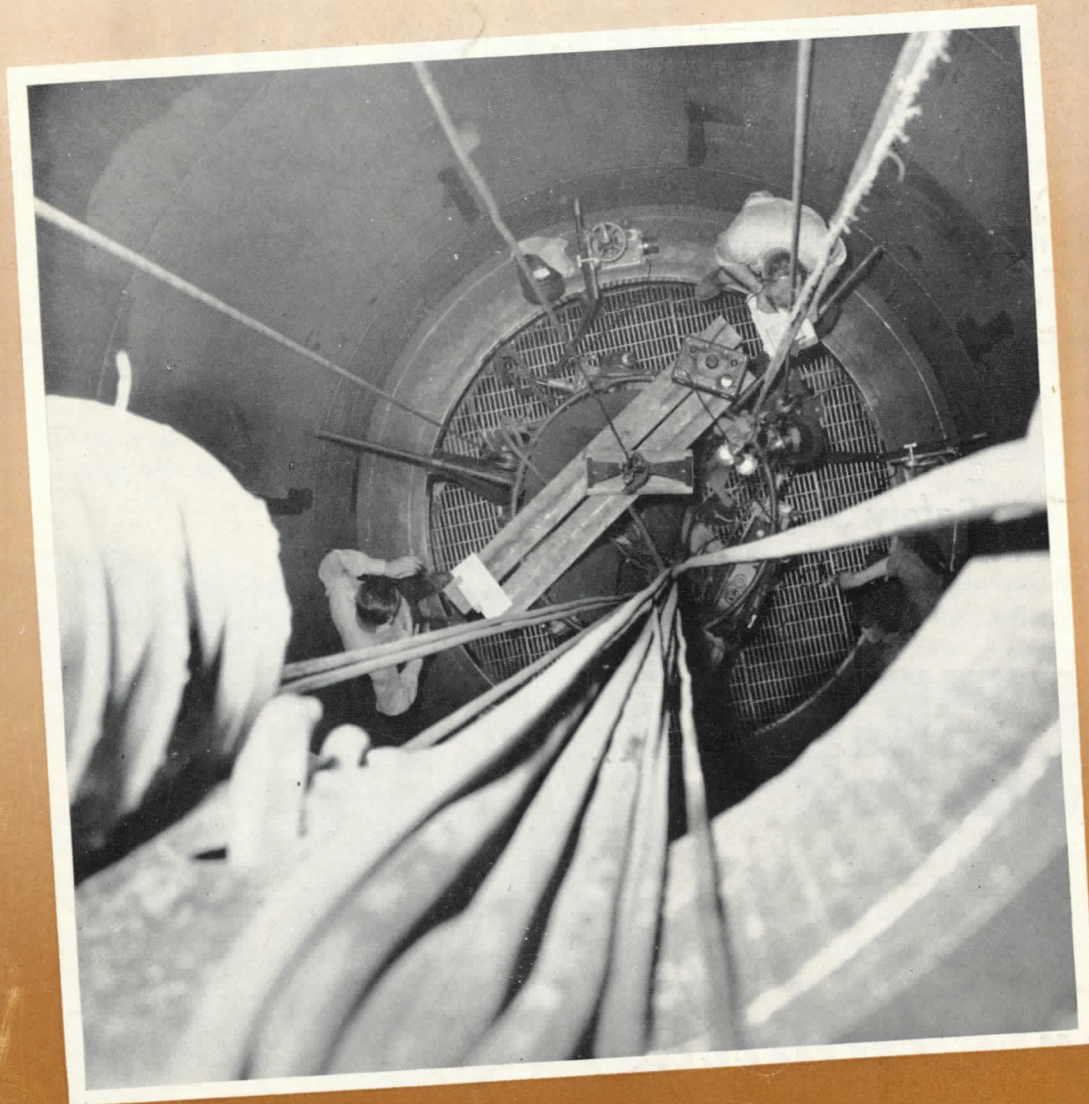


THE BROWN

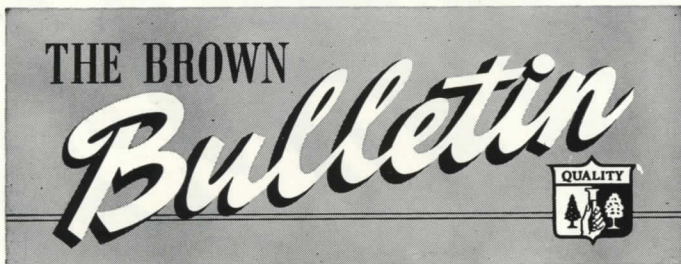
Bulletin

BROWN COMPANY — BERLIN, NEW HAMPSHIRE



A
Digester
Gets a
New Coat
...See Page 6

November 1956



PUBLISHED MONTHLY
FOR EMPLOYEES AND FRIENDS
OF BROWN COMPANY
BERLIN, NEW HAMPSHIRE

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NOVEMBER 1956

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COVER: Looking straight down one of the digesters at the Kraft Mill as engineers check the thickness of the digester walls. The work is preliminary to relining the digesters with stainless steel weld.



Member
American Association
of Industrial Editors

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Safety Slogan of the Month —

KEEP SAFE

Your Family Needs You

THE *Greatest Conservation Measure* EVER MADE

"BBROWN COMPANY is participating in the greatest conservation effort ever made in northern New England."

Chairman of the Board Laurence F. Whittemore was referring to the use by Brown Company and other pulp and paper manufacturers of hundreds of cords of wood chips made from edgings and slabs from sawmills.

"These edgings and slabs previously were burned or simply left to rot," he said. "But now, because



CHIPS FROM WASTE . . . Newton Stowell, one of the owners of Timberlands Inc., of Dixfield, Maine, watches chips pour from truck to conveyor at Burgess Mill. The chips are recovered from what once was classed as sawmill "waste."

we have learned how to successfully debark these slabs and edgings, we are able to use them in the making of high quality pulp."

Mr. Whittemore was speaking to the members of the Maine Hardwood Association, one of two important groups interested in the use of wood who have come to Brown Company during the past few weeks to see how people of the North Country are making the best possible use of their forests.

The other group was the Northeastern Technical Committee of the American Pulpwood Association. What they saw impressed them.

Among the things they took long looks at was the use of the sawmill "waste" to which Mr. Whittemore referred — wood chips coming from the company's lumber operations and from other sawmills in the area.

The board chairman underlined the fact that "the forests are our greatest natural resource — more important than the coal of Pennsylvania or the gold of the Rockies because our forests can be replaced."

