

## New Contract Is Signed By Union, Brown Company

### Both Parties Give Consideration To Business Situation

Discussion on all items of the new contract between Brown Company and members of Local Union No. 75, International Brotherhood of Pulp, Sulphite and Paper Mill Workers (A. F. of L.) has been favorably concluded and the new contract has been signed by the company and the union.

Accepted July 18

The contract provisions were accepted by the union membership at a meeting July 18.

During the negotiations the company and the union of necessity had to give consid-

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## Burgess Sulphite Mill Due To Start Up On August 1

The Burgess Sulphite Mill will resume operations August 1.

Originally, the mill was due to start up July 17 and 18. The company said the mill has had to remain down longer than originally planned because of further curtailment of orders for pulp. The company also said that most wood pulp consumers are taking rather drastic July shutdowns; therefore improved movement of pulp is not expected to take place until consumer mills are again operating steadily.

A check showed that many other pulp mills in the industry have also found it necessary to continue on a curtailed basis.

# Reductions In Sales Prices And Sales Volume Reflected In 28-Week Earnings Report

## Industrial Relations Given, Staff Work Closely With Management, Union

Negotiation of a company-union contract usually makes the headlines, but the day-to-day work of the men who administer the contract usually goes unheralded.

That is the work of Loring



LORING GIVEN

Given, industrial relations supervisor, and the plant personnel men, Earl Philbrick, Angus Morrison and Earl Henderson.

Those are the men who

work side-by-side with members of top management and with representatives of the union.

### Good Background

Mr. Given, who is responsible directly to Works Manager E. E. Morris, is a man who knows management-labor relations from both the management and employee points of view.

He has worked on jobs all up and down the line. He got his start with Brown Company Nov. 30, 1922, at the pump house of the Bermico Division. In 1923, he went to

(Continued on Page 4)

## 136-Foot Section Of Old Sawmill Dam Being Replaced

A 136-foot section of the old sawmill dam at the D. C. Power Station is being replaced.

### Most Modern Design

Chief Engineer George Craig said the company is replacing an extremely old section of timber crib rock-filled dam with a reinforced concrete section of the most modern design.

The replacement is being made because of an unsafe condition of the present section. The timbers of the section that is being replaced are old. Flood conditions such as were experienced in the mid-1930's would place a strain on the dam, materially reducing the margin of safety required to protect life and property.

The new section will be of reinforced concrete. The dam will be equipped with hinged steel flashboards, which may

be raised or lowered easily and quickly at any time. These will provide a spillway 120-foot long, giving better protection.

The new section is a part of the overall program of modernizing the power system of the company. It also will insure a proper supply of water to the canal which supplies the Burgess Filter Plant.

### Old Serves As Coffin

The new section of the dam is being built directly in front of the old section. Thus, the old section is serving as a coffin dam during the building. When the new section is com-

(Continued on Page 2)

## Accident Rate Continues Rise

### But Remains Below National Average

The news from the Safety Division was not too pleasant this week.

### Two More In '49

The report covering the first eight periods of the year showed that there have been two more lost-time accidents this year than there were last year, despite the fact that there have been many less man hours worked this year.

The frequency rate was rising. A year ago it was 11.3. Now it is 13.

But even if accidents showed an increase, the record of Brown Company employees was still better than that in many other companies.

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## THIS OUTDOOR EXERCISE WILL PAY DIVIDENDS



Recreation that pays dividends in more than one way to employees is gardening. It gives some good outdoor exercise and pays off in fresh vegetables. One of the company's most ardent gardeners is Claude Hughes of the Power and Steam Division, who has had a plot at the Thompson Farm for the last four years. Mr. Hughes' granddaughter, Faith Anne Hughes, likes gardening, too. Forty-five families have gardens at the farm.

## Berlin, Gorham Plants Operate At Small Loss

### Modernization Of Plants, Methods Holds Loss Down

F. G. Coburn, President of Brown Company, has announced that the company's unaudited consolidated earnings for the twenty-eight weeks ended June 11, 1949, after interest, income taxes and all other charges, were approximately \$1,092,000, comparable with \$2,303,000 for the first 28 weeks of 1948. He also announced that the Directors of Brown Company had authorized the payment of a dividend of \$1.50 on the \$6.00 Preferred Stock, payable September 1 to certificate holders of record at the close of business August 10.

