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Brown Company, Berlin, N. H.

THE BROWN BULLETIN

Published By And For The Employees Of Brown Company

Volume III

BERLIN, NEW HAMPSHIRE, JANUARY 10, 1950

Number 25

TOPSY-TURVY SEASON



June in January — not quite, but almost. Ed Howe of the Bermico Division thought that the seasons had been reversed when he stepped out of the house the other morning to see his bed of pansies in full bloom. There were more than a dozen of last year's plants showing blossoms.

Paid Holidays

This Is What They Are And How They Affect You

So that employees of Brown Company will have a better understanding of the new agreement concerning paid holidays, we are publishing a summary of the various clauses.

What Holidays Are Observed

The paid holidays agreed to by the company and union are those observed at Christmas, Fourth of July and Labor Day.

First of all we must understand what is meant by holidays "observed." Normally holidays are observed on the day on which they actually fall. But sometimes, as was the case this last year with Christmas, holidays fall on Sunday. When this happens, the following Monday is observed as the holiday. Thus, Monday, December 26, was the official holiday for this last Christmas.

Holidays will begin at 8 a.m. on the day they are observed

and end at 8 a.m. the following day.

If You Work On The Holiday

If you work on the day observed as Christmas, Fourth of July or Labor Day, you will receive two and one-half times your regular hourly rate of pay for all hours worked on any of those days.

One word about another holiday. The day which is officially marked as a New Year's Day holiday is not a paid holiday under the agreement. But, if you should work on that day, you would receive double time for all work performed.

If You Do Not Work On The Holiday

If you do not work on the day observed as Christmas, Fourth of July or Labor Day, and you meet certain qualifications, you will be paid eight hours straight time pay at

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Write Agreement Of Three Paid Holidays Into Contract

Burgess Man's Slogan Chosen For January

Stresses Tie-In Of Quality With Orders

Emblazoned across the bottom of this page and appearing on posters in the mills is a slogan.

It is the first of a series of slogans which will emphasize the importance of quality to the security of Brown Company and to all of us.

All From Workers

This slogan is not one written by a national public relations outfit or even by top management. It was written by an employee of Brown Company and was one of more than 40 slogans submitted by people within the company.

Recently five of the more than 40 slogans were selected for company-wide use. The others will appear in The Brown Bulletin and on posters later.

This month's slogan, "A Product Without Quality Means A Salesman Without Orders," was submitted by Mark Hickey of Burgess Mill.

Mr. Hickey has been with Brown Company for more than a quarter of a century. In 1923 he became a wrapper at Burgess. Since then most of his time has been spent on or near the pulp dryers. Today, he is listed as a weigher in the Finishing and Loading Department. However, at present he is in lighter work because he is recuperating from a long stretch of illness that kept him away from the plant for a number of weeks.

It may sound trite, but it's true. The selection committee had an extremely hard time in picking the leading slogans. All of them were good. In fact, there were so many good ones that those not selected for company-wide distribution may still be used in individual

(Continued on Page 4)

Parties Feature Holiday Season Among Employees

Christmas is always a season of good fellowship.

One of the traditions of the holiday season is a party, when friends and co-workers can get together on an informal, hail-fellow-well-met basis.

Parties among Brown Company people, as reported by Brown Bulletin staff writers, included these.

General

Nearly 200 office people from the Main Office, Research, Onco, Riverside, Bermico, Chemical, Power and Steam and Berlin Mills Railway Offices met at the Hotel Costello December 23 for two hours of good fellowship.

The gathering was extremely informal. Some people came in for just a few minutes. Others stayed through-

(Continued on Page 3)

Accidents Climb At Alarming Rate All Employees Have Real Job To Do

Even Joe Bermico, the man who always does things wrong, was beginning to look like a piker.

Probably Joe, himself, even with trying, could not have come out as badly as did employees of Brown Company in the first period of this year.

Fourteen Hurt

Fourteen people got hurt in four weeks!

