

*Published by Scovill Manufacturing Company for its Employees*

## First Half Report Shows Improvement

In a report issued by the Directors last week, Scovill showed a small increase in profits for the first half of this year as compared to the same period last year, when profits were beginning to decline seriously as a result of the business recession.

Although sales volume improved considerably in the second quarter of this year, total sales for the first half were still about 3 percent less than in the comparable period a year ago. The results for the Company as a whole, including foreign operations, are as follows:—

### *First Six Months*

	1961	1960
Sales	\$71,048,734	\$73,146,083
Profits	1,259,043	1,208,956

President S. T. Williams stated, "It is encouraging to know that we were able to earn a slightly higher profit in the first half of this year than we did in the same period a year ago. This resulted, for the most part, from improvements brought about by a company-wide Economy and Progress Program. The program was given a big boost by the decision of Union mem-

bers in the Waterbury area to postpone a January wage increase.

"These efforts to help ourselves have required a good deal of hard work and many readjustments within the organization. Considerable time and millions of dollars were required to relocate, rearrange, and re-equip our production operations. Some projects, such as the moving and streamlining of Headed Products, just didn't work out according to expectations, making further action necessary. In the case of Headed Products, the line was sold to remove the drain on other product lines, many of which were having trouble enough paying their own way.

"While business prospects are brighter now than they were a year ago, we still have a long way to go to achieve the rate of profit necessary for a company with our responsibilities and financial obligations. Our profit for the first half of this year is still considerably less than it should be to support long-term growth and provide maximum job security for Scovill employees. But we are making progress and have the satisfaction of knowing that a good part of it is due to our own efforts."

## Headed Products Line Sold To Pheoll

Our Industrial Fastener line, better known in the plant as the "Headed Products Division" has been sold to the Pheoll Manufacturing Company, Inc. of Chicago, Illinois.

The line consists of rivets, machine screws, Phillips head screws, pre-assembled washer units, special industrial fastening devices, and cold-headed specialties. It was formerly located in Waterville but was transferred to Waterbury in 1959 when the Waterville plant was sold.

Pheoll specializes in the production and sale of cold-headed products and operates a plant for that purpose in Torrington. According to present plans, most of the equipment and inventories purchased from us will be combined with Pheoll operations in Torrington. Some equipment has already been moved and the balance is scheduled to allow an orderly transfer of operations and customers' orders between Scovill and Pheoll.

Employment in our Headed Products Department averaged less than 100. These employees are being offered jobs for which they have ability in other operations within the plant or, if they qualify, will be placed on retirement.



WAVING HELLO TO OUR NEWEST STATE. One of the two groups of Scovill vacationers who recently flew to Hawaii (158 made the trip) arrives at the Honolulu airport. Spon-

sored by the SERA during the July shutdown of the Waterbury plant, the tour included 3 days in San Francisco, 12 in Hawaii and 2 in Los Angeles.

# MEMO *from Management:*

## Who Profits From Profit?

Everyone! Our whole economy is dependent on the ability of a company to make enough profit to stay in business. For only a profitable company can provide the dollars in payrolls, purchases, and taxes that keep other businesses, services, and government activities going. But above all, a profitable company can offer its employees the security and the self-respect that can only come from a steady job and regular wages. It's about time we stopped apologizing for profits and started spreading the word about their accomplishments and benefits!

To quote the President of a major American corporation, "One of the big jobs before us is to scrub the dirt off the word 'profit'. We must reacquaint the American public with the difference between making a profit and profiteering, remind and convince them that profit does not accumulate in corporate strongboxes, but is paid out continually for the use and improvement of tools. Everyone should understand that the American system of free enterprise is a profit system, and that from these profits and only from them do we get job security, our high standard of living, and the initiative of action which has placed the United States in its position of world leadership."

Scovill reported a profit of \$1-1/4 million for the first six months of this year. It sounds like a lot of money—and it is. But it isn't sitting around with nothing to do and it isn't providing benefits for just a few. It is keeping our Company alive — by paying back money that we borrowed in the past, by helping pay for new equipment, by paying our stockholders for letting us use their savings in our business. The profit earned for the first half of this year represents less than 2 cents out of each sales dollar, which is far from enough to do all of the things that can only be done by the profit dollar — and which *must* be done if our business is to grow and provide maximum job security. We can have all the wonderful insurance and security programs in the world, but true security can only be provided by the jobs made available by the company earning enough profit to stay in business.