Commenting upon these results, Mr. Coburn pointed out that these earnings were made wholly by Brown Corporation, the Canadian subsidiary. The parent company's plants in Berlin and Gorham operated at a small loss. Thus, he said, while reductions in sales prices and volume of sales have adversely affected both the parent company and the subsidiary company, these reductions affected the Berlin operation more seriously than they affected the La Tuque operation. This, he stated, is the reason why there have been recent curtailments in production in Berlin and lay-offs from the payroll.

The progress made in the past few years in the modernization of the company's plant, and of methods of doing things, unquestionably helped to hold the parent company's loss to a relatively small proportion. "I continue to believe, and firmly," said Mr. Coburn, "that with continuance of this work of modernization of plant and methods, and with hearty cooperation by all, we can so reduce our manufacturing costs as to restore Brown Company to its old strong competitive position, with lasting benefit to the company and to the community."

## Company Men To Go To Camp National Guard Will Leave On July 30

A group of Brown Company men will be among members of the National Guard leav-

(Continued on Page 2)

# THE BROWN BULLETIN

Published every other week by and for the employees of Brown Company, Berlin, N. H.

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Volume II No. 14

July 26, 1949

## Tools Improve Material Welfare

Tools are all the things used by man to produce other things, that is, goods and services.

Tools are things made by man, and things made by natural processes.

Obviously, factory machines are tools.

So are the buildings that house them and the land under the buildings.

So are the various materials used up in production.

So are the finished products while they are for sale.

On the farm, the cleared, cultivated, and fertilized soil used to produce crops is just as much a tool as is the plow.

So is the horse that pulls the plow.

So are milk sheds, silos and barns.

So is the wagon that carries the crops to market.

So is the stock of seed and the fertilizer.

So are the railroad trains and motor trucks that haul the goods.

In the hands of storekeepers and their clerks, the inventories of goods for sale are part of the tools used to produce a service, just as are the store buildings and the store fixtures.

Tools are all the things used by man to improve his material welfare (that is, used to produce goods and services) through changing the form, condition and place of natural resources.

This is the third of a series of six editorials which explain simply the basic economics which govern our lives. Text is from "How We Live," written by Fred G. Clark and Richard Stanton Rimanoczy and published by D. Van Nostrand Co., Inc., New York. It is by permission of the American Economic Foundation.

## Chemical Plant Explosions

We are sorry to hear that Eugene Lauze is confined to the St. Louis Hospital, where he will receive a series of treatments. We are all hoping for a speedy recovery, Gene.

Frank Bartoli took a week's vacation just to admire his garden. He is most proud of his egg size tomatoes. In fact, he is inquiring of everyone to make sure there are none larger. We have heard of one fellow who had ripe tomatoes the Fourth of July. Better check on this one, Frank.

Cecile Roy spent her vacation touring the Province of Quebec and all points of interest North of the Border.

"Tish" Myler has returned from her vacation at the beach. No sunburn this time.

Alfred McKay is planning a trip to New Brunswick. It sure looks like a long trip, as he is studying four maps. The longest way around is always the shortest way home, "Mac."

## Main Office Musings

Summer seems to be a very popular time for vacations and the Main Office is taking full advantage of this fact, as you will note from the following list of people out on vacations:

Irene Latulippe of the Financial Department spent a week's vacation in Canada.

Pauline Dutil and "Scottie" Gosselin of the Stenographic Department spent a week at Old Orchard Beach, bringing back memoirs of the trip with tans and burns.

Rita Blais of the Legal Department spent a week's vacation traveling along the St. Lawrence River in Canada. Next she will spend some time at Hampton Beach, getting her share of Old Sol.

"Tommy" Thompson of the Engineering Department vacationed for a week at Boston and most of his time was spent at baseball games.

Laurette Landry of the Mail Room spent a week's vacation in Connecticut.

Jackie Beach of the Expe-

## In Memoriam

### GUSTAF A. THORNE

Gustaf A. Thorne died recently. Born in Bohuslan, Sweden Dec. 10, 1873, Mr. Thorne had resided in Berlin for the last 59 years. He was employed by Brown Company as a salt unloader at the Chemical Mill until 1939, when he retired.

## Guard

Continued from One

ing for a two-weeks' summer training encampment July 30.

### Company Policy

Under a company policy adopted last year, employees who are members of the Guard are granted a two weeks' military leave for training in addition to their regular annual vacation.

The company pays employees the difference between the amount received by the employees from the government during the training period and the amount employees would receive as regular 40-hour basic wages if they had not gone away for the two weeks' training period.

Salaried workers will receive the difference paid them by the government and the amount they normally would receive as a regular weekly salary.