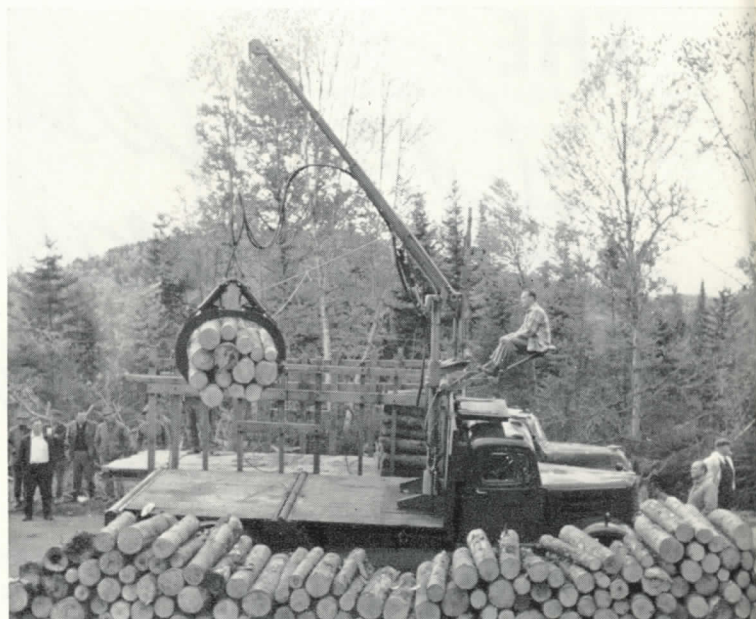
TALKING THINGS OVER . . . Men with a common interest in conservation discuss the important steps being made in this field. Left to right, Owen Johnson of the Johnson Lumber Co., Manchester, N.H.; Philip Chadbourne of the Chadbourne Lumber Co., Bethel, Maine; and Laurence F. Whittemore, board chairman, C. S. Herr, vice president, and Mark Hamlin, chief of purchased wood, all of Brown Company. Behind them are "Corky" Burghardt of Brown Company and Everett Groaton, Maine Director of Recreation.



HANDY EQUIPMENT . . . One of the demonstrations given members of the New England Technical Committee of the American Pulpwood Association as they toured Brown Company operations was this pulpwood loader. Relatively new in this area, it is designed to pick up roadside wood and can be adapted to small operations.

He said that "despite tremendous increases in the use of wood by Brown Company, there is more wood on the company's lands today than there was 30 years ago. We have added sawmills and veneer mills and made increases in our pulpmaking facilities, but we are not cutting wood on our lands as quickly as it grows."

He cited as an example of conservation measures by industry the wood integration at Brown Company. "Once we cut wood only for pulp," he said. "Today, we select logs for high quality lumber and



veneer. The slabs and edgings from the sawmills and the cores from the veneer mills are then cut into chips as part of our wood supply for making pulp. Through these methods we are making complete use and the best use of every tree we cut."

CHIPS FOR PULP . . . Chips from three different sources arrive at the Burgess Mill simultaneously, as members of the American Pulpwood Association's N.E. Technical Committee watch. At the left a truckload from the softwood sawmill awaits the unloading of chips from railroad cars and a special chip handling truck, bringing chips from outside sources.



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KEY MEN IN WOOD CONSERVATION . . . These men have played important roles in the program that is converting sawmill "waste" into an important raw material for pulp making. Left to right, Rand Stowell of Timberlands, Inc., Dixfield, Maine, whose trucks bear the sign shown; Vice President C. S. Herr of Brown Company; Everett Greateon, Maine Hardwood Association secretary; Arthur Stowell of Dixfield, Maine, and Board Chairman Laurence F. Whittemore of Brown Company.

Wearing Safety Shoes Pays Off

WEARING and buying safety shoes not only pays off in keeping healthy — it pays off in cold cash, too.

Ask Bernard Arguin of Riverside Mill, who won a \$40 prize because he buys and wears safety shoes. Or ask any one of 28 other employees, who were handed silver dollars because they wear safety shoes.

They were the winners in the first month of the safety promotions now going on in the mills. You can win, too.

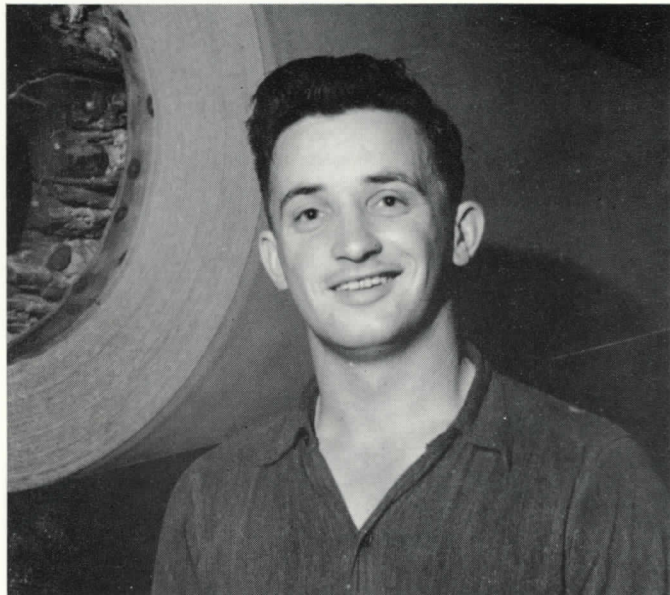
Each employee buying safety shoes or safety glasses, fills out a card with his name, address and card number. Once a month a card is drawn. The winner has his choice from a long list of prizes, each of which is valued at about \$40.

In addition, once a month, 50 names are picked out of the hat. Each of these employees who is wearing safety shoes at the time, receives a silver dollar.

These are the men who won silver dollars in the first month:

Elliott Hodgman, Henry Guay, Dominic Ientile, Rene Cote, Edward Long, Rosario Jean, Paul Fisette of Burgess. Rene Bouchard, Wilfred Gagnon, Edgar Pelchat, Octave Caouette, Donald Charest, Raymond Corbett of Cascade.

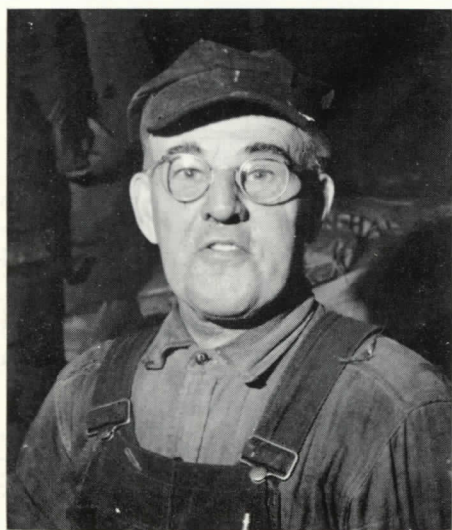
John Berquist, Cyrille Therrien, Arthur Landry of Riverside. Norman Pickford, Alfred Buckley,



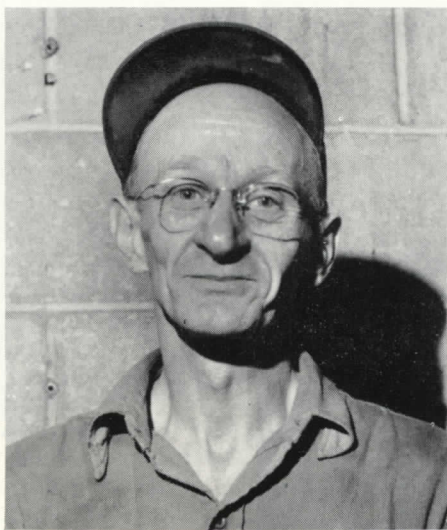
BERNARD ARGUIN

George Gagne, Armand Labonte, Lucien Robichaud of Construction.

Francis Bearse, Erlon Fletcher of Bermico. Kenneth Neil of Chemical. Joseph Labbee of Onco. Wilfred Mullen of the Sawmill. Elmer O'Hara, Raymond Bilodeau of Power and Steam.