## Mills Div. Awards Three Scholarships

The Mills Division is this year awarding three full tuition scholarships, according to an announcement issued by Mr. C. P. Goss, General Manager and Mr. J. J. Hoben, Operations Manager of the Mills Division.

The awards went to:

PAUL M. MONTUORI of 48 Vermont St., Waterbury. Paul will attend the University of Notre Dame to study Mechanical Engineering.

JAMES W. FOLEY of 59 Crestwood Ave., Waterbury. James is entering Providence College to study Physics. He is the son of Eileen Foley, Screw Machine Sales Office.

PAUL MERLUZZI of 42 Joycroft Road, Waterbury. Paul is entering Northeastern University in Boston and will study Electrical Engineering.

## Your Social Security

Everyone who pays social security taxes should check his social security account regularly.

People who don't sometimes find, too late, that some of their work hasn't been reported correctly or hasn't been reported at all. In many cases, the record can't be corrected because the time limit for corrections has run out. In other cases, the employer has moved away or died and his records are not available.

To prevent this, a worker should check his account once every three years. Any errors found can be corrected, and benefits paid at retirement, disability or death will be the highest possible amount.

A card form is available in the Bulletin Office for checking your account. A person who sends the card to the social security home office will get, in return, a statement of his last three years' credits. In addition, a new booklet, printed especially for the worker who checks his account, will be included. This booklet explains how social security records are kept and how to read the statement. It also tells what payments are made, how much the payments are, the amount of work needed, and where the money comes from to pay benefits.

## B-D Day Sept. 19

With vacations pretty well out of the way — while you are setting up your calendar of activities for the coming month — be sure to make a note on Tuesday, Sept. 19. That's Employee Blood Donor Day.



## Service Awards

Violet Busby  
Chemical &  
Metallurgical  
Control, Mills Div.  
25 yrs—July 6

Joseph Geary  
Headed Prod.  
25 yrs—July 7

Nicola Fusco  
Strip Mill  
25 yrs—July 9

Theodore Pelletier, Millwrights  
25 yrs—July 10, 1961

George Vaicaitis, Strip Mill  
25 yrs—July 11, 1961

Anna Bruder, Sc. Prod. Pack  
25 yrs—July 14, 1961

Francis Galipault, Casting Shop  
25 yrs—July 27, 1961

Frank LaChance, Forge Production  
10 years—July 2, 1961

Simone Philibert, Relay  
10 years—July 7, 1961

Tallie Hall, Casting Shop  
10 years—July 9, 1961

Irene Stolfi, Relay  
10 years—July 14, 1961

Lewis Albert, Single Spindle  
10 years—July 14, 1961

Yolanda Andreano, Relay  
10 years—July 16, 1961

Germaine Messino, Lacquer Room  
10 years—July 16, 1961

Rae M. Broker, Mdse. Prod. Sales  
10 years—July 16, 1961

Leonard Samela, Gen. Mfg. Tlrm.  
10 years—July 17, 1961

Raymond Meredith, Cosmetic Cont.  
10 years—July 29, 1961

Paul Belval, Mfg. Eye. Toolroom  
10 years—July 31, 1961



John Blake  
Closure Div.  
25 yrs—July 30



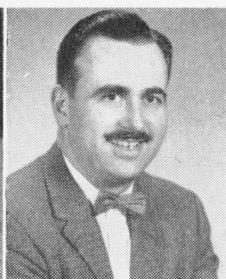
Michael Campi  
Blanking  
25 yrs—July 23



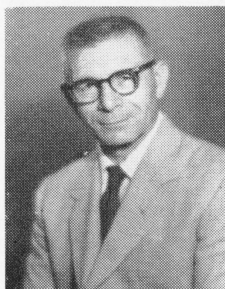
Edward Dillon  
Dallas Ofc.  
Closure Div.  
25 yrs—June 30



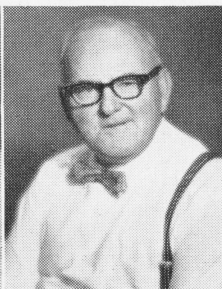
Alfred German  
New York Ofc.  
Mills Div.  
25 yrs—June 15



Richard Hall  
Chicago Ofc.  
Mills Div.  
25 yrs—July 20



Ramadan Ismail  
Rod Mill  
25 yrs—July 23



James Kelleher  
Japan Room  
25 yrs—July 1



Domenic Lanzara  
No. Mill Finish  
25 yrs—July 18



Charles Stickney  
Steam Dept.  
25 yrs—July 13

## Woodtick Area To Close Season

Another season of sun, fun and relaxation at the Woodtick Recreation Area will be brought to an official close with the Labor Day weekend.