Brown Company's policy has been praised by top ranking officers of the National Guard. Brig. Gen. Charles F. Bowen, state adjutant general, has called it a "liberal" policy and "a fine demonstration of patriotic cooperation."

Last year, 22 men left Brown Company for two weeks' training at Camp Edwards, Mass.

## Dam

Continued from One

pleted, most of the old dam will be taken out.

The contract for the construction has been awarded to the Sanders Engineering Company of Portland. This is the same firm which built the Smith Station dam of the Public Service Company of New Hampshire two years ago.

An interesting feature of this installation is the fact that transit-mixed concrete will be used. In this method, the concrete aggregates are proportioned at the gravel pit and transported to the dam site in special trucks. The concrete is mixed enroute from the pit to the site.

The batching plant is being set up by Kenneth E. Curran, Inc., of Littleton.

### Available To Others

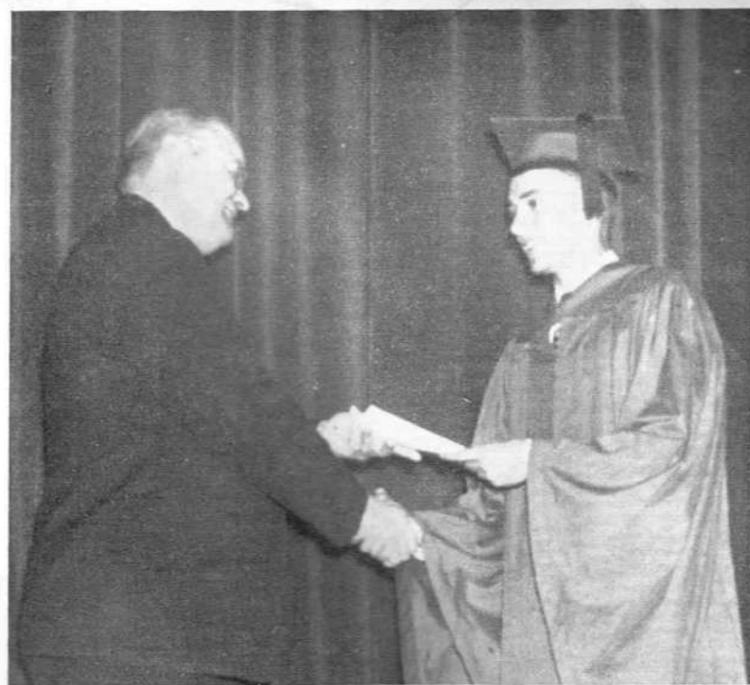
The facilities of this plant will be available to any local residents or contractors who may have concrete work to do. The batches are accurately proportioned and generally a better quality of concrete is obtained at lower cost.

Mr. Craig said the construction schedule calls for the completion of the new section by early fall.

diting Department spent a week's vacation in Hartford, Connecticut, where she visited relatives.

Honey Cameron spent a week-end in Boston recently  
(Continued on Page 3)

## RECEIVES SCHOLARSHIP



—Photo by Ash Hazzard

Recent winner of the Brown Company scholarship for university study in engineering, chemistry or forestry was the son of a Brown Company man, William C. Phinney (right), son of Mr. and Mrs. Clement W. Phinney. The winner is pictured receiving the award from Dr. Arnold E. Hanson, director of company relations. The scholarship is valued at \$750 a year for four years and is awarded on a competitive basis to a boy graduate of Berlin, Notre Dame or Gorham High School.

## Pointers

from

Portland

By DORIS E. SMITH

AS THE THERMOMETERS SOAR to 90° F. and above, none of us prefer to think of washing and ironing, much less actually tackle these hot jobs. But as every homemaker knows, they must be done regardless of the weather. With this in mind, I have searched everywhere to get some pointers on how to do these jobs and stay as cool as possible while doing them.

As for washing, common sense tells us to keep the weekly wash down to a minimum by washing out the smaller things by hand throughout the week. When the time to do the weekly wash rolls around, do it as early in the forenoon as you can, before the sun has reached its height.

A long-handled wooden spoon can be a big help when lifting the clothes from the hot water. The last rinse water can be much cooler than the first, as no doubt you already know.

As you hang out the clothes, keep in mind that colored things should be hung in the shade if possible and white things can stand as much sun as they can get.

\* \* \*

WHEN IT COMES TIME to do the ironing, do just a few pieces at a time and take time out to relax and cool off a bit before tackling the next group. Regardless of when you iron, remember to start with the rayon and silk articles and work up to the cotton and linen ones. This way, your iron can go from low to high temperatures without the necessity of cooling off between different materials.