Last year in the first period only four people got hurt!

What's the reason for the big jump? Maybe you can answer that yourself when you see what some of those accidents were.

But first, if there is a booby

(Continued on Page 4)

1949 Christmas Listed As First Holiday With Pay Negotiations Are Outlined By Morris

An agreement concerning paid holidays was written into the contract at recent negotiations between Brown Company and Local 75, International Brotherhood of Pulp, Sulphite and Paper Mill Workers (A. F. of L.).

Under this agreement, the company will grant pay for three holidays not worked, providing the employment record of the employee meets certain qualifications.

The paid holidays agreed to by the company and the union are those observed at Christmas, Fourth of July and Labor Day. First paid holiday is for this past Christmas of 1949.

(A detailed explanation of the paid holiday agreement is published at the left.)

Reopening of the contract on wage matters was the result of an agreement made during negotiations last July.

The present contract was made July 20, 1949, for a period ending June 15, 1950. At that time studies showed Brown Company was in line with its competitors in the pulp and paper industry in this area with regard to the sum total of its wage rates, with the exception of maintenance rates. Therefore, the July 20, 1949 contract made no change in any wage items, except maintenance rates. These maintenance rates were increased as of Sept. 20, 1949, as agreed.

It was also agreed during the July negotiations that as of Dec. 15, 1949, at the request of either, the company and union would re-examine the wage rates and other pay practices of the company's competitors in this area and negotiate any changes that might be justified.

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A Product Without QUALITY Means a Salesman Without Orders

—SUBMITTED BY MARK HICKEY, BURGESS MILL

THE BROWN BULLETIN

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In Memoriam

ALPHONSE GUITARD

Alphonse Guitard, an employee at Burgess Mill, died December 17 in Boston. He was born Oct. 8, 1901, in New Brunswick, but came to Berlin in 1922.

Holidays

Continued from One

your regular straight time hourly rate, exclusive of overtime and shift differential. This also applies if you are on vacation.

Who Qualifies

There are three important qualifications you must meet to be eligible for pay on unworked holidays.

1. You must have company seniority. That is, you must have actually worked at least 90 days for the company. The definition of company seniority is outlined in Paragraph 44 of the contract.

2. You must have worked for the company at some time within the 30 days just before the holiday.

3. You must have worked the last day you were scheduled to work before the holiday. You also must have worked the first day you were scheduled to work after the holiday. That is, unless you are excused by your department head and the excuse is approved by the Industrial Relations Supervisor. This excuse must be in writing.

Let's Look At An Example

Suppose you are scheduled to work July 3 and July 6 but not on July 4, which is a holiday.

To qualify for eight hours pay on July 4, you first would have to have actually worked for the company at least 90 days before July 4 to establish your company seniority. You would have to have actually worked sometime after June 4 and before the holiday to qualify under the 30-day clause.

As you were scheduled to work the day before the holiday and the second day after the holiday, you actually would have to work on both of those days, unless you had a written excuse from your department head and that excuse was approved by the Industrial Relations Supervisor.

Here's an important point concerning new or former employees added to the payroll after May 1. They will not be eligible for Fourth of July or Labor Day holiday pay for that year.

There are a couple more points in the agreement which are important:

1. If you do not work on a holiday, but are still paid for eight hours worked, these eight hours are **not** counted when computing weekly overtime.