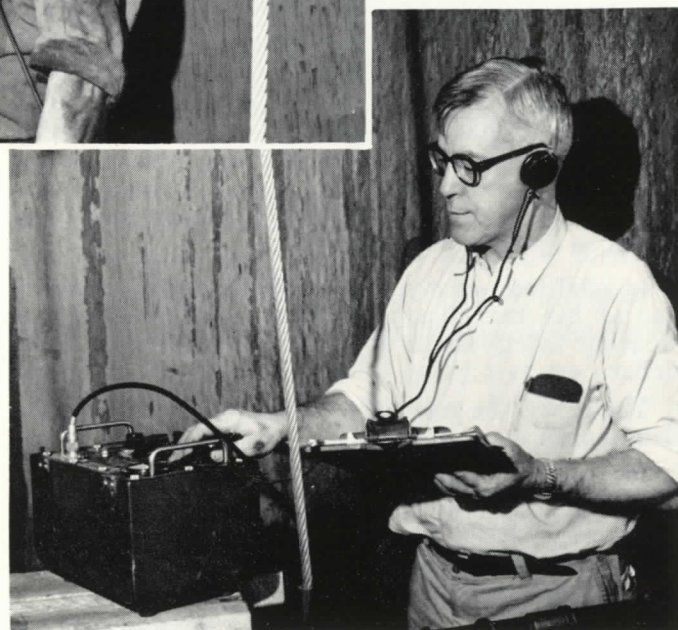
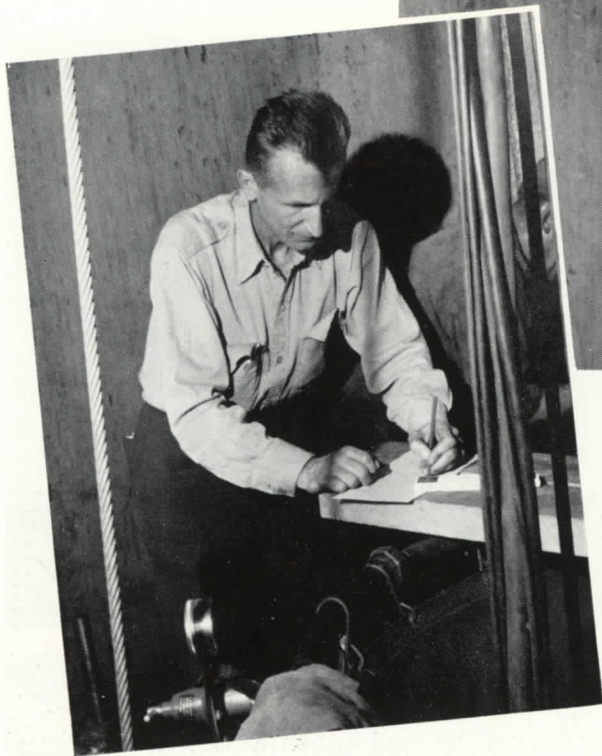
ARTHUR LANDRY



RAYMOND CORBETT



RENE COTE



A DIGESTER gets a NEW COAT

TEAMWORK . . . These three men are checking the thickness of the walls of one of the kraft digesters. Ernest Murphy (top) holds the small transmitter that sends signals to the audigauge operated by Charles Armstrong (right), while Edward Chodoski records vital information.

DOWN deep inside the digester in the Kraft pulp mill, men are at work. Some of them have delicate electronic instruments. Some have unusual looking welding equipment.

So, you swing yourself into the bo'sun's chair to ride through the mouth of the huge digester, down some 40 feet to see what's going on.

Charlie Armstrong is bending over an audigauge, a box covered with knobs and dials. Every few seconds he calls out a number to Burgess Plant Engineer Ed Chodoski.

Those numbers represent the thickness of the wall

THE BROWN BULLETIN

of the digester — measured to the smallest part of an inch by the miracle of modern electronics.

The figures come from what they tell you is a transducer, a miniature crystal transmitter held against the side of the digester by Ernest Murphy. Radio signals from the transducer are changed into measurements of inches and parts of inches on the dials of the audiometer, to show the thickness of the digester wall.

The plant engineer explains to you some of the whys and wherefores:

“Over a period of time, the action of the chemicals and the cooking of pulp in the digesters eats away some of the metal. The digesters have to be lined.”

The electronic equipment checks to see how thin the walls are getting. From this information, the experts can tell the exact amount of pressure that can be used in the digester.

It's in the stainless steel lining of the digester that the welding equipment comes into play.

But the job is a little bit different than you originally think.

INSIDE THE DIGESTER . . . Tony Seneca demonstrates the art of stainless steel welding. The equipment puts a continuous "bead" around the inside of the digester, resulting in a solid lining.



They don't weld plates of metal inside the digester. They've found a better way of doing it.

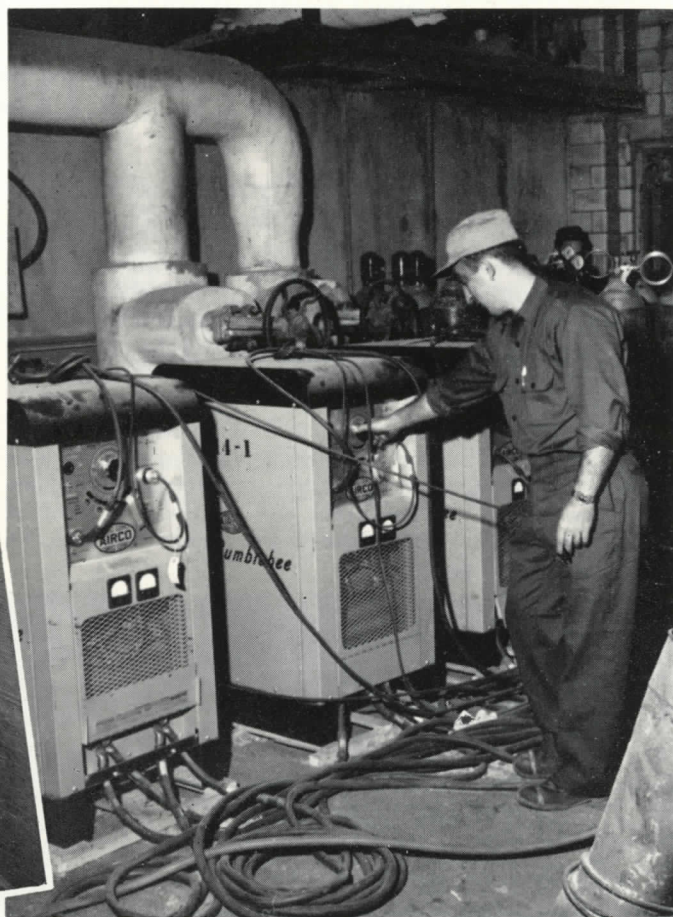
On the circular platform they've lowered into the digester, the workmen have several specially designed welding guns. This equipment moves on a track around the inside of the digester so that it can weld a continuous "bead" in an even line clear around the inside of the digester. After each pass, the guns are moved up about 3/10 of an inch for a second pass.

A continuous wire of stainless steel feeds from the welding equipment. The men will weld something like 12 miles of that wire inside each digester.

The result is a solid wall of stainless steel built right up the inside of the digester.

Thanks to the special equipment the work moves quickly. The work on an entire digester — which stands 45 feet high and is 11 feet in diameter — takes only from three to four weeks.

