



The

SCINTILLATOR

VOLUME I, NO. 4

SCINTILLA MAGNETO DIVISION, BENDIX AVIATION CORP.

SEPTEMBER, 1942



BOLTS
via manufactured lightning

The Grumman "Avenger"—newest of carrier based torpedo planes—attacks at high speed and low altitude, releasing a full-sized torpedo from a streamlined bomb bay. When our fighting crews attacked the Japs with Avengers BENDIX-SCINTILLA Magnetos flew with them as members of "The Invisible Crew". Through the full range of engine speeds, at all altitudes from take-off to ceiling, BENDIX-SCINTILLA Aircraft Magnetos, Spark Plugs and Ignition Switches deliver manufactured lightning, timed to the hundredth of a second. They're vital electrical members of "The Invisible Crew"—the Bendix-built precision instruments and controls made by 15 Bendix Divisions.

THE INVISIBLE CREW
PRECISION EQUIPMENT BY **Bendix**
AVIATION CORPORATION SCINTILLA MAGNETO DIVISION

BENDIX SCINTILLA THE WORLD'S FINEST AIRCRAFT IGNITION

Our Bonus - **FREEDOM**

The SCINTILLATOR

Vol. I, No. 4

September, 1942

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Bendix Aviation Corporation
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 The employees of the
 Scintilla Magneto Division

Cooperation

Measured by military yardsticks, war workers aren't heroes. We know that.

Compared to the Armed Forces on the world fronts, our hours aren't long, and we know we're being paid time and a half for overtime.

We know that we are with our families, safe in our homes, while our brothers, sons and friends are far away in Army Camps or facing the enemy on foreign lands.

We know these things. We know too, that we are working longer hours voluntarily: that we are working harder and faster than ever before: that we are buying War Bonds and paying taxes to help finance this war: that we have accepted necessary rationing with good will: that we are pooling our cars, driving long distances, to and from work and walking and getting used to it: that we are donating our time and money to many causes and to civilian defense: that if called, we will bear arms eagerly for our nation: that we will do these things without murmur because we are American workers, and we will do anything necessary to win this war!

OUR BONUS—FREEDOM

Loyalty

"If you work for a man, in Heaven's name work for him. Speak well of him and stand by the institution he represents.

Remember! An ounce of loyalty is worth a pound of cleverness.

If you must growl, condemn and eternally find fault, then resign your position and when you are on the outside—damn to your heart's content. But, so long as you are a part of the institution, do not condemn it, for if you do, the first high wind that comes along will blow you away—and probably you will never know why."

From "Reader's Digest"

Bendix President Broadcasts



PRESIDENT of Bendix Aviation Corporation is Ernest R. Breech who discussed the close association of Bendix Divisions with the development of the aircraft industry, and the part our products play in the present war, over a nation-wide CBS hook-up.

Bendix Aviation Corporation's part in the development of aviation, and our role in the conflict now enveloping the World was the topic of a recent broadcast by Ernest R. Breech, president of Bendix.

Mr. Breech, speaking recently on the "F. O. B. Detroit" program, broadcast over a nation-wide CBS hook-up, said,

"Man's progress throughout the centuries has been accelerated by the improvements in his mode of transportation as he reached out for new frontiers. We have but to trace the course of advancing civilization through the progressive development of transportation, from the first crude wheel to the mighty locomotives serving our war efforts so well today; from the first dugout canoe to the battle cruisers and aircraft carriers

that guard our shores from invading forces.

"Yes, scientists and engineers have continuously sought to improve transportation. In their unremitting search they discovered a new horizon when two pioneering brothers first conquered the air. The birthplace of this new, untried youngster, that would change the face of the earth, was Kitty Hawk, North Carolina, in the year 1903.

"We know now that the first flight of the Wright Brothers at Kitty Hawk was made in a kite built from canvas, sticks and glue and lasted but twelve short seconds; but it marked the beginning of a new era, and now, only 39 years later, hundreds of passenger and cargo planes span our continents and our oceans with ease, and we know too, that great military airplanes have become the mightiest of all our weapons of war.

"And so it was that in the beginnings of man's greatest medium of transportation—lived his greatest instrument of destruction.

"Yes, and provided also the young men of science with a new device for pioneering. For it was during such a time the "engineering mind" of this company first experimented with things that left the earth—heavier-than-air craft. And it was the millions of dollars spent on research and development, and the millions of man hours spent in the engineering laboratories during this formative period, that has made it possible for the Bendix Aviation Corporation to supply today the ever-multiplying needs of our country with those instruments and controls and equipment for airplanes, known as the 'Invisible Crew.'

"During these years of development, while the aviation industry struggled for existence, it was the automotive industry that furnished the means to finance these developments. It was this company that first supplied the automotive industry with Bendix Starters and Brakes, and Stromberg Carburetors.