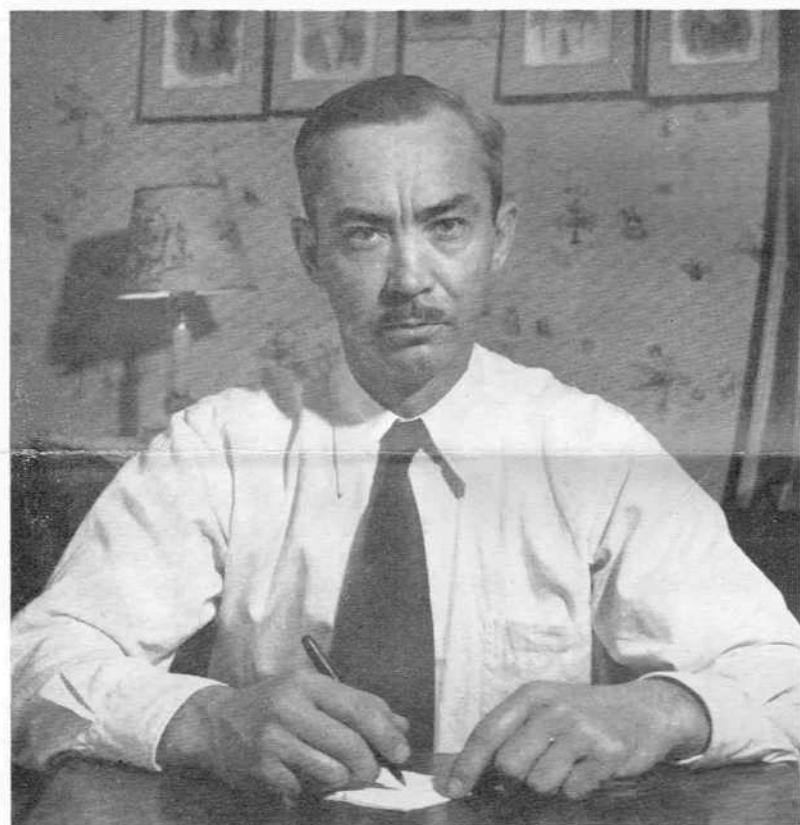
2. If you are scheduled to work on a day observed as a holiday but you do not work as scheduled, you will not be paid for the unworked holiday unless you have a written excuse from work by your department head and the excuse is approved by the Industrial

BURGESS BLOTS

By Leo R. LeBlanc



SLOGAN WRITER



Author of the quality slogan appearing on Page One and on posters throughout the mills is Mark Hickey of Burgess Mill. An employee of Brown Company since 1923, Mr. Hickey has worked on the dryers in one capacity or another for a quarter of a century.

A Product Without QUALITY Means A Salesman Without Orders

This slogan, which appears on Page One and on posters throughout the mills, is more than just nine words.

It's something that strikes right back at all of us. And it strikes right where it hurts most.

Read it again: A Product Without QUALITY Means A Salesman Without Orders!

So what? What do we care if the salesman does not have orders?

Stop and think about it. We should care a lot.

Because those orders actually are our pay checks!

Suppose a company — and that includes the people in the company — does not make products that are up to a standard of quality the customer expects. Then the customer will not buy those products.

Naturally, a company that receives NO orders for its products, in turn receives NO money from customers. The result would be that employees would get NO pay checks, because it is the money from customers that pays our wages and salaries.

But put it another way.

A product WITH quality means a salesman WITH orders. Those orders result in money coming in from customers. That

Pointers

from

Portland

By DORIS E. SMITH

EACH JANUARY, many department stores feature a "January White Sale." Many housewives take advantage of these "White Sales" to replenish their linen closets. To help you get the most for your money, if you should go bargain-hunting during these sales, I've been doing some research work on the subject and am glad to report that I came across the following pointers which I hope will be of some help.

First of all, though, to do you any good, you'll want to have this information handy while you're shopping, so may I suggest that you clip this column now and put it in your purse or shopping bag for future reference.

From many sources, I have found that the cardinal rule to remember when buying anything (regardless whether it is during a sale or not), is to look for merchandise sold under reputable brand names that you can trust.

REGARDING SHEETS, it is to your advantage to learn to know the different types of sheets: finest, all-combed-yarn percale; "regular" percale; luxury muslin, and utility muslin.

The main differences between percale and muslin are: the thread count; the weight of cotton yarn used; the finish.