It's another one of the many jobs going on every day to keep Brown Company's equipment in the pink of condition.



TOPSIDE . . . This is some of the vast amount of equipment used in relining a digester. Adjusting the equipment is Tony Quatrano.



SEEING EYE . . . Important in the production of any television show are the cameramen. One of those men on the Brown Company show is Roger Marcou. He has "dollied" his camera in to shoot between Vice President C. S. Herr and Master of Ceremonies Jonathan Karas to get a closeup of the large photo of Berlin that serves as a backdrop for the set.

There's *More* Than Meets The Eye

YOU never see two-thirds of the people on Brown Company's television program, "Trees and People".

Every Thursday evening at 8:15, a half dozen or so Brown Company men and women step before the cameras of WMTW in Poland Spring. Their images and their voices are transformed into electrical

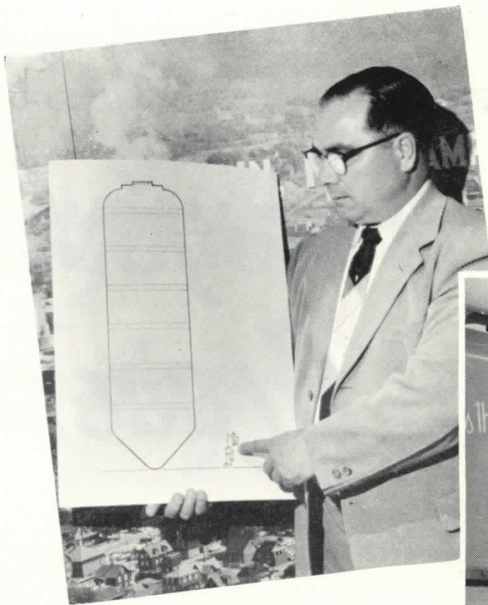
impulses that speed through a maze of electronic equipment. From the studios the impulses wing to the top of Mount Washington, then through another maze of equipment to the transmitting tower to fly through space to your television receiver.

The people you see and hear are vital to the program. But they are only a part of it.

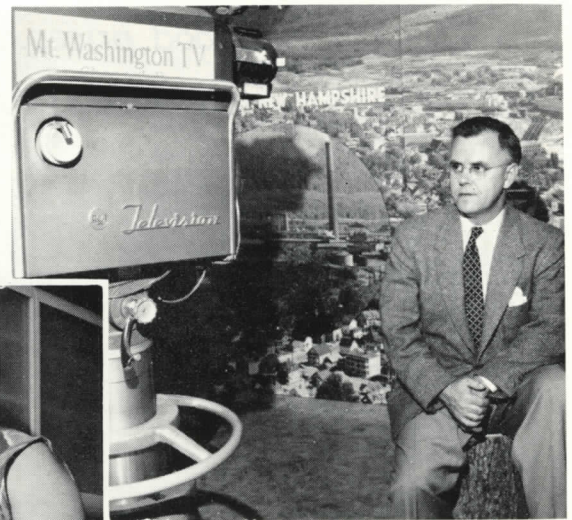
THE BOSS . . . The man at the helm of a television program on the air is the director. Claus Wiese, formerly one of Norway's top actors, directs "Trees and People". In front of him is James Riley, the audio engineer who controls the sound part of the program.



"BROWNIE GREENWOOD" . . . Two men make up the personality of the "tree" on Brown Company's Thursday night TV programs. George Ouellette (left) works from inside the tree to carry out the action. Bob Joyce provides the voice.



TV STARS . . . Among the Brown Company people appearing before the cameras have been George Dion (left), Jeanette Barbin (below) and Frank Guimond (right).



Probably the most important fellow as the program goes on the air is one of the finest actors ever to come out of the nation of Norway. Claus Wiese won Norway's Oscar as a motion picture star in his native land. But when he came to America he decided he had had enough of the stage and screen and turned to television directing.

His is an exacting and busy job during those 15 minutes of air time. From his desk in the control booth he directs a battery of men. Through his inter-com, he tells his two cameramen to move in for a closeup or to "dolly" back for a long shot. He "cues" the projectionists to start a movie film "rolling".

Throughout the program, he keeps his eyes glued to a series of "monitors." Like small TV screens, these monitors show every second what each camera

is picking up, what is on the movie or slide projectors and what is actually going out over the air.

As he wants a shift from one camera to the other or a switch to a slide or film, he quietly calls to an engineer in front of him to "Take One" or "Dissolve to Two."

He is the mainspring of everything. But a mainspring alone cannot keep everything moving like clockwork. The entire crew works as a team. Having worked together on many shows, they know what to expect through every minute.

The "actors" can make or break a show. But the men you never see — the director, the cameramen, the projectionists, the engineers, yes, even the "cue card boy" and the "clock watchers" — hold some of the most vital keys to success or failure.

ON CAMERA . . . Professor Jonathan Karas (right) of the University of New Hampshire chats with Raynor K. Brown (left), North Waterford, Maine, tree farmer, and Vice President C. S. Herr. The Brown Company television series is seen Thursday evenings at 8:15 over WMTW-TV, Mount Washington (Channel 8).



Food prices are far higher than they were 30 years ago — but so are wages. Here's a report on how "real wages" compare with those of 1926

A Day's Pay Groceries



In 1926, a day's pay would buy these groceries at a typical Berlin store. Not a bad basketful. But look across the page to 1956 and see how much more a day's pay will buy today at the same store.

There's lots of talk today about groceries a \$10 bill buys. True it's not what they were 30 years ago. But you stand. How much an hour's pay tests of whether or not you are better off today. The Brown Bulletin did a little comparison today with those of 30 years ago when we went grocery shopping.



1926 An hour's pay today will buy seven quarts of milk. In 1926 it would buy only five quarts. **TODAY**

The base rate of a Brown Company employee in 1926 was 50 cents an hour. Today it is \$1.61. That means that for an eight-hour day, a man earned \$4 a day in 1926. Today he earns \$12.88. He gets more than three times what he did 30 years ago.

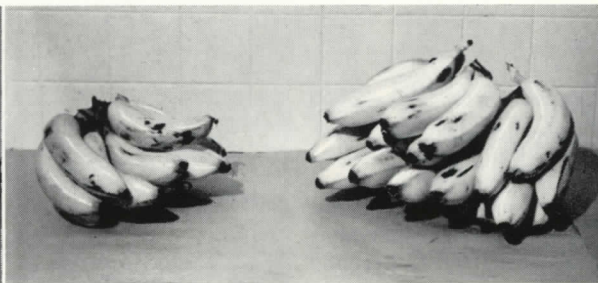
Now compare typical food prices of 1926 with those of 1956. The prices of milk and oranges are only two times what they were 30 years ago. Eggs, beef, coffee and sugar prices are less than two times what they were in 1926. Onions and bananas are almost the same price they were 30 years ago. It follows right on down the list of groceries.