"We have kept apace of the fast moving developments in aviation and today our 'Invisible Crew' is composed of a host of silent partners who eliminate the element of human error, assuring mechanical safety to your son and mine, as they hurl our bombers and fighting planes at the enemy.

"For years prior to the imagined demands of this present war, Bendix was preparing, for it was our instruments and equipment such as Pioneer altimeters, turn and bank indicators, air-speed indicators, Stromberg aircraft car-

buretors, Eclipse starters and generators, Scintilla magnetos and Bendix landing struts, wheels and brakes—that rode with Lindbergh when he flew the ocean, rode with Byrd in his flights across both the Poles, and rode with the other pioneers of aviation who were pushing forward in their conquest of flight.

"History was written, too, when Bendix radio direction finders 'put the finger' on the Bismarck, and our two-way radio carried swift messages guiding the British fleet to its eventual victory. When Jimmy Doolittle bombed Tokio, new members of the 'Invisible Crew' went with him. Drift meters, radio compasses, Magnysn indicators and Pioneer octants were constant assurance to the navigators of that epic flight. And our gun turrets hurled hot lead into enemy planes.

"But our story is not alone a story of aviation—however dramatic it may seem. The 'Invisible Crew' serves in every phase of transportation—in tanks, trucks, and armored cars, and all manner of mobile units. Even on the sea, our scientific equipment and accessories are constantly called upon to serve our Navy.

"Our engineering and manufacturing ability has been called upon to produce automatic aircraft cannon, time fuzes for anti-aircraft shells, and special weather recording instruments, those little mechanical men who go to the stratosphere in toy balloons and radio back tomorrow's weather.

"In the more than twenty factories located from Coast to Coast, including those in the Detroit area, tens of thousands of workmen (I am not permitted to tell you exactly how many) know how important their jobs are—the job of production for victory. This is why production turned out of those factories by skilled and willing hands and by hundreds of subcontractors, has multiplied many times what the production was when the war lords of Europe and Japan upset the peace of this world.

"But we have only just begun. This is our job and the Bendix Aviation Corporation will meet it as it has met its task to date. If production is the first requisite to winning the war, then the men and women of Bendix are serving well, and they will continue to do so in the cause of victory."

★
 WE CAN
 WE MUST
 WE WILL!

How the Wage Scale for Your Job Is Established

An explanation of the job evaluation plan for hourly paid occupations

Editor's Note: Due to the many requests for an explanation of our wage plan, this article has been prepared by Carl E. Lindenmeyr, Supervisor of Training and Wage Administration.

Every wage earner is vitally interested in the wage that is paid for his job. He wants to be assured that it has been established with some thought as to the experience, skill, and effort it requires, the responsibilities that go with it, and the conditions under which the job must be performed. Furthermore, he wants to be assured that his job is given the same consideration as other jobs, and that the wage for his job is fair in relation to other jobs.

In undertaking the establishment of a wage structure for the Scintilla Magneto Division, it was felt that this could only be accomplished satisfactorily if such considerations would be given in the determination of the wage rate for each job. Using the skill, effort, responsibility, and working condition requirements of a job and comparing them to the like requirements of other jobs to determine its worth, is known as job evaluation. Job evaluation simply means to get the facts of a job, to analyze the requirements of a job, to compare these requirements with those of other jobs, and from this data to determine its value. There is no fairer way known by which a wage rate can be determined.

The method of job evaluation now in use in this company is the one developed by the National Metal Trades Association. The National Metal Trades Association spent several years studying jobs in the entire metal trades industry, thereby gaining a cross section view of jobs ranging from heavy work in foundries to fine machine work in the watch-making industry. The men making this study were of high calibre and of wide industrial experience. For this reason and because of its industry-wide character and applicability, it could not be termed as one man's idea or the opinion of a

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PRELIMINARY PHASE of training of new employees is the Related Training Class. For the first two weeks, trainees are excused from training on the job to attend this class where they are instructed in the fundamentals of reading blueprints, shop mathematics, measuring and measuring instruments, and shop routines, and other factors relating to their new jobs.

RELATED TRAINING CLASSES SERVE MANY PURPOSES IN INDUCTION OF TRAINEE

Former stenographers, clerks, waitresses, housewives, laborers, young men and women just out of school, people from all walks of life, a greater majority of whom have never been inside a machine shop, but who answer the call for war workers, are the raw material which must be trained to produce in quantity and quality the finished products vital to our war effort.

A preliminary phase of this training is the Related Training Class conducted by the Department of Training and Wage Administration.

New employees who are to be trained for jobs in the inspection and machine tool departments attend the classes, which are conducted five days a week for two weeks, with two hour sessions daily.

Trainees are excused from their work for two hours daily, the first

two weeks of their employment, to attend these classes, which are operated for each shift, and continue from 9 a. m. through 1 a. m. the next morning.