Here in Maine we are fortunate in that the evenings usually are cool, regardless of

how hot the day has been. Therefore, I do most of my ironing in the evening in preference to keeping it to do on Saturday.

Many people prefer to do the ironing immediately after taking the clothes in from the line, while others prefer to do it very early in the morning. If you do your ironing in the evening, it would be well to remember that it is much easier to scorch things without realizing it when working by artificial light rather than day light.

\* \* \*

PERHAPS YOU ARE AMONG the many who don't iron sheets during the summertime. If you do iron them however, there are a few things which should be kept in mind which will make them last longer.

As you take the sheets of the line, fold them evenly till you get around to ironing them. When you sprinkle them, open them up and use warm water. Warm water spreads faster through fabric. Roll sheets and cases individually for quick, even dampening. Before ironing, fluff out your ironing board pad about every two weeks, so that sheet won't be pressed against hard surface. Sheets should be ironed the same day you sprinkle them. If you let them stand too long, they can mildew beyond salvation.

By the way, to remove slight case of mildew, you might sprinkle the stain with salt, moisten it with lemon juice, then put it in the sun to bleach and dry.

\* \* \*

USE A MODERATELY HOT IRON when ironing sheets and  
(Continued on Page 3)

# New Softball Slate Carries Through August 25

## 95 Runs Scored In Four Games

### Two Tilts Produce 32 Marker Totals

Slugfests seemed to be the order of the day as the Brown Company Softball League opened the second round.

#### Includes 3-2 Game

Only four games were listed for the opening two weeks, but those same tilts produced a total of 95 runs. And that included a 3-to-2 game in which Chemical defeated Woods.

Two games produced 32 runs each. The Onco Plant took an 18-to-14 slambang battle from the Main Office and Woods outslugged Riverside, 20 to 12.

In the fourth game, Riverside marked up 16 runs to Chemical's 8.

As a result of all these runs, Onco officially led the league with one victory and no defeats, while Chemical, Riverside and Woods were tied for second with one win and one defeat, each.

Onco rolled up 17 hits in winning its game. Every member on the team got at least one bingle, while Bilodeau chalked up four.

#### Score 12 In Three

Onco put the game away early, scoring 12 runs in the first three innings. A six-run outburst in the third was marked by Roberge's home run.

Onco collected three runs in each of the fifth and six innings to outlast the Main Office.

The Office rallied in the closing frames, scoring nine runs in the last three innings. For a few moments in the seventh it looked as if the Office might come through. Six straight hits rattled off their bats, but Onco finally put the fire out.

Riverside had 22 hits to its credit against Chemical, with Pete Therrault marking up four in a row. Delorge, La-Francois and Lacroix each had three.

Despite the resultant onslaught, Chemical was out in front in the early innings. Four straight errors by Riverside helped Chemical collect five runs in the first.

But Riverside began to beat down the lead, and took the van in the third. It was never headed again.

#### 22 Hits For Woods

Woods also had 22 hits in its game with Riverside. Both Faunce and MacKay, the latter back after injuring his leg several weeks ago, contributed four safeties.

Two triples, four doubles and a single gave Woods six runs in the first. In the second, the Woodsmen scored four more on a single, double, triple and home run, the four-master coming off Faunce's bat.

Woods scored in every inning. Ken Fysh hit a homer

## Mothball Aroma, Deer Stay "Homa"

They've taken the mothballs out of the closet into the gardens.

"Jack" Story once advocated using them to combat some of the garden bugs.

Now, some Brown Company gardeners are using them to keep away the deer. The home farmers have tied them in rags and hung them on rope fences around their plots of land at the Thompson Farm.

Claude Hughes of the Power and Steam Division said that in previous years he lost quite a bit of his crops to the deer.

"Haven't been bothered at all this year—so far," he said, cautiously rapping on wood. "I couldn't prove that it was the mothballs. But just the same the deer have stayed away."

An argument backing up the use of mothballs is given by a couple of nearby gardens. Those gardens did not have mothball "fences." Just the other night, the deer had a big feast in those gardens.

in the sixth, to lead the late-inning attack.

Big gun for Riverside was LaFrancois, who had two singles and two doubles in four times at bat. He scored three runs. Houle belted out a home run to spark a four-run rally in the sixth.

The other game between Chemical and Woods, saw both teams shorthanded. Woods took an early 3-to-1 lead in the third, counting three times without a hit. Two walks, two errors and a long fly to left were all they needed.