Look at the thread count, which tells the number of cotton threads per inch, lengthwise and crosswise. Muslin runs about 128 to 140 threads per square inch; percale about 180 to 200.

Percale is smoother than muslin and is cooler in summer. Percale sheets cost somewhat more than muslin, but because they are lighter in

laundry at home and less expensive to send out to be laundered.

It is generally agreed that a 140-thread count muslin sheet will wear the longest.

STRETCH THE SHEET tightly between your hands and hold it to the light. The fabric should be closely woven. A loosely woven sheet wears badly, wrinkles and soils easily.

Hold the sheet flat on a level with your eye. Look for a smooth flat finish, with very little fuzz.

Look for small stitches along the hem, caught securely at both ends of the hem. Hems should be smooth, flat, neat—never puckered.

Rub the sheet together or against a dark surface. No fine powder should come off on your hands or the dark surface. If it does, this indicates that the sheet's weight and gloss are mostly sizing and it isn't a good buy.

The selvage should be finely woven, with tape-like sturdiness.

Sheets should be torn in the proper sizes. Sheets that are cut won't keep their shape after laundering.

MEASURE YOUR PILLOWS before buying cases, to be sure the cases will be the right size. They should be six to eight inches longer than the pillow and two to four inches wider than twice the width. This allows for shrinkage during the first washing. A too-small case will pop at the seams and is apt to tear.

Since I've taken up so much space on the subject of bedlinens, I'll have to postpone the pointers I've picked up for you about towels, bedspreads and other household items.

Cascade Knocks Research No. 1 From Sun Berth

Army Collects 18 Out Of 20 Points Holds Four-Point Lead Among Girls

Army continued its almost perfect record as the Office Bowling League season entered 1950.

The Army team lost only two points out of a possible 20 as it continued to roll along in undisputed possession of first place in the Girls' League.

The Kaydets held a four-point lead over their closest rivals, Bates. Two points behind Bates was Cornell.

But top individual honors fell not to a member of the leading clubs. Virginia Lavasseur of last-place Navy had high total of 278, while Polly Currier of fifth-place Navy had 275.

The Majors were leading Division A and the Privates were on top in Division B, but it still was pretty early to tell much.

Like the mill league, the Men's Office League was lacking in 300 bowlers. Only two appeared in the final matches before year's end (not including matches of December 30).

They were Bob Riva of the Captains, who rolled 109, 112 and 97 for a 318 total, and Arthur Sullivan of the Rear Admirals, who collected 104, 106 and 94 for a 304 gross.

Christmas

Continued from One

out the entire time.

During the social hour, coffee and sandwiches were served buffet-style.

Cascade

By Bob Murphy

The Cascade salaried group enjoyed a wonderful Christmas party at the Glen House December 20.

Following the dinner, an evening of singing and dancing was enjoyed by all. Mrs. Schelhorn and Mrs. Boutin entertained the group with many musical selections on the piano. Singing was led by Adeline Arseneault and Ray Almand. Several others in the group sang solos, which added to a grand time had by all.

Burgess

By Paul Grenier

A party for all the salaried employees of Burgess Mill was held at the Hotel Costello December 23.

A buffet lunch was served, consisting of chicken salad and fish salad, with a variety of sandwiches.

Among guests were D. H. McMurtrie, Emerson Morse, Lloyd McGill and Herb Spear.

Arthur Thomas was at the refreshment table.

Festivities started with a toast to Betty O'Connor and Frank Sheridan in honor of their marriage. The entire group gave them their best wishes for a long life and happiness.

For entertainment there



Herr Named V.P. Of Forestry Group

Brown Company's resident woods manager, C. S. Herr, has been elected to another high post in forestry circles.

At a recent meeting, the Society of American Foresters elected Mr. Herr vice president.

Mr. Herr has been with the Woods Department since 1939. He formerly was county forester for Coos County.

ing featuring the famous song "Minnie the Moocher"; recitations; a tap dancing exhibition, and quartet music directed by the Automotive Department.