Records for this summer show fine attendance at the swimming area. The lifeguards who keep close watch on bathers will be there until Labor Day.

The Group Picnic Area is booked almost completely for the remainder of the month of August and September already appears to be as busy.

The Children's Day Camp will close on Friday, August 25.

## New Assignments Accounting Services

WILLIAM CAMPBELL — Supervisor, Tabulating Dept.

JOHN KOSKO — Senior Systems Analyst.

## Training Course

EYELET TOOL-MAKER. *Richard Rogers was graduated as of July 16, 1961 and has been assigned to the Gripper Eyelet Toolroom.*

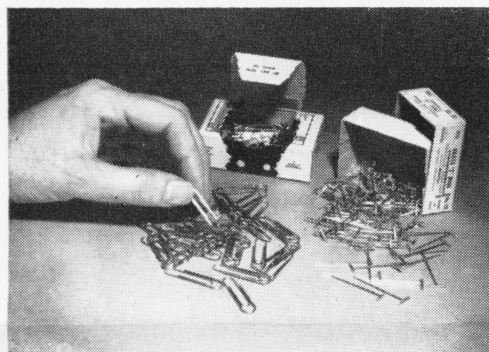


450 YEARS OF SCOVILL SERVICE. Special ceremonies were held on July 13 for the presentation of service award

certificates and emblems to these employees who completed 25 years of service during June and July.

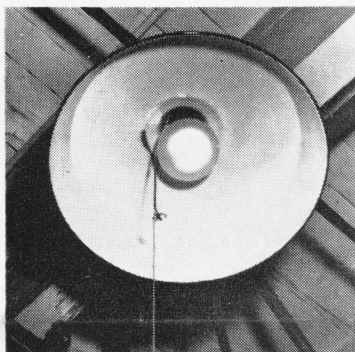


\$2900 for pencils and erasers. In one year we used 64,800 pencils and 3,336 erasers. Common lead pencils, the most widely used throughout the plant, are a complete loss if discarded when only half used, are used to wedge a door open, or to pry open a locker door or desk drawer. (Nora Galvin of Electric Anneal).



\$1105 went for 3,351,500 paper fasteners. Even coming from our Oakville Co. Division, they do cost us money. Each has a specific use (twisting clips out of shape is an expensive form of doodling). A clip can be used over and over—simply detach it from that paper you were going to throw into the wastebasket.

T-pins also have a proper use—but not for fastening papers together! Ever open an envelope to reach in for the contents—or put your hand into the clip jar—and get stuck by a T-pin?



\$60,000 of our approximately \$1,000,000 electric bill last year went for lighting. The rest was used for power to keep our machines operating. How many hundreds of dollars of this went to pay for lights left burning needlessly, fans running unnecessarily, or machines left running uselessly?

## Productivity And The "Little Things"

"Productivity"—we've been hearing this word quite a bit lately, and, if we stop to think about it at all, we're apt to think it a problem for the persons actually running machines. After all, isn't that what production is?

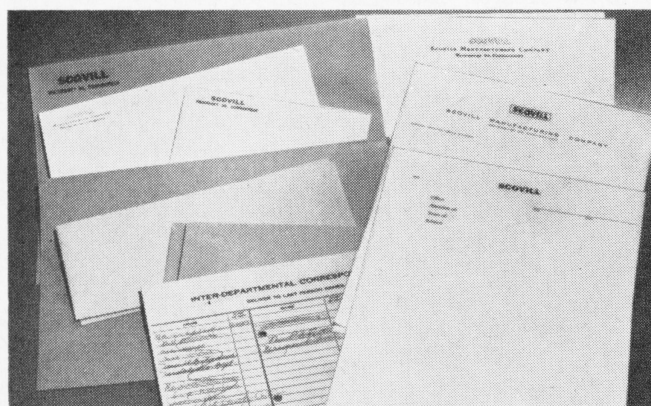
Literally, "productivity" means the state or quality of being productive. So it goes deeper than actual production. The cost of producing products does not mean simply the cost of materials, equipment and manpower—it also includes many little things which are necessary in doing business.