Chemical tied it in the fourth. Then in the sixth, Crotto lined out a home run for the marker that made the difference.

## STANDINGS

(Second Round)

	Won	Lost	P.C.
Onco	1	0	1.000
Chemical	1	1	.500
Riverside	1	1	.500
Woods	1	1	.500
Office	0	1	.000
Bermico	0	0	.000
Burgess	0	0	.000
Cascade	0	0	.000

(As of July 17)

Chemical	001	201	0	—	4	8	3
Woods	003	000	0	—	3	2	1
Michaud and Keene; Fysh and Reid.							
Onco	516	033	0	—	18	17	2
Main Office	032	031	5	—	14	16	5
Bilodeau and Arsenault; McGill and Reekie.							
Riverside	141	033	4	—	16	22	7
Chemical	500	110	1	—	8	10	3
Poulin and A. Morin; Heroux, Bradley and Reekie.							
Woods	641	332	1	—	20	22	1
Riverside	132	024	0	—	12	13	4
Fysh and Faunce; Poulin and LaFrancois.							

## REVISED SOFTBALL SCHEDULE

Week of	Monday	Tuesday	Wednesday	Thursday	Friday
July 25	Office Burgess	Cascade Chemical	Bermico Onco		
Aug. 1	Bermico Woods	River. Burgess	Office Cascade	Burgess Chemical	River. Office
Aug. 8	Burgess Onco	Woods Cascade	Office Bermico	River. Cascade	
Aug. 15	River. Onco	Chemical Office	Onco Woods	Cascade Burgess	
Aug. 22	Chemical Bermico	Burgess Woods	Onco Cascade	River. Bermico	

## SOFTBALL AVERAGES

(As of July 17)

	AB	H	Ave.	AB	H	Ave.
Grigel, Woods	3	3	1.000	Goyette, Chem.	3	1 .333
Roberge, Bermico	1	1	1.000	Mortenson, Chem.	3	1 .333
Traverie, Burg.	1	1	1.000	Lemieux, Burg.	18	6 .333
Moffett, River.	1	1	1.000	A. Morin, River.	12	4 .333
Day, Onco	4	3	.750	Gionet, River.	3	1 .333
Martin, River.	4	3	.750	Houle, River.	37	12 .324
MacKay, Woods	11	8	.727	Bouchard, Onco	25	8 .320
Gingras, Onco	3	2	.667	Fysh, Woods	41	13 .317
Keene, Burg.	3	2	.667	Martin, Woods	16	5 .313
Bilodeau, River.	3	2	.667	McGill, Office	13	4 .307
Holland, Office	9	6	.666	Lemire, Office	23	7 .304
Bilodeau, Onco	34	21	.617	Champoux, Chem.	10	3 .300
F. Bosa, Burg.	21	12	.571	Hazzard, Chem.	24	7 .291
Albert, Burg.	28	15	.535	Girard, Onco	28	8 .285
Faunce, Woods	30	16	.533	D. Bosa, Burg.	28	8 .285
Henderson, Office	26	13	.500	Leclerc, River.	14	4 .285
Lavernoich, Burg.	24	12	.500	Sloan, Office	14	4 .285
La Francois, River.	22	11	.500	Baker, Bermico	32	9 .281
Melanson, Burg.	10	5	.500	Morin, River.	18	5 .277
La Croix, River.	12	6	.500	Piper, Bermico	11	3 .273
Gilbert, Casc.	6	3	.500	Ramsey, Chemical	11	3 .272
Morin, Casc.	6	3	.500	Montminy, Case.	11	3 .272
Ramsey, Burg.	6	3	.500	Gariand, Woods	26	7 .269
G. Leveille, Onco	4	2	.500	Dube, Woods	34	9 .264
McKosh, Chemical	4	2	.500	Marquis, Chemical	19	5 .263
Parent, Burg.	2	1	.500	Chevarie, Casc.	19	5 .263
Bartoli, Bermico	31	15	.484	Croteau, Casc.	23	6 .260
Fournier, Casc.	27	13	.481	Quimby, Office	23	6 .260
Reid, Woods	23	11	.478	Avore, Office	4	1 .250
Gravelle, Woods	21	10	.476	Therrault, Onco	4	1 .250
St. Cyr, Bermico	21	10	.476	Gallus, Bermico	24	6 .250
Labrecque, Onco	36	17	.472	Ross, River.	4	1 .250
Walker, Bermico	30	14	.466	Delorge, River.	29	7 .241
Loven, Woods	15	7	.466	Collines, Onco	25	6 .240
Gilbert, Casc.	13	6	.461	Roberge, Onco	30	7 .233
Bolduc, Bermico	22	10	.454	Griffin, Bermico	9	2 .222
Therrault, Burg.	11	5	.454	Poulin, River.	27	6 .222
Betz, Burg.	21	9	.428	Langevin, Onco	5	1 .200
Kearns, Casc.	24	10	.416	Standish, Woods	10	2 .200
Crotto, Chemical	29	12	.413	Morency, Woods	10	2 .200
Heroux, Office	22	9	.409	Boulanger, Chem.	10	2 .200
Pike, Casc.	22	9	.409	H. Roy, Chemical	10	2 .200
P. Therrault, River.	32	13	.406	Crockett, Office	21	4 .190
Roberge, Chemical	20	8	.400	Dube, Bermico	11	2 .181
Corriveau, Burg.	5	2	.400	S. Oleson, Woods	11	2 .181
Fortier, Bermico	23	9	.391	M. Oleson, Woods	12	2 .166
Webb, Bermico	23	9	.391	Vallancourt, Chem.	18	3 .166
Saucier, Onco	26	10	.384	Clark, Office	13	2 .154
Croteau, Burg.	13	5	.384	Bouchard, Chem.	20	3 .150
Reekie, Office	21	8	.380	Jutras, Onco	7	1 .143
Chase, Office	21	8	.380	Morrisette, Burg.	24	3 .125
Riley, Burg.	21	8	.380	Theberge, Woods	9	1 .111
Martin, Bermico	29	11	.379	Cellupica, River.	20	1 .050
E. Therrault, River.	24	9	.375	Croteau, Office	9	0 .000
Guay, Burg.	14	5	.375	Warren, Office	4	0 .000
Taylor, Office	8	3	.375	Tetley, Office	3	0 .000
Roberge, Burg.	19	7	.368	Roy, Office	4	0 .000
Berton, Chemical	25	9	.360	Sylvester, Bermico	1	0 .000
Napert, River.	28	10	.357	Morrisette, Bermico	2	0 .000
Morrisette, Casc.	14	5	.357	Lavoie, Chemical	8	0 .000
Goudreau, Casc.	17	6	.352	Dinorsce, Chemical	4	0 .000
Conway, Woods	26	9	.346	Hogan, Burg.	3	0 .000
Arsenault, Onco	11	4	.333	Murray, River.	1	0 .000
Hawkes, Office	6	2	.333	Michaud, River.	4	0 .000
Leveille, Onco	12	3	.333			
Keene, Casc.	9	3	.333			
Bouchard, Casc.	21	7	.333			
Buckowitch, Casc.	30	10	.333			