Remember how you felt when you got your first job? Or remember the kind of fear that crept over you (despite all outward appearances) when you first entered the roaring factory to take your place with hundreds of strangers? You probably didn't know what those machines were, or what they



Explaining chamfer as expressed by a blueprint is Harold L. Cook, Related Training instructor.

were for, and the vastness of the whole thing, its noise and bustling, were somehow frightening. Perhaps your thoughts ran something like this:

"Well, this is it. First good chance to earn enough to finish paying those bills. Wonder what that machine is. Gee, this place is

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HELP NEEDED FOR NEW RECREATIONAL BUILDING

Sidney Community Unit to Provide Entertainment for Whole Family

Sidney area residents and Scintilla employees and their families are going to have a real recreation building.

Arrangements are being completed by the United Service Organizations, and the Sidney Defense Recreation Committee for the lease and renovation of the two story former silk mill on Sidney's Main Street.

Volunteer help will be needed to put the building in shape, and Scintilla employees who can pound a nail or wield a paint brush will be requested to help in renovating the structure and improving its appearance.

You will be notified in the near future how and when you can help, so be prepared to pitch in and work to make the recreational building a structure to be proud of—it's for you and members of your family.

The U. S. O. will pay the rent, and provide necessary furnishings, give professional help in the form of a U. S. O. director, and will help provide for maintenance and program budget.

The community of Sidney and Scintilla workers will do the necessary work to renovate the building. Approximately \$2,500 will be needed in addition to the volunteer labor, and you will be asked to contribute toward this fund.

Committees will be organized, and each committee will be assigned a definite project which must be completed.

There will be a grand opening ceremony as soon as the work is done, and the recreational building will begin its functions of providing recreation, amusement and education for the community.

The first floor of the structure will be devoted to lounge rooms and indoor recreational activities, and the second floor will be cleared for dancing, concerts, entertainment programs, etc. From the office on the first floor, recreational activities such as hay rides, club groups, dramatics, etc., will be planned, as well as sport programs, contests and events of community interest.

Sidney has long needed such a recreational building, and partic-

ularly the dancing space upstairs. Get behind this project. Support it with your work, your donation, and later with your participation in its recreational facilities. It's for the community, your wife and children. Let's help!

Bond Boquets

In one large town, somebody started the idea of sending two or three dollars worth of War Stamps to friends confined at the hospitals. And why not? The War Savings Stamps are appreciated years after flowers are wilted and forgotten.

What Have You Lost?

If you have lost personal items within the last two months, they may be at the East guard-house!

Chief Harry Dickinson announced that many articles including glasses, rings, pins, and articles of jewelry and other items have been found and turned in at the East gate. Owners may stop and claim same.

If Liberty is worth fighting for, it is worth paying for—buy WAR BONDS!



MANAGEMENT AND LABOR are represented in the War Production Drive at Scintilla by this committee composed of, top row, left to right, E. M. Van Name, Personnel Manager; Carl E. Lindenmeyr, Supervisor of Training and Wage Administration, and Charles W. Losky, Plant and Safety Engineer. Bottom row, Josiah Jones, machine set-up man; Paul H. Carney, dielectric inspection, and John B. Kelly, machine operator.

Bainbridge Blackout Rules for Second Shift

The Bainbridge Office of Civilian Protection has made the following announcement regarding traffic bound for Scintilla, should a test blackout occur between 10 to 11 p. m.

"All traffic will be held at the south and west limits of the village until 10:35 p. m., at which time all workers will be allowed to pass through, and be directed over the bridge to the East River road. At 10:50 p. m. the lines will be closed to traffic for the duration of the blackout. Authorized busses will be allowed to pass through at all times.

R. R. Police to Enforce No Trespassing Law

Police Departments of the Delaware and Hudson, and the New York, Ontario and Western Railroads are ready to enforce "no trespassing" regulations on the tracks and rights of ways of the railroads.

Scintilla has been informed that enforcement is planned as a safety measure, and that trespassers will be arrested.

Employees are requested to co-operate by crossing the tracks only at regular crossings, and by avoiding walking along the tracks while coming to or going from the plant.

EXPERIMENTALIGHTS

by

GEORGE SMITH, 12-47

New stuff . . . that is what experimental builds . . . Americans working to create magnetos better than any other in the world. We pledge ourselves to set an example for all war industry, and we are sure we hold one of the keys to eventual victory.

"Hey Red" . . . Since "Red" Wormuth and "Pete" Dilley left our midst to enlist in the United States Navy, the pet password, "Hey Red," has been heard several times about the department to remind us of these two boys in Service. Though constantly mindful of the big job they were doing, they helped in a great way as morale builders, keeping the department in high spirits at all times.

A spaghetti dinner was given them on their last day here, and a certain bald-headed gent gave a speech in a few words that carried all our sentiments . . . "I can't say much, but I think all of us here mean to say, come back to us, healthy and victorious."