Thirty years ago, a day's pay bought the groceries shown in the picture at the top of the page marked

An Hour's Pay Today Buys A Lot



1926 An hour's pay today will buy more than twice as much sugar as it would 30 years ago. **TODAY**



1926 An hour's pay today will buy almost three times as many pounds of bananas today as it would in 1926. **TODAY**

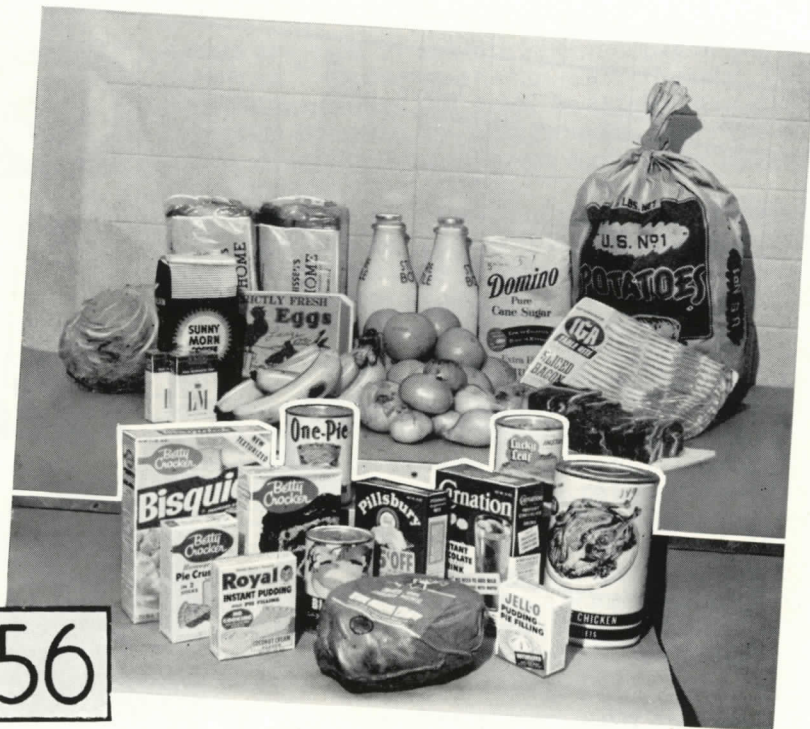


1926 An hour's pay today will buy more than twice as much beef as it would 30 years ago. **TODAY**

6 . . .

***y Buys More
s Today!***

1956

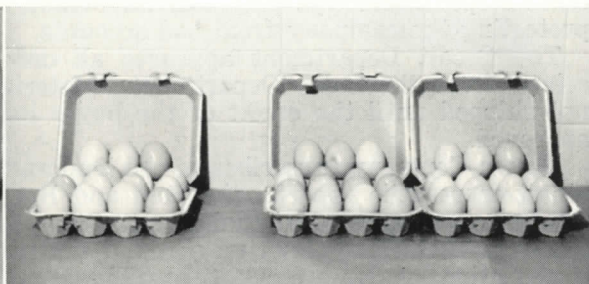
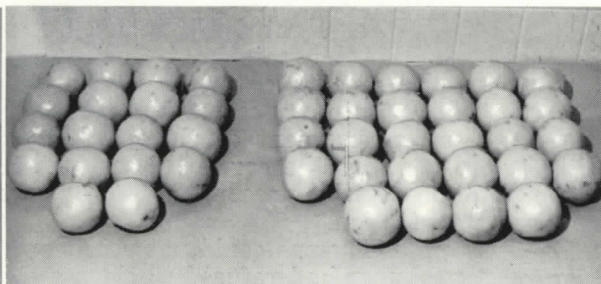
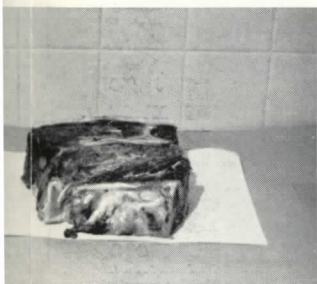


“1926”.

“Real wages” — what really counts — are worth almost twice as much at the grocery store today as they were 30 years ago.

* * * * *

More Than It Did 30 Years Ago.



TODAY

NOVEMBER 1956

Dun & Bradstreet, Inc. INQUIRY TICKET

PLEASE PRINT OR TYPE

NAME _____ BUSINESS _____

TRADE STYLE _____

STREET ADDRESS _____ DATE _____

TOWN & STATE _____

REMARKS FROM SUBSCRIBER:

FIRST ORDER ☐ SLOW PAY ☐ CHANGE IN OWNERSHIP ☐

Use reverse side for additional credit facts and references and check here ☐

9W2-3 (5-51)

BROWN CO.,
BERLIN, N. H.
5-1069

DIRECT SERVICE

R. O. _____ C. O. _____ H. Q. OFF. _____

REPORTING OFFICE

OR ☐

TO ☐

PL ☐

ANS ☐

RATED _____ NQ ☐

BR. OF _____

HOME OFFICE _____

CENTRAL OFFICE

OR ☐

CD ☐

AD ☐

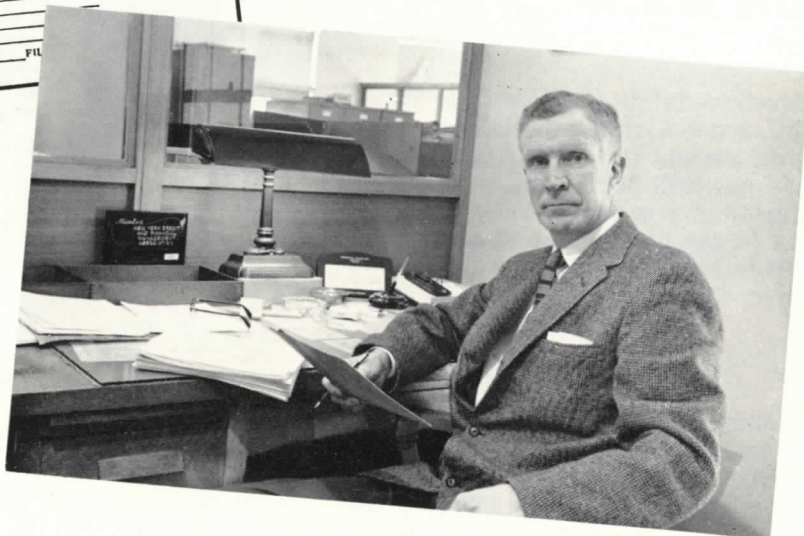
SEND _____ FILE _____

CREDIT

is

Their Business

HOW'S THEIR CREDIT RATING? . . .
Edward Thomas, credit manager, approves all orders received from the Sales Department.



by Evelyn C. Lipman

"CREDIT", says Edward Thomas, credit and insurance manager, "is one of the most vital aspects in the selling of products today. In fact, a sale isn't a sale, until the invoice is paid.

"Any company is always interested in selling well-rated concerns, but in order to keep sales at a maximum, it is necessary also to sell so-called 'marginal accounts'. By selling marginal accounts, a company increases its sales and keeps abreast with productive capacity".

The Credit Department works closely with the Sales Department and plays an important role in protecting the company from bad accounts.

The Credit Department approves all orders received from the Sales Department. Materials are not shipped until the credit of the buyer has been approved.

Brown Company subscribes to the Dun and Bradstreet mercantile reports, the Dun and Bradstreet foreign service, the National Credit Office Reports and the American Foreign Credit Underwriters Corporation of New York City. These reference bureaus supply information on all domestic and foreign accounts.