Note: Averages do not include Chemical - Main Office game of first round as game was not scored completely.

## Pointers

pillowcases. Fold sheets evenly lengthwise, right side out. Iron on the right side. Iron pillowcases from the closed corner toward the open edge to avoid wrinkles.

Lift the iron when you reach the edge of every fold, and press it in your hand. To equalize the wear at the folds, alternate the way you fold your sheets and pillowcases. Fold in half one time; in thirds the next.

After ironing, leave the sheets and pillowcases in an open room until all the dampness is out before you put

them away. This might prevent mildew, if they are to be stored in an unventilated closet or drawer.

If you find it necessary to put sheets away for an indefinite length of time, put them away unironed, but fresh washed, thoroughly dry and neatly folded. Fold them up in a heavy dark cloth to prevent mildewing.

Most of the above excellent pointers came from a little booklet published and put out by the Pepperell Manufacturing Company of Boston, Mass., so there should be no question as to how accurate a guide they are.

## Changes Result From Shutdowns

### Some Teams Play Twice In One Week

A revised softball schedule has been issued to take care of games postponed during the shutdowns of some of the mills.

#### Double Up

To get all 28 games of the second round played it has been necessary to schedule two games for some teams during the same week.

This was the case with Riverside during the week of July 11 and with Bermico last week.

Next week three clubs will be in action twice—Riverside, Burgess and Office. Cascade will play twice during the week of August 8, Onco will play twice during the week of August 15 and Bermico will play twice during the week of August 22.

Only one Friday night game has been slated. That is the Riverside-Office tilt August 5.

Riverside is idle this week because of the shut-down. As a result, the Woods club also is idle. Onco will not play the week of August 1, Chemical is idle the week of August 8, Bermico does not play the week of August 15 and the Office is not scheduled the week of August 22.