Gene Guhin, the speedy stock chaser of Experimental Harness parts, left for Camp Upton, Aug. 20. We all wish him luck and hope when he gets around to chasing Japs, he harnesses a few up a Japple tree, just for us.

The Lunch Box

When the whistle blows for lunch time—what can you expect to find in your lunch box? That lunch is one of your three daily meals, so it should include at least one third of the daily food needs: hearty sandwiches; vegetables, raw or in soups; a simple dessert, and a beverage.

Many different kinds of bread can be used for sandwiches: rye, whole wheat, cracked wheat, oatmeal bread, etc. A greater use of whole grain products such as these is important, because the outer coat of the whole grain contains minerals, particularly iron, necessary for red blood cells, while the germ of the grain is an excellent source of Vitamin B, which is essential to good appetite, healthy nerves, and vigor. If you have white bread, be sure it is enriched.

Our government recognizes the importance of having our armed forces well fed. Workers too must eat well, in order to work well.

Contributed By

Delaware Co. Nutrition Comm. Delhi, N. Y.

Employees Commended for Car Pooling Efforts

Average Four Persons Per Auto in August

On the basis of the August traffic survey, which showed the average Scintilla bound automobile carried at least four persons, the cooperative spirit of Scintilla employees has been cited by E. F. Van Horne, Director of the Delaware County War Transportation Board.

Average per capita car occupancy has risen from 2.6 (July survey) to well over 4.0 (August survey). The goal of the War Transportation Committee is a per capita car occupancy of 5 employees.

"Gasoline rationing in the East is the direct result of a lack of transportation facilities," Mr. Van Horne said. "The rationing of gas brings inconveniences to many, but is not the serious question to be answered, he said.

In the opinion of Mr. Van Horne, the real problem is the one created by the rapidly thinning line of passenger car transportation for defense workers, which is due to the loss of irreplaceable rubber through constant and at times, unnecessary use of tires.

To further impress Delaware county motorists with the seriousness of the rubber shortage, Transportation for Victory mass meetings are scheduled for each township, with competent speakers to discuss transportation problems.

Wherever possible, workers are urged to utilize existing bus facilities, and where these facilities are available, rationing boards do not consider applications for supplemental gasoline or tires.

The transportation survey cards completed by workers early in August provide an important means of securing rides for people without transportation, as well as an effective method in bringing together persons in the same locality, or along the same transportation route, who can pool automobiles and thus save vital mileage for future use.

Transportation committees are being set up in each community to assist workers with transportation problems, and to help minimize the number of cars used to get to work.



THIS SACRIFICE FOR SUNDAY DRIVERS ?

This tells the story of why we have gasoline rationing, according to the Office of Price Administration. There is petroleum available but transporting it is difficult and dangerous. Approximately 95 per cent of all petroleum furnished was brought into the Eastern Seaboard by tankers: since the war began more than 150 United Nation Merchantmen have been sunk in our coastal waters. Many tankers formerly on this run have been diverted to carry desperately needed fuel oil to our own troops and our allies in Australia and elsewhere. Gasoline rationing on the home front helps our soldiers on the war fronts the world over.

NYA for OWI

If you have not completed a transportation card, be sure to obtain one from the Personnel Department, and complete it, so that a complete file is available. Workers whose transportation status has changed since the cards were filled out, should notify the Personnel Department immediately, so that this file may be kept as accurate as possible.

If you have room for passengers, or if you want a ride, contact Roland Ritchie of the Personnel Department, either personally or through the shop mail.

Retread tire service is available to qualified war workers, and if your tires are in need of retreading, and you are qualified, make your application before your tires are worn too thin to be retreaded.

Remember, every mile you DON'T drive your car today, is another additional mile that you WILL be able to drive in the future.

Related Training . . .

(continued from page 3)

big. Is that Joe over there? No, guess not. Wish I'd see somebody I knew. Boy, those machines make a lot of noise. Wonder if they ever blow up? The Employment Office said I was going to be trained on a milling machine. Wonder what that looks like? Gee, look at that man turn all those levers on that machine. Wish I knew what that was. Sure wish I'd see somebody I know.

"We're stopping here. This must be the milling machine. A lathe? Oh. Well, here we are. Glad to know you. I think I'll like the job allright. Is that a magneto? An ignition harness—oh, that's what I thought. We begin to work now? Yes, I'm ready. (I guess.)

"Here it is nine o'clock and time to go to that Related Training Class. Wonder what we do there? After two hours of watching operations and not knowing what it's

all about, I'm glad to go any place. Wish I knew more about this shop. Gee, it's big. Well, here's my classroom—it seems kind of funny to go back to school. I hope I make good on this job—it's sure a lot different from being a waiter."

The 30 to 50 trainees who attend the Related Training class are seated in chairs with large arms for writing, and are greeted by the trained voice of Harold L. Cook, veteran teacher, and formerly of the Scintilla Inspection Department.