Each of the items pictured seems so little, so "everyday" that we hardly notice them. Yet, if you add up the cost of just these items alone (and there are others) for one year, the total is startling in round numbers. It figures out to be approximately \$321,345 — just for the Waterbury plants!

This rather large figure can be called a "necessary cost of doing business". This money purchased items and services which are necessary to us as individuals and to the business as a whole to operate. We'd hate to try to do without these "little things"—in fact, it would be just about impossible.

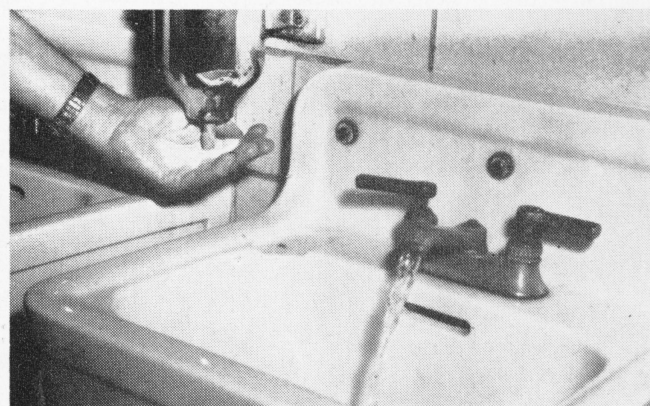
Without water, the plants could not be heated and many of our production processes would come to a standstill. But a faucet left running for no good reason can dump as much as a gallon of water down the drain every 10 seconds—or 360 gallons per hour—a total loss to us.

Incidentally, running water bubblers or tying fountain handles in an



\$22,000 for stationery and envelopes. A tidy amount can be saved if proper forms are used. Inter-plant correspondence should be typed on plain or 'inter-office' letterheads, and mailed in plain or 'inter-departmental' envelopes, which can be used over and over again.

Printing letterheads and envelopes is an added expense and these supplies should be used only for "outside" mail.



\$51,000 for city water which is used throughout the plant for drinking and washing up. If one faucet can spout one gallon every ten seconds, in one 8-hour day, 2,880 gallons can go down the drain if the water is left running needlessly.

\$2400 for hand soap. A fair amount for helping to keep our hands clean. It went for 20,000 pounds of powdered soap, 500 pounds of liquid soap, and 80 gallons of waterless cleaner.



effort to run cool water colder only defeats the purpose—result: wasted energy and warmer water.

We never give a second thought to flipping a switch to turn on a light wherever and whenever we need it. Too often we forget to turn off that same light when it is not needed. Thus, the electric meter keeps recording an unused service for which we must pay.

We all know these are days of tough competition. As one way of meeting this challenge, we are making strides in reducing production losses. Now, what about the costs of these so-called "little things"? The Company, of course, pays these costs—and that brings us around to that question—"Just who is the Company"?

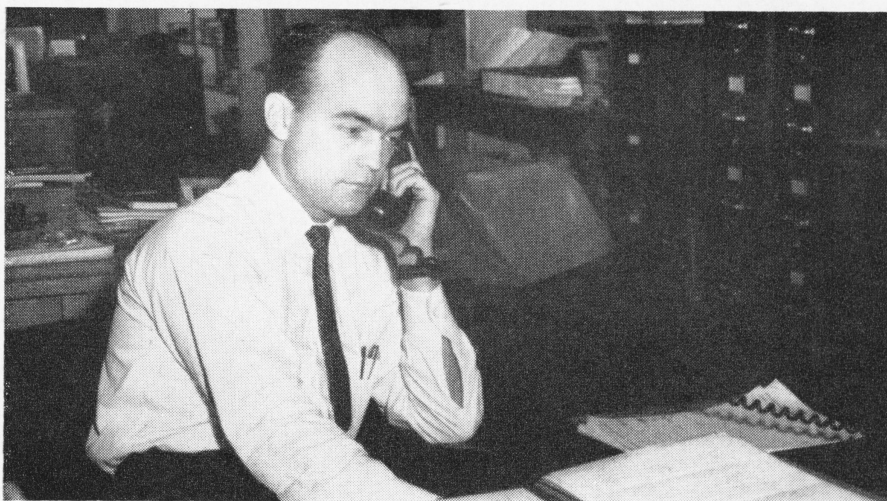
Every individual in our offices, factory and mills is a part of the Company. Together, as a company, we make and market our products. Part of the money received from the sale of these products pays for the "little things" like pencils, towels, water and telephones. Hence it follows that the bigger the bills for such things, the less left to spend on improvements, wages, etc.