## Contract

Continued from One

eration to a number of conditions, each of which was important. These were:

1. The curtailed general business situation prevailing throughout the country.
2. The present curtailment in Brown Company business and the indefinite prospect of any immediate increase in business.

The contract contains several improvements, all of which are designed for a more effective working relationship between the company and the union.

## Musings

Continued from Two

shopping and visiting relatives.

Hugette Roy of the Engineering Department spent a week at Hampton Beach, enjoying Mother Nature.

Theresa Aube of the Tabulating Department saw several baseball games while vacationing in Boston.

Ann Wentworth of the Tabulating Department divided her time between Boston and New York while on vacation.

A. D. Hoyle of the Purchasing Department was married Thursday, July 14, to Emma Jane Williams at Readfield, Maine. Our congratulations and best wishes to both of you!

## Riverside Ramblings

A daughter was born to Mr. and Mrs. Lucien Tremblay on July 8. Congratulations.

Best wishes to Norman Rousseau who joined the ranks of the benedicts on July 16.

# Meet Your Neighbor

These are some of your neighbors in Brown Company.



**HERB NELSON**

Operator at D. C. Powerhouse . . . with Power and Steam Division for 31 years . . . was with company previous to 1918 in various jobs . . . three sons formerly worked with company.



**GEORGE GAUTHIER**

Rackman at Gorham Powerhouse . . . joined company in 1918 . . . was digester cook at Cascade . . . later in Beater Room . . . went to Cascade Boiler House year ago . . . two sons, Arthur and Louis, work with company.



**SIG JOHNSON**

Rackman at D. C. Powerhouse . . . joined Brown Company 30 years ago . . . formerly was at Band Pulp, Tube Mill No. 1 and Retail Lumber, among others . . . went to D. C. Powerhouse in 1931.



**HERB READ**

Operator at Gorham Powerhouse . . . has been at that station since 1914 . . . earlier worked at various jobs, including one at the Cascade Beater Room and with the construction crew.



**ED GOULET**

Rackman at D. C. Powerhouse . . . with Brown Company for last 42 years . . . formerly worked on dryers and paper machines at Cascade . . . son Roland works in Towel Division, has been with company for 16 years.

## William Corbin Recalls:

### Rain and Housewives Gave Company Two Problems Quarter Century Ago

Rain and housewives handed Brown Company two problems 20 or more years ago.

And as a result of those problems, the company took other forward steps in the march of progress.

#### Told By Mr. Corbin

William Corbin told the stories. You know Mr. Corbin. He was Cascade Mill's first superintendent and one of the leading paper-makers in the entire country.

Let's look at the problem created by rain. Actually there was a little bit more to it than that. But let's start at the beginning.

Before 1920, makers of cement were using cotton sacks and barrels to package their goods. Barrels were awkward. The cement handlers did not like to use them.

But what about the cotton sacks? They were comparatively easy to handle. But they also had a big drawback. They let in moisture. And you know what moisture can do to cement.

The manufacturers experimented with using paper bags — that is ordinary paper bags. That was great in good weath-

er. But stick an ordinary paper bag of cement out in the rain and see what happens. And in many places, it was necessary to keep the bags out in wet weather.

So a manufacturer of cement took his problem to Brown Company.

"Can you make me a cement bag that will keep out moisture?" he asked.

Brown Company went to work. But it was not enough just to make a bag that was waterproof. Because at the same time that you wanted to keep out the wet you also had to let some air in.

#### Put Heads Together

The research workers and the paper-makers put their heads together. They experimented with this type and that. In 1921, they came up with the answer — a kraft paper that would let in the required air but would keep the rain out.

Did it hit the fancy of the manufacturers? Let's answer that question this way. One bag manufacturer wanted to build a bag mill right next door to the Cascade Mill—and take the entire output of bag

paper from all four machines at Cascade.

But what about the housewives? What was their problem?

Their problem was centered about the lowly onion.

#### Lint Stuck

For years, onions had been shipped in burlap bags. But the housewives began to complain. Some of the lint from the burlap bags was sticking to the onions—and Mrs. Housewife did not like that one bit. She wanted to be able to reach into the bag and pick out an onion that had no lint sticking to it.

What was the matter with making an open mesh bag with a paper lining? That was the question a manufacturer asked Brown Company. And Brown Company answered, "Why not?"

So once again the research men and the paper-makers went to work to develop a paper lining that could be used with the onions—and make the housewife happier.

They developed that paper—and added it to the company's growing list of different types of papers.