The first session is devoted to acclimating the trainees to their new environment, explaining shop routines, safety, etc., answering questions, a short talk on the importance of their jobs, an explanation of the wage system and promotion structure, a sound movie, and short preliminary mathematics lesson.

In the next two weeks, the two hour lessons cover shop mathematics, measurement and measuring instruments, the fundamentals of blueprint reading, acquainting the trainee with various materials used and major sub-assemblies, and further shop practices.

The trainees learn through lectures by Mr. Cook, blackboard instruction, technical movies, and work sheets. At the end of each session, a brief written test on the material covered is given, and records of each individual mark are kept. At the conclusion of the course, a final test is given, and trainees are awarded certificates with a certain number of silver stars, depending upon the quality of work and ability shown during the Related Training course.

Other new employees who are hired for factory, but who are hired for jobs for which this type of training is not necessary, are assigned to attend an orientation group class which meets for one hour.

These new employees attend only one session, and the wage scales and promotion structure are outlined: a representative of the Chief Clerk's office explains purposes and use of time and work cards: a representative of First Aid discusses Medical facilities, and there is a brief talk by Mr. Cook relating to the duties confronting workers in a war industry.

★
**PRODUCTION TODAY!
EVERY MINUTE COUNTS**

Checks Mailed to Scintilla Men in Service

Production Control Holds Farewell Party

Production Control office held a farewell party at the Hotel De-Cumber for Rea Webber, who has left Scintilla to return to his home and family in Florida, after six years in production work here.

Tom Plankenhorn, Steve Egnaczak and George Menard arranged the party, which proved a big success. Tom was master of ceremonies, there was tap dancing by Francis Smith, a solo by Mrs. Earl

Case, and Mildred Nespor was accompanist. Mr. Webber was presented with a gift by A. W. Newton, and the gang joined in singing a chorus of "Auld Lang Syne," with special words by Harold D. Stephens.



Rea M. Webber

One of the high spots of the evening was the reading of a special poem by Mr. Stephens, whose efforts are a combination of Ogden Nash, Burns—and Stephens.

Entitled "Only a Scintiller's Dream," the lengthy verse put the spotlight on each individual member of Production Control. We'll spare you the full details, but for a sample of Stephens' art, we quote a verse or two:

"Tom McMoon wouldn't close any contracts

He had everything over the lot.

Jim McReynolds was new,

All balled up in a stew.

Was he down-hearted? Certainly not.

McNamara's son Robert was steaming,

The spare parts had him licked it did seem;

All the nuts and the shimmies just gave him the jimmies

'Twas only a Scintiller's dream.

Betty Bordinger always kept busy

On her sleep she was hours behind,

When the food siren blew, from her desk she flew

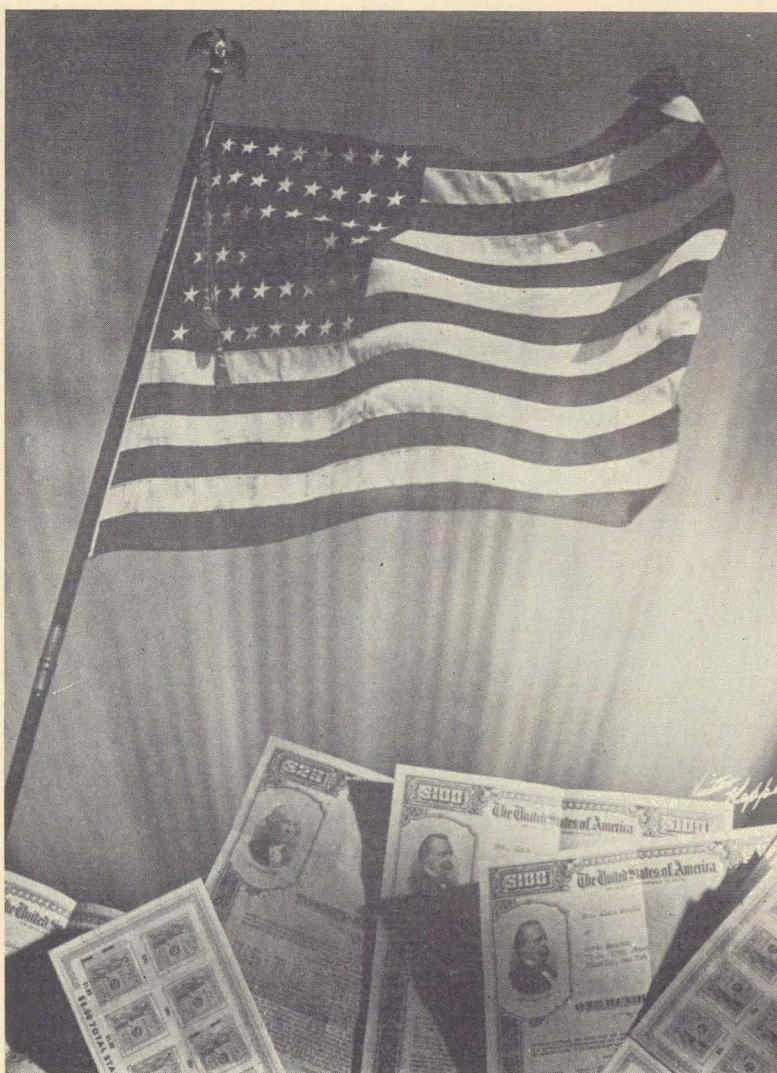
For her milk and her sandwich she pined.