The photos on these pages demonstrate how much each of a few of the important "little things in life" cost us during the year. Every one of them is necessary to the jobs we do and to the personal standard of living of each of us. The only questions we need to answer are:—

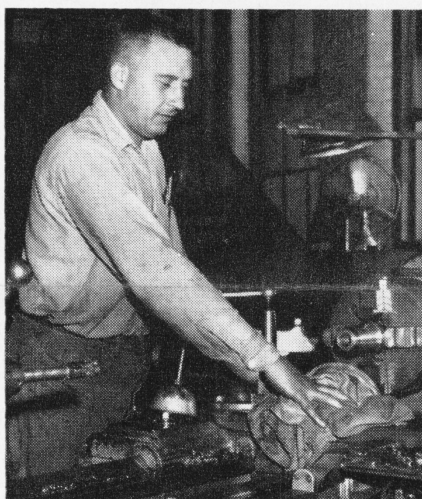
How much is necessary cost and how much is needless waste?

How much money are we throwing away like the proverbial tipsy sailor?

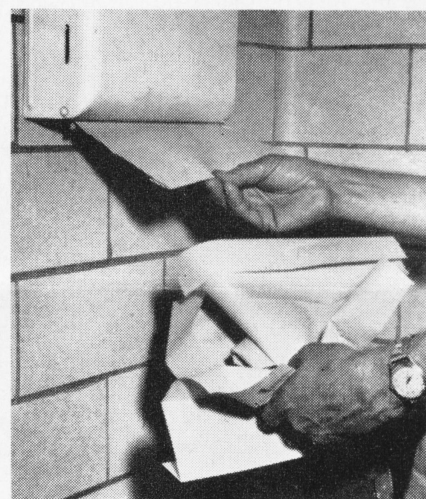
How much could costs be reduced if we all operated like thrifty housewives?



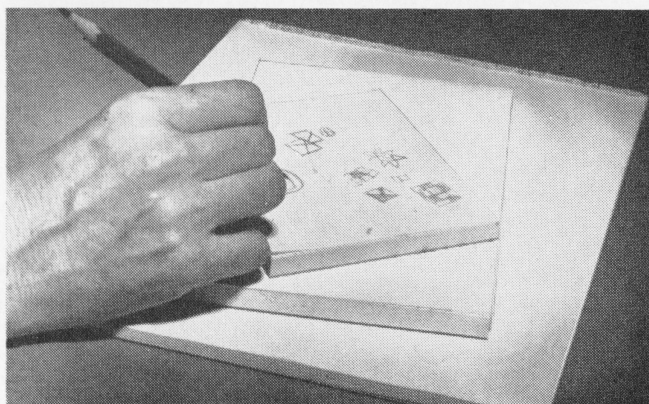
\$163,814 was our telephone bill for last year. \$87,132 of this amount was used to keep our equipment in operation—\$76,382 went for toll calls. The telephone is vital in the conduct of business and this heavy switchboard load can be seriously slowed up by needless personal calls. Business calls expense can become less if a 4¢ stamp might do the job of a long distance call. (Hank Kunhardt of Advertising).



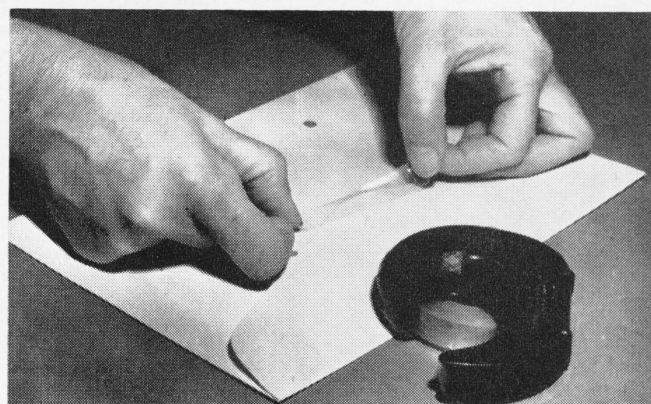
\$7,000 just to launder wiping towels last year—400,000 of them! Special wiping towels, rags and other types of materials are needed in certain jobs and on certain machines. (Joseph Baranauskas, West Machine).