"The majority of our customers", Mr. Thomas stated, "like many other concerns, are not too much of a problem credit-wise, because most of them are

well established concerns who have been Brown Company customers for years. There is a small percentage of marginal or borderline accounts, however, to whom we are anxious to sell our products, but find it prudent to do so on a limited basis. Credit limits are set up for this type of customer. We co-operate with such customers by making shipments based upon established credit limits, and continue this procedure as long as our invoices are paid in accordance with our terms."

In the case of new customers, where credit is questionable, orders are held until the credit information is available. The company ships the order C.O.D. or sight draft, if the customer is in urgent need of the material.

Documents covering a sight draft shipment go directly to a specified bank, and after the customer makes payment of the draft, the shipment is released by the carrier. This method in the case of questionable accounts affords the company full protection.

Mr. Thomas could not recall an instance where a customer had refused to clear a sight draft against a bill-of-lading shipment.

When necessary, collection agencies are used, but during the past five years less than six accounts out of the hundreds have been processed for collection in this manner.

"Our customers' remittances", Mr. Thomas continued, "are handled on the so-called 'floating check system'. Remittances are mailed to four key banks throughout the United States, one of which is the principal bank. The other three participating banks report collections daily to this principal bank. The following morning the bank advises Brown Company the amounts credited to the company on the previous day. This makes funds more readily available for the company's needs. Advices of credit with supporting remittance statements are mailed to the company daily by these banks.

"In most instances, the Sales Department advises the Credit Department in advance of prospective customers. Their credit responsibility is determined prior to receipt of orders, thus expediting shipment.

"When orders are received before the necessary credit investigation has been completed, such information is immediately obtained by contacting the mercantile agencies and checking trade and bank references. Where a customer refuses the necessary financial information to a mercantile agency, it is then obtained direct."

Fred Walker, accounts receivable accountant for the Accounting Department, handles the SUIAP system (Simplified Unit Invoice Accounting Plan). This records all information pertaining to incoming invoices from Central Order Billing department.

"Between 100 and 200 invoices are processed daily in the SUIAP system", stated Mr. Walker. "Special signals are used to indicate discount payments, net payments, overdue payments, etc. Nearly 2,000 separate companies are listed in this system under domestic, Canadian or foreign sales. Invoices are broken down into nine different controls for accounting purposes."

Don Whittier, senior clerk of the Financial Department, receives foreign and miscellaneous payments which are not directed to the banks previously mentioned. An advice of credit sheet for such receipts is prepared for Mr. Walker's use.

Stenographer of the Credit Department, Fonnies Smith, says, "We have a definite procedure to follow on collecting overdue accounts. Our reminder is the tickler system where overdue accounts are written upon every 10 to 12 days. A series of three different form letters are mailed out to past-due accounts."

Mr. Thomas represents Brown Company in the New York Credit and Financial Management Association in New York. This association is composed of credit managers of many large concerns, who benefit from interchange of credit information at their meetings, as well as the use of their collection service.

"SUIAP" SYSTEM . . . Fred Walker (right) of the Accounting Department locates an invoice in the SUIAP files, which is to be paid by a Brown Company customer.



MERCANTILE REPORTS . . . Fonnies Smith, (left), Credit Department secretary, examines a Dun and Bradstreet report on a customer.

BROWNCO NEWS REVIEW

Visitor from Japan



JAPANESE PULP MAKER . . . Tadashi Nagano, chief engineer of the Toyo Pulp Company of Japan, talks with John Hegeman, production manager of the Pulp Division, during a two-day visit to Brown Company operations. Mr. Nagano was on a trip around the world to the leading pulp and paper companies. He was particularly interested in kraft pulp operations, like the new bleachery where the photo was taken, because his company specializes in kraft.

Dartmouth Undergrads Impressed By Company

Brown Company became a "special assignment" for 20 Dartmouth College geography majors.

Professor Albert S. Carlson of the Department of Geography, Professor Robert Huke, instructor of the Soviet Asia and Southeast Asia section, and Robert Monahan, forester, and associate professor of "Geography 51" accompanied the students on a special field trip through the Burgess and Cascade mills.

Professor Carlson said, "The students studied about Brown Company and its pulp and paper industry before coming on the trip, and they will write a report on it.

"The geography students were greatly impressed", he continued, "with the extensiveness of Brown Company's operations, with the quality control, and the great care

used in perfecting final production, as well as the testing, and up-to-date machinery".

Guiding the tour were Ted Montag and Lewis Keene at Burgess and Don Gilmore, Henry Covio and Richard Bisson, at Cascade Mill.

Pat Hinchey Renamed To Resources Board

A Brown Company man has been reappointed to an important state office.

Patrick J. Hinchey, towel and envelope scheduler at Cascade Mill, has been named to serve another five-year term as a member of the New Hampshire State Resources Board. The board has supervision and control of New Hampshire rivers and lakes.

Mr. Hinchey has been on the board since 1940 and is the oldest member in point of service.

Korn Lists Reasons For Wearing Badges

Every Brown Company man and woman who goes in and out of the mills has been issued a badge.

There are important reasons for wearing those badges. Gus Korn, superintendent of plant protection, outlined them.

"The badges indicate immediately who is authorized to enter the mills," he explained. "They not only indicate a person's name, but show in what areas he is authorized to go.

"This is very important, because no company can have unauthorized persons roaming through the mills or roaming through areas in which they are not supposed to be."

The wearing of badges is not something new in industry, or in Brown Company. Most companies require their employees to wear identification. Brown Company had a similar rule during the war.

The badges have been issued in different color combinations. Colors have been assigned to the various mills, so that they are easily recognized.

"Whenever you go in or out of a mill, please wear your badge. Salaried employees working in offices need wear their badges only when they wish to enter the mill areas," Mr. Korn said. "If your badge is worn prominently, you will not be delayed in going through the gate. If the guard at the gate cannot see your badge, you will be stopped and asked to show it.

"If an employee loses his badge or it is destroyed in line with his work, he will notify his foreman. If the foreman is satisfied with the explanation, he will issue the employee a slip for a new badge."

THE BROWN BULLETIN



THE CLASSROOM . . . Maintenance men receive instruction from "Vit" Akstull (extreme right) on the proper methods of working with plastic pipe. Left to right: Joseph Labonte; William Lamontagne; Norman Farrington; Louis Gallant, assistant to the planning engineer; Harold Blakney, maintenance manager; Carl Pelzel, maintenance planning engineer; Pete Ryan, maintenance supervisor; David Crockett, maintenance engineer; Edward Murphy, and Mr. Akstull.

There's Always Something New

PIPERS of Brown Company have underlined the fact that a man can't stop learning.

A new type of pipe has been installed in the kraft pulp bleachery and in a number of other places around the company. It's a plastic pipe, designed especially to resist acids and corrosion.

The installation of plastic pipe is similar to the work on lead pipe and copper tubing, except much lower temperatures are used in making the joints.

Maintenance Manager Harold Blakney arranged a special session of instruction and "laboratory" work

so that the pipers could learn the proper way to cut, fit and fuse plastic pipe.

"Vit" Akstull, a piper from the pipe manufacturing concern, was on hand at Burgess Mill. First he showed them step by step just how to work with the pipe. Then the men took equipment in hand to practice these methods.

This "school" for pipers is one of a number of special sessions arranged for maintenance and construction men throughout the company to keep them up to date on new materials and how they are handled in the best way.