Jim Horan for housings was casting

Open windows, he loved, it did seem.

When his file got upset, they said he's all wet,

It was only a Scintiller's dream.



SCINTILLA EMPLOYEES BAND TO GIVE STAGE PERFORMANCE

Scintilla Employees Band, climaxing a series of special Sunday evening concerts, is preparing for a big stage show program to be presented at Smalley's Sidney Theatre early in September.

The band is scheduled to give an hour show between movies. There will be band selections, guest artists, twirling exhibitions, and a novelty build-up of the old tune "Three Blind Mice," which the band will render in at least eight different ways according to Evan Bollinger, director, and Reginald Dawson, president.

The band, now topping 50 uniformed members, deserves a lot of credit, and we'll be there to support their show.

You Can Sue

According to the O. P. A., as of July 31, a citizen may take civil court action if she is sure her storekeeper is over his ceiling. She may sue for \$50 plus court fees, or treble the overcharge, whichever is highest. OPA is on hand for guidance in these cases, but need not necessarily be consulted.

Vacation Pay and Military Allotment Money Paid Those Eligible

The first group of checks to go out to former Scintilla employees now in the Armed Forces has been mailed.

The checks cover vacation money due Scintilla employees who entered the Service before vacation money was distributed, and for many employees, there was the added amount of the Bendix Aviation Corporation's military separation allotment.

Under the military separation allotment plan proposed by Bendix, and carried out by the various Divisions, employees who served with the company for at least one complete year preceding April 15, 1942, receive 80 hours pay at their average base rate.

On Aug. 25 and 26, the first of these checks were mailed by the Personnel Department, together with a personal letter to each man.

The checks ranged in value from \$10 (vacation pay only) to over \$150 (combined vacation and military allowance) and were mailed to men in all branches of the service in all parts of the country.

To schools, aviation bases, training camps, medical detachments, infantry divisions, receiving ships, and service branches in 26 states from the East Coast to the West Coast, these welcome letters went to Service men who used to be our fellow workers.

We who are left remember that checks are momentarily important, but our production is everlastingly vital! So let's get to it—today and tomorrow, and until we can mail those next checks care of the A.E.F., Tokio, Berlin, Rome!



SCINTILLA EMPLOYEES RAISE MINUTE MAN FLAG

10% Club Being Organized as War Bond Drive Spurts Ahead

The Minute Man flag, awarded Scintilla for more than 90 per cent employee participation in purchasing War Bonds through the payroll deduction plan, now flies proudly below Old Glory on the Scintilla court flag pole.

The flag was raised at brief ceremonies at Scintilla court, as eight members of the Scintilla Police stood at attention while buglers of the band sounded "Colors."

Attending the ceremony, which took place during the first shift luncheon period, were members of the Labor-Management Committee, Mayor W. W. Bates, of Sidney, and Kenneth Aitkens, who is in charge of War Bond sales in the shop.

J. T. Lansing, Vice Chairman of the Delaware County War Savings Committee talked briefly over the public address system, pointing out that the Minute Man flag is an outstanding symbol of patriotism. Mr. Lansing, who is general chairman of the committee working on War Bond sales, urged membership in the 10 Per Cent Club. Workers who pledge 10 per cent of their income for War Bonds are eligible for membership in the 10 Per Cent Club. Buttons will be made available for workers who are eligible for this honor.

Shortly after the Minute Man flag was raised, the Bond Department announced the percentage of workers subscribing to War Bonds, as of August 2. This total subscribing reached a new high of 95 per cent, a gain of over three per cent over the preceding month.

Twenty-one departments made the honor roll of 100 per cent participation: Departments 2, 5, 9, 12, 13, 14, 15, 20, 22, 26, 28, 30, 33, 36, 37, 42, 45, 48, 54, 58, and 66.

Five departments were under the 90 per cent subscription mark. They were: Service, Repair, Dept. 19, the Shipping and Receiving room, and Fuel Pump. Department 7, Production, made the grade this time, shooting up to 92 per cent, and Department 4, Accounting followed suit, making the 90 per cent mark.

Why can't we make it 100 per cent? Every Scintilla worker has a thousandfold more than part of his weekly pay-check at stake. The War goes on every day—let's everybody — yes, you, Mr. Reader, BUY BONDS!