\$10,000 is quite a sum to keep our hands dry. In one year, 7,500,000 towels were purchased. If used with care (and one does the job very nicely) and only for the purpose intended, how many hundreds of dollars could be saved?



\$2400 was the cost of 32,000 scratch and desk pads of all sizes which were used in all sections of the plant. Fine for keeping track of production, or totalling figures, or making memos—but entirely wasted when used for doodling.



\$1126 went for 1872 rolls of Scotch tape. A very necessary item in some operations but a complete waste to seal an envelope which has a flap long enough to turn in to protect contents from falling out.

## Your Thermostat

By Robert W. Butler, M.D.

It's a tricky little gadget, and just as interesting as it is tricky.

Did you ever stop to think that your so-called normal temperature (97 to 99°) stays at about the same level whether the temperature outside your body is 10 below zero or 102 above? You have some help from clothing (or lack of it) but most of the job is done by that little mechanism in the lower central portion of your brain.

Heat is being produced constantly in the body, and is being constantly lost. The nice balance between production and loss is what keeps your internal body temperature at about the same level regardless of the amount of activity, or outside temperatures.

About 90% of the heat produced in the body is the result of muscular activity. The very smallest movement of a muscle requires the burning up of oxygen, and this generates heat. That's why you shiver on a cold day—you use more muscles, and generate more heat shivering than in any other way except vigorously exercising. The remaining 10% of the heat generated is produced by the action of the various glands.

Heat is lost in several ways, 60% of it by radiation. This is an average figure because it is greater than this in a cold room, while there is no heat loss by radiation if the room temperature is 95° or above.

25% is lost by vaporation or evaporation of water. This is accomplished by breathing, perspiring, and by loss of water from the skin other than by perspiration. We are not aware of this latter loss which goes on constantly in an amount which is dependent largely on the temperature and relative humidity of the air. This factor too is variable — at 95° practically all the heat lost by the body is by this vaporization process.

With all these and other complex factors entering into the production or loss of body heat, and all of these varying from time to time, it is apparent that the balance which is essential to good health must have a very sensitive thermostat to regulate it.

This little gadget, which is part of the nervous system, does most of the work without your knowing about it. The most important factor in maintaining this balance is the amount of blood flowing through the skin, and this is regulated by the nerves in the



JULY RETIREES FETED. (1) William Kinney, 44 year-veteran, honored by co-workers in West Machine; (2) Joseph Caron, of Cosmetic Manufacturing, had 32 years' service; (3) Vincent Maisto, Sanitation, over 24 years' service.

blood vessels which get the word from the thermostat.

These nerves make the blood vessels smaller in cold weather, so that less blood comes to the skin and its heat is kept inside the body. In hot weather the nerves make the blood vessels in the skin expand, more blood gets close to the surface, and cooling takes place.

At the same time, these nerves which constrict the blood vessels in cold weather produce goose-flesh and shivering to help produce heat, and in warm weather stimulate the sweat glands so that cooling takes place by vaporation.

This is just another of those wonderful jobs the body does which we never think about and which is essential not merely to good health, but to life itself. It has been claimed that because of this delicately balanced mechanism, man could survive (in dry air) in a temperature of 250 degrees. And that's quite a chore!

## Retired Folks Club

The regular monthly meeting of the Club will start again with the annual fall picnic — slated for Tuesday, September 12, at Woodtick. — weather permitting. The group will meet at the Girls' Club at 1:15 p.m. and proceed to Woodtick from there.

Our sincere congratulations to Fred Barry and Nathan Pierpont who recently received certificates of appreciation from the American Red Cross for their many hours of volunteer service in the Red Cross motor corps.

The recent death of Ty Cobb stirred up fond memories for Charlie Winters. Mr. Winters has among his souvenirs a baseball he caught at a game in which the mighty Ty Cobb played in Detroit in the summer of 1914.

Three cheers for our travelling retirees. Several made the trip to Hawaii this summer and will also have many pleasant memories for some time to come.



## Retirements

Joseph W. Stassen, Closure Div. salesman, New York Office, retired as of July 1, 1961—almost 52 years.

Thomas Ward, painter in our Carpenter Shop, retired as of July 17, 1961—28 years' service.

Louis DeVoe, leadman — zone maintenance and steam fitter in our Pipe Shop, retired as of July 24, 1961—over 36 years' service.

### Aug. 1, 1961 Retirements

Greta Beebe, miscellaneous machines operator and bench worker in Slide Fastener Wire Forming—17.3 years.