Woods

By Lucille Morris

The third annual Woods Department party was held at the Glen House December 17.

A large crowd of nearly 90 people attended, including office personnel, their wives, boy friends and girl friends. In addition, there were several pulpwood buyers, foremen, camp clerks and scalers present.

During dinner there was community singing led by Otto Eriksen. Following dinner, the master of ceremonies, Carleton MacKay, introduced H. G. Schanche, H. R. Soderston and C. S. Herr, who spoke briefly welcoming the group.

Otto Eriksen and Priscilla Blais Vaillancourt entertained with solos, and the Woods Department Players, Myles Standish, Reynold Finnegan, Clarence Rand, Joseph Rozek and Lucille Morris, presented their version of "Twas the Night Before Christmas."

Following dinner there was dancing to the music of Louis Catello and his orchestra.

All party arrangements were in charge of a committee which included H. E. Petten-gill, Eugenia Snigger, Leandre Cote, Mr. MacKay, Mr. Finne-

MILL LEAGUE STANDINGS

(As of January 1)

	Won	Lost	P.C.
Cascade	24	8	.750
Research No. 1	23	9	.719
Riverside No. 1	20½	11½	.641
Bleachery No. 1	20	12	.625
Maintenance	18½	13½	.578
Riverside No. 2	18	14	.563
Towel Rm. No. 2	16	16	.500
Inst. Control	16	16	.500
Finishing	15½	16½	.484
Machines	15½	16½	.484
Bermico No. 1	14½	17½	.453
Research No. 2	12½	19½	.391
Towel Rm. No. 1	12	20	.375
Bermico No. 2	10	22	.313
Bermico No. 3	10	22	.313
Bleachery No. 2	10	22	.313

OFFICE LEAGUE STANDINGS

GIRLS' LEAGUE

(As of January 1)

	Won	Lost	P.C.
Army	18	2	.900
Bates	14	6	.700
Cornell	12	8	.600

	Won	Lost	P.C.
Harvard	11	9	.550
Princeton	10	10	.500
Holy Cross	10	10	.500
Navy	7	13	.350

MEN'S LEAGUE

(As of January 1)

Division A

	Won	Lost	P.C.
*Majors	8	0	1.000
Seamen	8½	3½	.708
1st Lieut.	8½	3½	.708
1st Sgt.	8	4	.667
*Tech. Sgt.	5	3	.625
*Vice Adm.	4	4	.500
Master Sgt.	5	7	.417
Sgt. Majors	3½	8½	.291
Brig. Gen.	3	9	.250
*Lt. Gen.	1	7	.125

Division B

	Won	Lost	P.C.
Privates	10	2	.833
Generals	8½	3½	.708
*Corporals	5	3	.625
Commanders	7	5	.583
Ensigns	6	6	.500
*Sergeants	3½	4½	.473
Rear Adm.	4	8	.333
Captains	4	8	.333
*Commodores	1	7	.125
2nd Lieut.	½	11½	.042

* Not including matches of Dec. 30.

Takes Four From Former Leaders

Round Race Should Be Close All Way

Research No. 1, which had been sitting on a lofty perch in the Mill Bowling League all season, got rudely bumped.

And it was the team that jumped into the lead that did it.

Research No. 1 and Cascade met on the alleys in the final match before the new year. Going into the match, Research held a three-point lead over Cascade.

But before the evening was through, things had changed. Cascade rolled to a four-point victory. The win gave the boys from the Gorham mill a one-point lead in the standings.

As of the beginning of the new year, Cascade had a 24-and-8 record, while Research No. 1 had a 23-and-9 mark.

Actually what the match proved was this: No team in the league is a shoo-in for the first round title, that will be decided the week of February 13.

Riverside No. 1 was only three and one-half points off the pace, while Bleachery No. 1 was only four points out of top position.

There wasn't a team in the league that didn't at least have a mathematical chance of copping the title.