BENEATH OLD GLORY, the Minute Man flag, awarded Scintilla for over 90 per cent employee participation in buying War Bonds, is placed at simple ceremonies, as Scintilla Police and buglers stand at attention.

HOW THE WAGE SCALE FOR YOUR JOB IS ESTABLISHED

(continued from page 3)

small group influenced by local conditions.

Furthermore, because this plan is now being used in several hundred companies working in the machine tool and related fields, this company can compare jobs and wage scales with those of other companies; and in that way, maintain equitable levels with similar work in the industry. It is just as important for the Management as it is for the employee to know that the rate for his job compares fairly with the rate paid for similar jobs in other companies.

It is the purpose of this article to explain the simple fundamentals of this plan so that each employee will have an understanding of the basis of the wage structure in effect now in this company. As stated before, a plan of job evaluation is one in which the requirements of a job are compared to the requirements of other jobs. In any job evaluation plan, it is the job that must be considered, and not the person doing the work. This is a fundamental principle which must be understood. In order to evaluate a job, one must objectively analyze the job, and not think in terms of the man doing the job.

The first step in any job evaluation plan is to establish and define by description all the jobs or occupations, as they are usually

called, to which this plan is to be applied. A job description defines what an employee has to be able to do in order to qualify for that occupation. It is important to have a job description because the name of an occupation is easily misunderstood, but a job description makes it clear to everyone what is meant by the name of an occupation.

Many occupations are broken down into various grades or classes due to the varying degrees of ability required for their performance. So that, as a result, we may have A, B, C, and D classes for one type of machine or one type of work. Each class is defined by description. For example: on a given type of machine tool operation, for an employee to qualify for Class A, he must be a full-time set-up man. For an employee to qualify for Class B, he must be able to independently set-up and operate his machine on a variety of work without supervision. A Class C operator is one who can operate his machine and is able to do a simple production set-up on a repetitive line of work. A Class D operator is one who can only operate his machine and has not yet learned to do set-up work without supervision.

The second step in the job evaluation plan is to determine the requirements of each occupation. The National Metal Trades Associ-

ation has a set of eleven factors or job requirements. Every occupation is analyzed on these eleven factors. By this means, one is assured that the same means of measuring the worth of one occupation is applied to all occupations. These eleven factors are as follows:

1. Education or trade knowledge required by the job. Establishes the amount of schooling or trade knowledge required by the job. It includes the need for the use of shop arithmetic, blue print reading, measuring instruments, or other trade knowledge. It includes apprenticeships and trade school training required. It should be made clear that an individual employee may have a greater education than defined as necessary for his job. As far as the value of a job is concerned, we can only credit that job with the education it requires and not by the amount of education an employee doing it may happen to have.

2. Experience. Refers to the length of time usually or typically required by an individual, with the specific education or trade knowledge, to learn to perform the work effectively. Included under experience is only that time required to attain production standards. (Does not include apprenticeship or trades training, which has been rated under education.) In this factor, it should be made clear that experience is the time it takes to learn to perform the work effectively and not the amount of time an individual employee may happen to have been on that job. If an employee has spent three years on a job and the experience required in order to learn to perform the work effectively is established from three months to one year, that does not increase the value of the job beyond this point. By the same token, if the experience required on a job has been determined to be between three and five years and an exceptional employee qualifies for the job after two and one-half years' experience, this does not decrease the value of the job.

3. Initiative and Ingenuity. Measures the ability required by the job to act independently, to exercise judgment, to make decisions or the amount of planning which the job requires. Consideration is also given to the degree of complexity of the work involved.

4. Physical Effort. Refers to the amount and continuity of physical effort required. It considers the

(continued on page 8)

Addresses of Service Men Wanted

ACTIVE ADDRESS LIST IS KEPT

Are you writing a soldier?

If you aren't, why don't you write one of Scintilla's former employees who is now in service?

Soldiers are always glad to hear from home, and a letter from a former fellow worker is more than welcome.

Come to the Personnel Office and get the name and address of one or more former workers. Correspond with him regularly. It will give you both a lift.

Also, the Personnel Office is keeping, insofar as possible, an up-to-date list of addresses of former workers now in Service. There are nearly a hundred Service men, former employees, whose addresses have not been obtained.

If you have such an address, please contact the Personnel Department, or forward it through the shop mail.

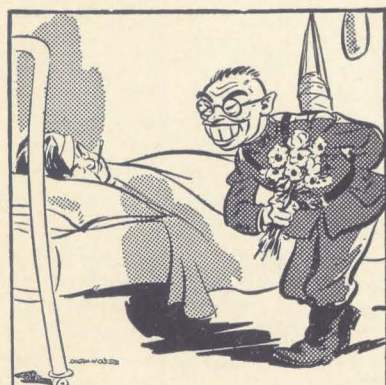
The plant Honor Roll is in place, and if the names of your former co-workers have been left off, contact the Personnel Department.