## Given

Continued from One

Cascade Mill as a member of the yard force. Later he became yard clerk and in 1928 was named a timekeeper.

Mr. Given returned to work in the yard during the depression days, following which he again became yard clerk and an assistant to the timekeeper. Two months later he was transferred to the Cascade office, where he worked on costs. In mid-1937, he was placed in charge of assigning spare men to work in the mill.

In April, 1943, shortly after the union was organized in the company, Mr. Morris, then manager of the Paper Manufacturing Division, assigned Mr. Given to the position of plant personnel man to handle labor relations. Since then,

Mr. Given has been closely associated with company-union relations.

In September, 1945, Mr. Given was promoted to industrial relations supervisor for the entire company.

#### Job Covers Many Things

What is the job of an industrial relations supervisor?

It covers a multitude of things. In general, it could be summed up as handling for the company all dealings with the union.

The big job is administration of the contract. It is the job of Mr. Given to see that the contract is followed.

In addition, Mr. Given is charged with the adjustment of the grievances of hourly-paid employees and with the negotiation of the day-to-day matters which require deal-

ings with the union.

Since this spring, Mr. Given has been given broader powers than previously. His work includes some of the detail previously handled by the works manager, although Mr. Morris continues his close relations with the union.

All the mill personnel men are under Mr. Given's supervision and direction. They are responsible for carrying out his general instructions.

The mill managements and Mr. Given and his staff work together as a team. They have frequent consultations with each other in order that conditions that may result in employee grievances may be eliminated and that when grievances are presented they are promptly disposed of with justice to all concerned.

## Safety

Continued from One

For example, in 1948, all industries in the country showed an average frequency rate of 13.26. And the pulp and paper industry showed an average of 18.32. Brown Company has not been as high as that 18.32 since 1944.

There were eight accidents during the eighth period, the same number as during the eighth period of 1948.

Two of them were a direct result and the other an indirect result of the explosion at the Onco Plant. Two men suffered burns there. Another sprained his ankle and chipped a bone while going to their assistance.

A broken toe, a finger cut, a sprained foot, an injured wrist and a probable contusion were the other injuries resulting from accidents.

The time lost from accidents during the last period was less than in the eighth period a year ago, although the number of accidents was the same.

These are the way the mills compare in accidents through the first eight periods of 1948

## SAFETY STANDINGS

### GROUP I

	% Red.	DSLA
Riverside	50	130
Burgess	17	12
Railway	4	214
Onco Plant	+5	16
Power, Steam	+12	95
Bermico	+28	39
Cascade	+55	72
Chemical	+116	55

### GROUP II

Research	835
Service	1,012
Salvage	678
Trucking	3,090
Grounds Maint.	1,508
Lumber Supply	2,256
Printing	6,977
Viscose	2,016
Watchmen	16

Note: % Red.—Per cent reduction in frequency rate since 1948. DSLA—Number of days since last lost-time accident.

and 1949:

	1948	1949	Change
Burgess	25	14	-11
Onco Plant	3	2	-1
Bermico	8	8	0
Riverside	1	1	0
Railway	0	1	+1
Power	0	2	+2
Chemical	1	4	+3
Cascade	9	17	+8
Watchmen	1	1	0

## Brooms Make Clean Sweep At Cascade Paper Machines

The brooms were sweeping clean around the paper machines at Cascade Mill.

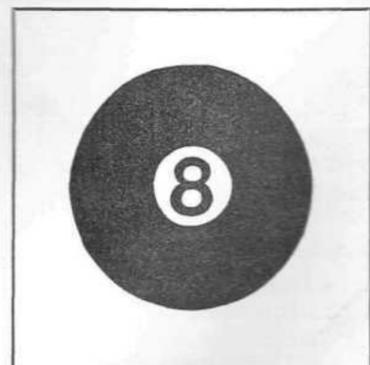
### Do Good Job

The latest Good Housekeeping Report showed that the men had been doing some good clean-up work. As a result, that department jumped out from "behind the eight-ball."

"They did some good work in cleaning up," the inspector reported.

But there still were two departments of the company listed as being behind the big black ball. One was the Burgess Maintenance Shops, which was on the "eightball list" for the third time in a row.

For the first time, the Cascade Hydro Station of the



### BEHIND THE EIGHTBALL (As of July 9)

Burgess Maintenance Shops  
Cascade Hydro Station (Power and Steam)

Power and Steam Division showed up on the list.

All other departments in the 11 divisions included in the inspection tours showed clean houses.