Meanwhile, though the teams were hot in competition, the 300 Club was lacking in members. Only Walt Bolduc of Bermico No. 3 was over the three-century mark. He rolled 304, as he combined 104, 91 and 109.

Bermico Bits

We wish to extend our congratulations to Mr. and Mrs. Donald Veazey on the birth of a son.

It is generally considered that Saturday night is a traditional bath night, but the way Johnny Nichols got his shower was highly unorthodox. It seems as though Johnny was in the vicinity of Mason and Pleasant Streets when a water main burst and he was caught in the resulting shower. To make matters worse, the temperature was in the vicinity of zero. He is now giving wide berth to all street digging operations.

Clarence Goyette and Gerard St. Onge were passing cigars the other day on the occasion of recent additions to their families. Congratulations!

Arthur Rivard certainly deserves our congratulations for the fine start he has made as coach of the Berlin Maroons hockey team. May your success this year be a duplication of last year's fine record, Art.

Dick Pike's face was wreathed in smiles recently to find upon his return home that his lost dog had been

Three Units Go Over 95 Mark None Below 86 In Clean-Up Campaign

"None."

That one word summed up the departments "behind the eightball" as of December 24.

By leaps and bounds the company was becoming cleaner and cleaner.

Inspectors placed all but three mills in the 90-or-better class. But those three were pretty close to 90.

Only one group slid backwards. Power and Steam dropped from 93 to 92. Burgess remained at an even 88.

But the others were going up and up.

The Kraft Plant, which had been at a low 77 the previous rating period, skyrocketed to 86. Cascade jumped from 83 to 87.

Bermico and Onco were coming closer and closer to perfection. They led the clean-up parade with 97 points out of a possible 100.

These are the way they stood (first column as of December 24, second column as of December 10):

Bermico	97	95
Onco	97	96
Railway	96	95
Research	95	93
Offices	94	93
Maintenance	94	91
Power	92	93
Riverside	91	90
Chemical	90	89
Burgess	88	88
Cascade	87	83
Kraft	86	77

Negotiations

Continued from One

The union requested such negotiations by letter dated Oct. 15, 1949.

In written notice to the company, the union asked for four things: Pension plan, increased shift differentials, three weeks' vacation with pay after five years' service, and six paid holidays.

As has been its established practice, the company collected figures on what wage changes had been made in the mills of its competitors in this area since last July.

According to the studies, there had been no substantial change in wage rates or pay policies of the company's competitors in this area.

The company's representatives took the position in the negotiations that there could be no substantial increase in company expenses.

It was pointed out that over the past year, Brown Company had to cut its sales prices to meet those of competitors. Despite these cuts in sales prices, orders for the company's pulp and paper were slow for several months.

It also was pointed out that as a result of slow orders and lower sales prices, the 1949 profits of the Berlin-Gorham operations are unsatisfactory.

In view of these facts, Works Manager E. E. Morris, company representative in the negotiations, outlined the company's position on the union demands as follows:

Pensions

The company has been



Joe Bermico's headed for a bad time if he keeps on this way! Look at the end of that chisel. Mushroomed as bad as could be. If hit just wrong, those mushroomed particles could fly off and hit his eyes — which aren't covered by safety glasses. His hand is in a bad spot — it's just asking to be hit. And look at the hammer — it happens to be the wrong kind, too heavy, and the handle is not seated properly. Joe's chisel is dull. And if he ever does cut through the bolt, the bolt's going to bounce back from the upraised rim of the work. Joe's head is too close to his work, his sleeves are dragging and he might bite his tongue. See you at the doctor's office, Joe!

Hoyt Completes ICS Radio Course

Warren Hoyt of the Bermico Division has completed an International Correspondence School course in radio servicing, according to Bob Hammond, local ICS representative.