THE LABORATORY . . . Practice makes perfect, so these pipers follow the old adage by practicing the handling of plastic pipe. Left to right: Fred Marois of the Chemical Plant; Clayton Wiswell of the Maintenance Pool; Eli Frechette, assistant piper foreman; Adrien Montminy, first class piper; Robert Horne of the Chemical Plant, and Roger Fisette of Cascade Mill.



News AROUND THE PLANTS

Frank John Retires From Company



A GIFT FOR YOU . . . Frank John, a veteran Brown Company employee, receives a gift from fellow workers of the Plant Security Department at the time of his retirement. Left to right are Superintendent Gus Korn, Jack Eads, Mr. John and Charles Pinette.



BURGESS & KRAFT

by Gene Erickson

John Nelson and Rene Roy have returned to work.

Get well wishes are sent Mrs. Real Cloutier.

Welcome back Don Amero—glad you are off the sick list.

Clarence "Chuck" Monahan attended a Union Convention in Wisconsin.

Baseball season is over—the Yanks did it again! There are two Lab men who are pretty proud now as they look around with smiles all over their faces. John Nadeau and George "Hoppy" Hopkins have lived up to their predictions as to which teams are going to win.

Some of the Lab men gave blood to the Bloodmobile in the name of Gloria Belanger. Her father, Emile Belanger, praised the men who volunteered—another story of human relationships in Quality Control.



RESEARCH & DEVELOPMENT

by Joan Weiss

Best wishes to Janet Philbrick, who left Berlin for a new position in Boston. Before leaving, Janet was presented with a going-away gift by the Research girls.

George Oleson recently spent a week's vacation watching the World Series and traveling to Springfield, Mass. and Vernon, Conn.

Out on vacation were: Bill An-



CASCADE

by Chet Bissett and
Louise Peloquin

Phyllis Champeau has the latest—a brand new 1957 model!

The Lieutenant Generals out-bowled the Commanders in a recent battle. Bob Murphy was high man with a 115 average for the three strings.

Don Gilmore's vacation included the Army-Syracuse football game.

Welcome to the Cascade Paper Lab, Herman Liehr.

Joe Rozek, office and methods supervisor, attended a convention in New York City.

Leo and Mrs. Patry vacationed in New York City; Izzie Boilard went up Nova Scotia way. Izzie always hits the perfect weather—must have "connections" with the weather man.

Tommy Stiles and Buster Edgar have been away on business. They stopped at Baltimore, Philadelphia and Devon, Pa.

ONCO PLANT

by Charles Sgrulloni

Louie Fortuna, formerly of the Onco Plant, is now attending the University of New Hampshire.

Nancy Wheeler enjoyed a week's vacation. Replacing her was Alice MacDonald, the former Alice Bruns.

derson, Paul Oleson, Bea Lesperance, R. A. Webber and Basil McConnell.

Doris Pinette and Coreen Tondreau spent their vacations traveling extensively, one of their stops—Florida.

Dick Hall is trying out one of his lustrous mustaches again!!

Research had a hard time getting the bowling league started. Now, the only problem is getting the men started.

THE BROWN BULLETIN

Earl Noyes Completes 36 Years Service



THIRTY SIX YEARS WITH BROWN COMPANY . . . Earl Noyes, millwright first class, is feted by fellow workers of the Maintenance Department at Cascade Mill as he retires. Front row, left to right, Alfred Morneau, Edward Lebrecque, Robert Erickson, Henry Brien, Philip Marois, Stanley Judge, Mr. Noyes, Pete Charest, Hilmar Johnson, Del Aube, Joe Turcott, Charles Sweet, Joe Fortier. Second row, Tom Burke, Frank Burke, Joe Daley, Aime Paradis, Pete Ledger, Dominic Cellupica. Back row, William Boucher, Norman Landry, Henry Lemire, Emile Robichaud, George Roberge, Tony Ruel, Maurice Guay, Albert Theriault, Gene Nolet, Joseph Gallant.

CORVALLIS

by S. R. Phillips

Corvallis calling again.

Last month was fishing month. Harold Miller reported on a trip to Winchester Bay (about 110 miles down the coast) that the silver salmon were running well and an occasional chinook salmon was being caught.

"Frosty" Rusk's boy, Mickey, has been laid up all during football season with a strained ligament received in the first game.

The plant is really jumping with activity. Our new warehouse is up and the back wall of the main plant is gone so the building can be enlarged. A new lift truck has been put into service and new concrete runways poured.

Hal De Sart went hunting with his bow last month in the high

Cascades and reported one deer among the three archers in his camp. The lack of rain made the forest too noisy for successful hunting during the first two weeks of the regular season, but a light drizzle helped yours truly during



HAL DE SART

this weekend. The Seward Phillips family reports three deer gotten in the Ochoco Forest area near Prineville in Central Oregon, about 140 miles away east of here. Son Randy bagged his first deer at about 125 yards—one shot—and is really tickled.

Sorry to report our plant manager, Bernard Guthrie, was in the Good Samaritan Hospital following surgery.

Bill Harvey got a nice buck, we hear. Bill is a forming machine operator.

PURCHASING

by Irene Markovich

Ann Theresa Barbin attended a friend's wedding in Rhode Island.

September and the early part of October saw Barbara Kilbride on vacation in Montreal. Jack Gothreau spent some time doing work around his house. Van Woolsey visited in New Jersey and New York City. Bob Henderson went moose hunting in Northern Quebec. And, Bob came back with a moose!

Fifteen Men and Women Divide \$205 in Latest Awards under Brown Company's Suggestion Plan; Two Employees Each Receive Pair of Checks For Their Ideas

FIFTEEN Brown Company men and women have divided a total of \$205 in the latest awards under the Suggestion Plan.

There were two double winners:

Lorenzo Dube of the Kraft Mill, with \$10 checks being presented for each of two different suggestions, and Harris D. Johnson of Bermico, with two checks totalling \$25.

Among other winners were these employees:

\$25 Winner

Joseph Roberts, Woods Dept.

\$15 Winners

George Cavallini, Bermico

Clarence M. Welch, General

Henry Allain, General

Theodore E. Mortenson, General

\$10 Winners

Howard M. Schmidt, Burgess

Norman Provencher, Bermico

Eugene Lessard, Bermico

Lucille Morris, Office

Herbert Weiss, Bermico

Frank Waterhouse, Floc

Gerard St. Onge, Power and Steam

\$5 Winner

Norman Robichaud, Power and Steam



MAIN OFFICES

by Evelyn C. Lipman, Ada Anderson, Lephia Pickford, Elizabeth Baker and Donna Jordan

Ed Reichert and his family took a short trip to Niagara Falls, Ed's former home.

Billy and Mrs. Oleson and Bob and Mrs. Riva vacationed together in Florida. They visited Pompono Beach, toured both coasts, and visited Bessie Stewart at Sarasota.

Elizabeth Baker spent a few days of her vacation in Boston.

Carroll Mountfort and family enjoyed a week in Boston.

Maurice Thurlow did some mountain climbing with his family and visited friends in Massachusetts.

Mary McIntire visited friends in Portland on her remaining week's vacation.

Fred Walker has been on vacation.

Edwin Vaupel and his family have moved to their new home in Shelburne.

Jeanne Bouchard was in the kitchen scene of the first television program over Channel 8.

Alfred Croteau and his wife vacationed in Florida.