Louis Borchardt, toolkeeper and vaultman, Mfg. Eyelet—18.9 years.

Harry Dell, rack maker, Repair Room—20.6 years.

Joachim DeNobrega, rolls sticker in North Mill—29.8 years.

Mary Pertko, miscellaneous machines operator and bench worker in Relay—26.9 years' service.

Julius Puzar, buffer and polisher, Buff Room—18.7 years.

Jose Ribeiro, floorman and scrap man in Multiple Spindle—18.6 yrs.

Filomeno Rinaldi, floorman and hand trucker, Foundry—38.8 years.

Helen Sirignano, auto dial press operator, Closing—22.1 years.

Frank Spadola, toolsetter in Head, Rehead & Clip Dept.—21.6 years.

Diego Tomasiello, toolsetter on Townsend Machine, Slotters & Threaders—19.5 years' service.

### Thank You Notes

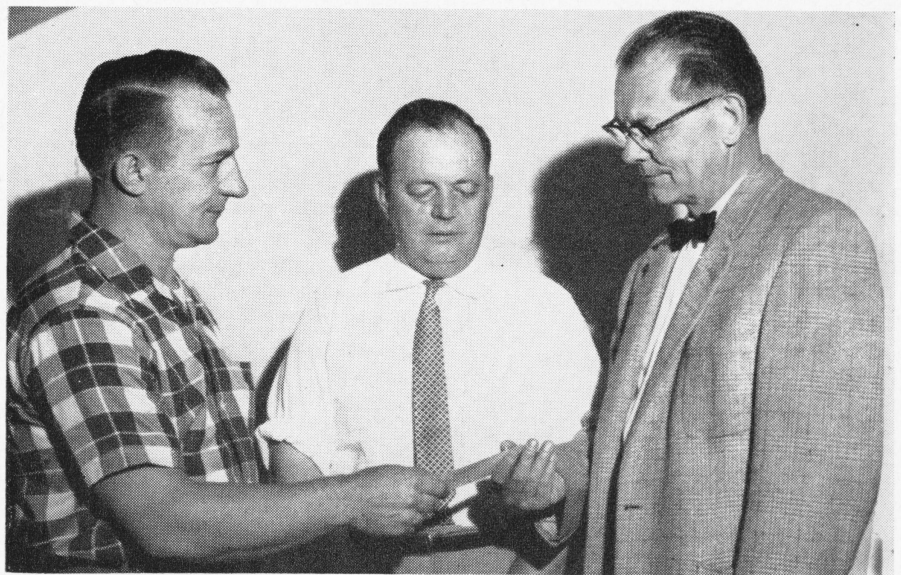
May I, through the pages of the *BULLETIN*, say "thank you" to my many friends in the plant, branch offices, and business associates for their good wishes extended to me on my recent retirement. It is a wonderful feeling to have the well wishes of so many and I will never forget them.

Zaida Fletcher

(Ex-Traffic Dept.)

Please extend my sincere thanks to all my friends in Scovill who were so nice during my recent hospitalization. I have been retired over six years and its a grand feeling to know so many still remember.

Jim Littlejohn



GIFT ASSURES MORE FISH FOR WOODTICK. Rod & Gun Club Vice President, and Chairman of the Fishing Committee, Robert Fumire visualizes the additional trout which will go into Woodtick Lake as he gazes at the check which Leonard Sykowitz, Activities Chairman of Local 1604-UAW, presents to Rod & Gun Club President Harold Rogers for the Club's re-stocking program.

## Fishing Notes

By Mike Cicchetti

Les Hart reports not too much activity at the lake during the vacation period—fish and fishermen alike were taking the time off. However, this quiet period should have been good for the 2,000 small bass-fry which were stocked in the lake earlier in the month. They ought to make for bigger and better fishing reports later on.

Our next big event is the annual Outing at Woodtick, scheduled for Saturday, the 19th. John Capone and Fred Kirschbaum report all in readiness for the noon-hour start of activi-

ties, although anyone who wishes to may go out earlier in the day to fish.

The first leg of the Reeves Competition is set for Saturday, September 9th. Watch for flyers with all details.

## Obituaries

JOSEPH ROTELLA died on June 27, 1961. A toolsetter in Closing when retired in January, 1954—40 years' service.

ROBERT DOBRICK died on July 2, 1961. Manager of the products store, Employee Activities Dept.—25 years' service.

