no more. But his attitude to his work and to his boss is vital.

Workmen Are Equal to Engineers

Let me illustrate. When I am shown a process in an English factory I am taken to the machine by the factory manager and he explains what is going on. Generally the operator stands on one side or goes off and talks to one of his mates. As a matter of course the American workman would do most of the explaining, if he were a skilled man. He would expect to take part in any discussion as an equal, and the important thing is that he would be an equal. He would have an opinion of his own and would be capable of expressing it — that, after all, is the only real criterion of equality for an engineer.

This easy-going relationship does not

mean that factory discipline is lax and there is no authority. It does mean that the people working in the best American factories are working as a team to produce as efficiently as possible.

Emphasis on Quality

Throughout the whole time I was visiting factories I never heard any engineering discussed in terms of making an article cheaper. The emphasis was on quality, and people were not always trying to "get away with it." In the past we have always assumed that the handmade article prepared individually by the craftsman was immeasurably superior to the cheap, mass-produced article selling at perhaps one-tenth the price. This is no longer so for a wide range of products now being produced in American plants. They are now using mass-production methods to produce many high-quality articles — motor cars, radios, refrigerators and clothes.

Of course, it is much more economical to produce high-quality goods in quantity, if the production is properly planned and carried out by a team working together. In one factory producing motor car parts the output was 97% of that possible from the machines. About 1% of that lost was due to rejections and two per cent due to machine failures and incorrect balance of production. Such a performance is almost unheard of in England, and can only come about as the result of competent management working through a first-rate team of engineers with intelligent, and, above all, interested work-people.



AWECO Equipment in China



Did you know that we are building seven pieces of equipment for shipment to China? China, that age-old country that is a curious mixture of the modern and the ancient.

King Wei Textile Machinery Mfg. Corp., Shanghai, China is building a new plant to produce from 150,000 to 250,000 spindles, and several thousand looms a year. This new plant is being modeled after the Whiting Machine Works, Whitinsville, Mass., and the Saco-Lowell Shops, Biddeford, Maine, both of which have a number of our machines in operation.

Quality Goods Only for the American Market

It came as a shock to me to realize that for England the American market was closed except to the best quality goods we can make, which must be sold at a price much lower than we are accustomed to sell such goods. This shock was somewhat tempered by the realization that much of what they were doing to produce good things we could do just as well. Perhaps we could do some things better, just because of the traditional good taste left over from the days of the craftsman.

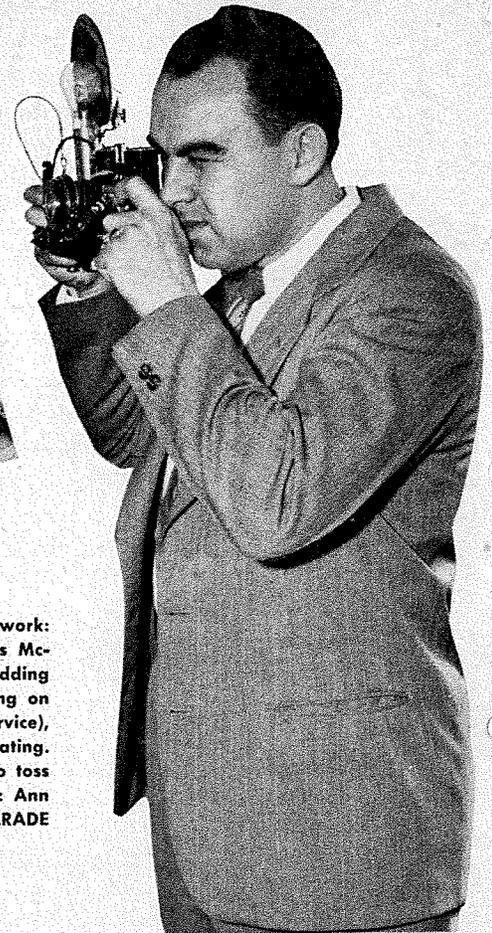
Yes, we can produce good quality things at the right price, but only if we find the secret that makes men proud of their jobs — the secret that makes a man or woman do the job only one way, the best possible; the secret that makes men work in competition and yet as a team.

The Secret

I asked what this secret was, and as an answer I left Indiana with a little book called "Mainspring." This paints a picture of American life, with all its faults, as being the reward that free men win when they are left to depend on their own initiative. For it is only when man knows that he is free that he really starts to value his time as his own. When he does this the floodgates of invention are open and the wealth of the mythical Indies his. We had this freedom once. We've lost it now. Can we recapture it in time?

After looking over these two plants, King Wei requested AWECO to make recommendations for the type and size of machinery that would best meet their needs, and to quote them prices for such equipment.

As a result, we are now building a 48" x 48" Wheelabrator Tumblast, complete with loader and ventilated by a No. 65 Dustube Dust Collector; a Wheelabrator Swing Table, ventilated by a No. 65 KD Dustube Dust Collector; an Airblast room ventilated by a No. 135 KD Dustube Dust Collector; and a Model "M" Sandcutter.



Some examples of Henry's work: Mr. and Mrs. Robert Light (Doris McGraw, Advertising) cut their wedding cake; Jack Clayes putting the ring on the finger of Ann Spart (Parts Service), The Rev. Vernon Rosenthal officiating.

Mrs. Donald J. Ackles ready to toss her bouquet. Waiting to catch it: Ann Varga, Betty Jo Minegar, and PARADE editor Marjorie Frazee.

WATCH THE BIRDIE

Henry Schultz's Hobby of Taking Wedding Pictures

If you ever want to find HENRY SCHULTZ we can predict pretty well where he will be. If it's on a week-end he's probably taking candid camera pictures at a wedding. If it's a week-day evening he's probably in his dark room developing and printing the pictures he has taken. During working hours Henry is an engineer in the Research Department.

Henry came into this phase of his hobby of photography because friends would ask him to take informal pictures of their babies—the "baby-in-his-bath" type. Somehow that led to other friends asking him if he would take some candid shots at their weddings.

Since that time Henry has toted his

Super Ikonta B, with a Tessar 2:8 lens and a flash attachment to nearly 50 weddings to get informal pictures.

As a result he has the procedure worked out pretty well. He likes to attend the wedding rehearsal and talk with the minister or priest who will perform the ceremony. In this way he is familiar with the church and can plan with the bridal party just what views are wanted and how to get them.

Comes the happy wedding day, Henry is on hand to photograph the beautiful bride adjusting her veil, arriving at the church, slipping on the ring, coming down the aisle on the arm of her husband, cutting the wedding cake, tossing her bouquet, and leaving on her honeymoon in the car traditionally decorated

with tin cans and colored streamers. In between these scenes Henry has probably taken about 40 other pictures—scenes that form an irreplaceable record of the "most beautiful wedding in the world."

Taking wedding pictures requires special qualifications—among them the ability to be almost invisible, to work quietly and rapidly, and to get along with people who are keyed up to near-breaking point.

After the bridal couple leaves, Henry goes home, and with crossed fingers, develops his films to see if, in all the excitement, he still caught every scene on film . . . or if he has spent the day in vain.