Richard Jordan attended the Systems and Procedures Association Convention in Philadelphia.

Don Whittier and his family visited Quebec City, Ste. Anne De Beaupre and the Isle of Orleans during his vacation.

MANUFACTURING

by Ada Anderson

Rod McLeod has been trans-

ferred from Traffic Department to the Production Control Department and is serving as car service expeditor.

Gil Lepage has been on vacation.

CENTRAL ORDER BILLING DEPARTMENT

by Julie Alonzi

Mr. and Mrs. Warren "Skish" Oleson enjoyed two weeks in Massachusetts.

TABULATING

by Laurel Rowell

Phyllis Foote spent a week end in Springfield, Mass.

Joyce Bedard has become the bride of George Pelchat. The couple spent a honeymoon touring New York State.

We welcome Carol Munce to Tab. Carol is a graduate of St. Patrick's High.

ENGINEERING

by Merna Joudrey

"Pete" Lepage took advantage of the beautiful October weather and enjoyed two weeks' vacation.

The bowling season has started off with a "bang", and the Engineering fellows have formed teams and bowl once a month. The teams are called "Civil", "Mechanical", and "Electrical". From all reports of the first match, champions are in the making.

The Ed Lynskys enjoyed their travelling in a new station wagon.

Welcome to George Shedd! George has joined the Engineering staff, coming from the Construction Division.

Columbus Day week-enders were Lucille Morris—Boston; Mary Devlin—Manchester; and "Tommy" Thompson—Tilton.

The Ralph Lockes enjoyed a vacation in October.

INDUSTRIAL ENGINEERING

by Genise Amero

Congratulations to Mr. and Mrs. Robert Strachan, the proud parents of a son, Andrew George, weighing 6 pounds 3 ounces.

Industrial Engineering sets a new record at the Bloodmobile—5 out of 9 donated. Donators were: "Sharkey" Lavernoch, Downing Boucher, Bob Young, Bob Nease, and your correspondent.

THIS AND THAT

Brown Company first began making pulp in 1888.

The Burgess Sulphite Fibre Company plant—now Burgess Mill—was built in 1893.

The tract of land that today is Berlin was granted to Sir William Maynes and 18 others December 31, 1771.

First "industry" in Berlin was established in 1822 when Amos Peabody and John Messer made potash from the ashes of elm trees. After cutting down the available elms, they closed their business and left the area.

First permanent settler in Berlin was William Sessions, who came here in 1824.

The first road between Berlin and Gorham was cut through the forests in 1826.

Berlin was incorporated as a town in 1829. That year the total population was 65.

First postman in Berlin was John Burbank, who began his rounds in 1830.

One of the most popular men with the voters in the mid-1880's in Berlin was Dexter Wheeler. He was town clerk for 25 years and town treasurer for 20.

The Labor Relations Corner

There have been occasions over the past years when the attitudes of the leadership of Local Union No. 75 have given the management of Brown Company just cause for complaint. But the management's consistent policy has been to do all of its faultfinding in private, that is, in discussions with the Union leadership. We have never published any statement in "The Brown Bulletin" which reflected upon the motives or attitudes of the leadership of Local Union No. 75.

It is a pity for the sake of industrial peace in the community that the leadership of the Union has failed to respond in kind. For over a year now, despite repeated protests from the undersigned, the Union publication, "Your Local 75 News," has carried on a continuing attack on the capabilities and motives of the Brown Company management. At a time when teamwork and friendly constructive criticism from the Union could mean so much to the future of this community, much of the effort in the Union publication appears to be directed at undermining the Company management. In any event, the time has come when misstatements, exaggerations and

innuendoes—as distinguished from fair and constructive criticism—can no longer be permitted to go unnoticed.

A recent example of misrepresentation of the Company's motives is contained in the October issue of "Your Local 75 News." There, it is stated that the Company's action in appealing to the Superior Court three decisions in Workmen's Compensation cases "can only be interpreted as a move to discredit the high office of Labor Commissioner." Discredit the high office of Commissioner? No, we merely believe that his decisions were incorrect. We merely exercise the right to appeal to the Superior Court granted to us by the laws of the State of New Hampshire (Chapter 281 R.S.A., Sec. 37). With all due respect, can the Labor Commissioner **always** be right? If the Legislature had not believed that the Labor Commissioner, like any other administrator, would occasionally err, there would be no need to allow for appeals from his decisions.

Then there is an "editorial" in the same issue which makes the broad statement that employees "have the right and should refuse a reprimand unless accompanied

by a Union Representative." This sweeping statement is quite misleading.

A foreman or other supervisor has of course the clear right to reprimand an employee on the job for a careless, stupid or otherwise unsatisfactory action—without any need whatever for having a Union representative present. Primarily, a Union representative has the right to be called only when the **employee** has a grievance. A reprimand from the foreman is an expression of a **Company** grievance.

The statement in "Your Local 75 News" is correct only to a very limited extent. When an employee is called into the office of the Personnel Man for the purpose of disciplining him by giving him an **official warning**, (or stronger discipline) it is permissible for a Union steward to be present.

It is a stated policy of both the Union and management that they will cooperate for the benefit of both the Company and the employees. It is well known that what benefits one helps the other. Constructive and straightforward thinking is what we need.

John W. Jordan



BERMICO

by Rosaire Brault

While on vacation, Roland Mayo and family motored to Maine, Connecticut and New Jersey to visit friends and relatives.

Also back from vacation is Kenneth Clarke, who watched the World Series.

We hear that Ken Dickinson received a sympathy card from James Tyler on Brooklyn's loss in the World Series. We also wish to offer our condolences!

Out on sick list at this writing is William Suffill and Rene Gagne.

We wish to extend our sympathies to Henry Richer and family on the recent loss of his wife.

The men of Miscellaneous Finishing Department are sorry to hear of the unfortunate accident to Stanley Gutowski's son, Donnie.



CHEMICAL & FLOC

by Ash Hazzard

Fritz Jensen is back to work and we all wish you continued health, Fritz. Fritz wants to let you know, fellow workers, that he liked the sunshine basket and thanks you for thinking of him.

Congratulations to Mr. and Mrs. Bob Payeur on the birth of little Sharon, who weighed 7 pounds and 14 ounces.

Wilfred Erickson of the Electrical Shop is wished a speedy recovery from his recent accident.

Adelard Valliere is back from a

pleasant vacation.

It seems that Adelard Pinette of the Pipers Shop needs plenty room while backing out of the parking space—so boys, please don't crowd!

Bert Turcotte, maintenance yard foreman, has been out sick. Get well wishes from all of us. Spike Stenburg substituted for Bert in his absence and did a fine job.

Al McKay doesn't believe in smashed fenders while you're on the 'dodge', so best of luck Al, in your 'Red Hornet'.

Norman Lowe is back after being out on the sick list.

Your correspondent has accepted a transfer to Recording Gauge and would like all the Chemical Plant fellow workers to know how much he has appreciated the cooperation given him for the news in The Bulletin.

Raymond Landry of the Cellhouse crew is at the Experimental Paper Plant. Good luck, Ray.

From Public Relations
Dept., Brown Company,
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PROGRESS

Everywhere things are humming in Brown Company's plant expansion and improvement program. Among additions are a 600 foot chip conveyor at Burgess Mill and a new embossing machine at Cascade Mill—examples of the installations that are making the company a stronger and better one.