RICHARD DAVIES died on July 4, 1961. A buffer in the Waterville Division when retired in January, 1955—over 52 years' service.

LEROY CONRAD died on July 6, 1961. A machinist and machine builder in Attaching Machines—over 20 years' service.

ANGELO PAUDANO died on July 25, 1961. An elevator operator in Trucking when retired in December, 1952—over 30 years' service.

DIMITRI SKIRKANICH died on August 1, 1961. A maintenance man in the Tube Mill when retired in April, 1950 — over 25 years' service.

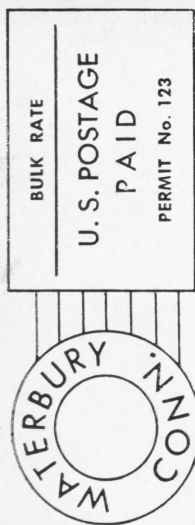
MICHAEL BIELLO died on August 7, 1961. A maintenance man in Sanitation when retired in April, 1957—15 years' service.

## Girls' Club News

By Betty Affeldt

Vacation-wise, our members covered a tremendous amount of mileage—by land, by air and by sea. However, as most of them are still reminiscing, guess we'll have to wait for them to get back to earth before we can report on areas visited.

While some are still dreaming, Bowling League Secretary Della Riccio is making her plans for the bowling season coming up "sooner than you think". The season will start on Thursday, Sept. 7, and Della urges all to get their teams lined up and get the information to her by Friday, August 25th. Club members who are not on teams, or have not bowled in the league before and would like to, are also asked to call Della at Ext. 2327.



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## SCOVILL BULLETIN

EDITOR

Margaret E. Fenske

PHOTOGRAPHERS

Earle Pierce, Adam Wolak

Published the first week of each month in the interest of Scovill men and women. The deadline for classified advertising and news items is the 20th of the month preceding issue.

Our address: Scovill Bulletin, P.O. Box 1820, Waterbury, Conn.



"I knew you wouldn't believe me, so I brought it home to show you!"

## Classified Advertising

### For Sale

Permaglass 45-gal. water heater, bottled gas. PL 8-2115.

AKC registered male German shepherd puppy, \$50. MA 8-7858.

French swinging door, 12 glass panels, size 6', 7½" x 29½"; one solid panel door, 6', 6" x 24"; 5 solid panel doors, 6', 7½" x 32". Shellaced and varnished, all in excellent condition. PL 5-3122 after 6 p. m.

Combination aluminum storm door, 35 x 80"; 6 cu. ft. Norge refrigerator; 4-burner gas stove (bottled gas but can be converted); Stadium Deluxe trumpet. PL 4-8496 after 4 p. m.

2-pc. Krohler living room set, dark green, like new. PL 3-1918, 4-6 p.m.

17 cu. ft. upright Hager freezer, like new. PL 7-2345.

5 rooms of furniture — moving south. BR 2-8887.

Practically new Stauffer reducing machine. PL 6-1937.

2 bird cages with stands. PL 7-0752.

47 Chevy motor, in good condition; good radio for 47 Chevy with antenna; 4 hubcaps; 8 tires, 600 x 16, with tubes; other parts. PL 4-2369.

Single track aluminum storm windows: ten, 34 x 67"; two, 28 x 67"; two 28 x 54". PL 3-8487.

New ranch-style home: 3 bedrooms, living room, dining room, kitchen, finished playroom, 2-car garage. Attractively landscaped. Watertown. Shown by appointment. CR 4-4754.

1942 Chevrolet pickup truck. PL 3-4548.

Tables:—1 drop leaf, 1 drum, 2 end; London Club living room suite, kitchen stove and table, floor lamp. Very reasonable. PL 3-6961.

### Wanted To Buy

25-20 used Rifle. PL 3-5265 after 5 p.m.

Gas space heater, must be in good condition and reasonable. PL 4-2369.

### Tenants Wanted

4 rooms, 3rd floor, all improvements. Adults. PL 4-6777 after 3 p.m.

Cottage at Bantam Lake. Available for last two weeks in August. All facilities furnished. PL 5-1070.

3 rooms at 26 Magill St. Reasonable. PL 4-1728.

2½ rooms with bath. PL 3-3313.

### Other

Tutoring — in all grammar school subjects. PL 4-2484.



SERA DAY CAMP IN SESSION. Raising of the flag opens activities for the day at the Children's Day Camp. The 14th season of this popular activity was started on July 3rd and will continue through August 25.