The course which Mr. Hoyt has completed included 40 lessons and represents about 600 hours of spare time study.

studying pensions since 1946. Under present financial circumstances, the company cannot afford pensions nor can it make any promises of pensions at any definite date in the future. The company has agreed to furnish pertinent facts to the union so that the union can become acquainted with the problem as well as the company.

Shift Differentials

Studies showed that some competitors do pay higher shift differentials but that these competitors pay lower base rates than Brown Company. A large number of mills in the area pay no shift differential.

Vacations

With regard to vacations, the company's studies showed the majority of competitors give a one-week vacation after one year's service and a two-week vacation after five years' service. That is Brown Company's policy.

"All in all," Mr. Morris said, "Brown Company is well in line with the practices of our competitors as regards wage rates and all fringe items."

Just Like Spring, Story Plants Trees

Yes, it was hot.

It was like spring, almost.

That's what Jack Story figured, so he went out a-planting.

At least he went transplanting. He and his men set out two trees up along the fence above the Onco Plant.

It was an event in North Country history. For as Jack declared, "I don't recall it ever having been possible this time of year before."

Will the trees live? "Time will tell, of course," the man-about-the-gardens declared. "I don't see why it shouldn't work, although I can't tell for sure as I've never tried it before."

"You see, I don't recall ever being able at this time of year to get into the ground this easily as it's the same condition as in spring — almost."

Meanwhile, as weather experts began figuring up new winter heat records, the cold came — and Berlin folk celebrated a white New Year's.

Move President's Central Office To Boston From N.Y.

Brown Company's directors have voted unanimously to transfer the office of the company's president to Boston from New York.

The New York sales offices will continue to be located there.

The company's new president, Laurence F. Whittemore, also will maintain offices in Berlin and La Tuque.

Whittemore Heads Brotherhood Week

Brown Company's new president, Laurence F. Whittemore, has been named general chairman of Brotherhood Week for the Northeastern Region of the National Conference of Christians and Jews.

Brotherhood Week, which has been nationally sponsored by the conference since 1934, will be observed the week of Washington's Birthday, February 19-26.

Theme of the week will be: Brotherhood — for peace and freedom. Believe it! Live it! Support it!

Purpose of Brotherhood Week is to give the American people an opportunity to re-dedicate themselves as individuals to the basic ideals of respect for people and human rights which are essential to our way of life and to enlist the support of a larger number of American people in year-round activities to build brotherhood.

Quality

Continued from One

plant displays.

Slogans were received from people in nine mills and major departments, from the Sales Department and from La Tuque in Canada.

But the appearance of the first slogan does not mean that you have to take off your thinking caps. We're always on the lookout for more good slogans. If you have some more ideas for slogans about quality and the importance of quality to all of us, send them along. Send them to The Brown Bulletin, Company Relations Department, Brown Company, Berlin, N. H. The more the merrier.

Safety

Continued from One

prize, it must be awarded to Cascade, where eight accidents occurred in four short weeks. That's seven more than Cascade had in the first period of 1949.

Burgess had five accidents and the Watchmen one.

Here's What Happened

Six people lost time because of strains and sprains. One accident came from swinging a hammer. Another resulted from stepping off the edge of a ramp. One came from lifting the edge of a broke truck. Another resulted from a slip on the ice. One came from lifting a sluice. Another came while working on a machine.

Two people at Cascade hurt fingers when they caught them in the stacks of paper machines. Another caught his fingers in the rolls of an embossing machine.

One fellow lost the tip of his finger when a piece of machinery he was lifting dropped on it. Another lost a finger tip when it was crushed by an elevator door. One man was hit when a burr flew off a swedging tool.

At the Kraft Plant, a worker suffered painful burns from steam resulting from cold water hitting a hot area.

The final accident actually might not be classed as an accident because it actually was the result of an allergy. But it goes into the books as a lost-time accident.

Taking a little editorial license, let's put it this way: We took off our hats to ourselves in 1948 because of the good job everybody did in accident prevention. Now, let's take off our coats and go to work to get back to being as safe as we were then.