Remember, if you have an address, or if you want one, let's hear about it!

Paid for Not Working

Employees who needlessly miss work at the Permold Co. will be paid for the time lost—in German money. A note will explain: "This money comes from a country that is glad to pay you not to make supplies for our soldiers. When you don't work, you work for the enemy."

How much time have you missed in the last month?



"SO SORRY ACCIDENT KEEP
YOU FROM MAKING GUNS
FOR HONORABLE YANKS-S-S"

NATIONAL SAFETY COUNCIL

Wage Scale . . .

(continued from page 7)

strength or endurance required to operate a machine, to handle tools or to handle the material (the weight and frequency of handling). It also considers the amount of time during the employee's work period in which physical effort is not required.

5. Mental or Visual Effort. Measures the degree of mental or visual concentration required by the job. This includes the alertness and attention necessary, the length of the work cycle, and the coordination of manual dexterity with mental or visual attention.

6. Responsibility for Equipment or Process. Refers to the responsibility for preventing damage, through carelessness by the worker, to the equipment or process used in the performance of the job. It considers the probable amount of damage resulting from carelessness in handling, set-up, operation, for any one mishap. Process relates to operations, such as plating. In this and the following factor, it should be made clear that what is being evaluated is the extra care an employee himself must exercise in the performance of his work to prevent damage and spoilage. It does not apply to the possible damage which may result from causes beyond the employee's control.

7. Responsibility for Material or Product. Measures the responsibility for preventing waste or loss of material or partially finished product through carelessness by the worker. It considers the probable number of pieces which may be spoiled before detection and correction in any one lot or run, the value of the material and labor, and the possibility of salvage. Neither maximums or minimums should be used, but an average based on normal expectation.

8. Responsibility for Safety of others. Refers to the care which must be exercised to prevent injury to others, and the probable seriousness of such injury. It considers the probability of possible accidents to others resulting from carelessness by the worker in the operation of machinery or in the handling of materials or tools.

9. Responsibility for the work of others. Refers to the responsibility which goes with the job of assisting, instructing, directing, or setting up the work of others. Does not measure supervisory ability.

10. Working Conditions. Refers to the surroundings or conditions under which the job must be done and the extent to which those con-

ditions make the job disagreeable. It considers the presence, relative amount of, and the continuity of exposure to dust, dirt, excessive heat, cold, fumes, odors, temperature changes, noise, vibration, humidity, wetness, or oiliness.

11. Unavoidable Hazards. Refers to probability and seriousness of hazards, both accident and health, connected with or surrounding the job, even after all safety measures and guards have been installed. It considers the material being handled, the machines or tools used, the work position, and the possibility of accident, even though none has occurred.

Each of the above factors has five degrees to denote varying degrees of importance of that factor to the job. This is necessary because for example: the education necessary for one type of job may be greater than another. Likewise, all jobs do not require the same degree of physical effort, or mental or visual effort. Therefore, a job evaluation plan must be flexible enough to meet the specific conditions of each job, consequently, five degrees for each factor have been established. Each of these degrees is defined by specifications so that when a job is evaluated, a decision must be reached which degree of the factor applies to the job in question. In coming to a decision as to which degree of a factor applies to a job, a comparison is made between the job in question and jobs of a similar nature. By this means, the two basic principles of job evaluation, namely, an analysis of the requirements of each job, and the comparison of these requirements with those of other jobs, is maintained.

Each degree in every factor has a point value which has been established by the National Metal Trades Association. When a job is evaluated and a decision has been reached as to which degree of each of the eleven factors apply to the job, the point value of these eleven degrees are totaled to give the score of the job.

The score of each job is then related to a wage line based on the score of the highest hourly-paid occupation in the company. The purpose of a line is to assure a fair relationship between the highest paid and lowest paid occupations in the plant. The reason why a fair relationship can be attained is because the same measuring rod (the point values of the degrees in each factor) has been applied to every job. The total score of one job to another is, in fact, its value in relation to all others. This wage line is devel-

oped into the form of a wage bracket so that a direct relationship is maintained between point scores and money values. Another important feature of such a plan is that no matter in which department in the plant the job is, it is measured and evaluated in the same way as any other job in the plant. It insures against possible influence toward those jobs which may not seem so important because they are only indirectly connected with production but still are important for the proper functioning of the factory organization.

It is necessary that the evaluation work is done by individuals in whom the employees have confidence. The Management appointed a three-man committee to determine the evaluation of each job and to this committee were added the supervisors of the department being analyzed. The supervisor knows every job better than anyone else, and his presence as a part of the committee gives assurance that no detail of any job has been overlooked. The value in having a committee is that different points of view are represented which prevents over or under-emphasis of the importance of the jobs in one department as against another.

In the future an additional member of this committee will be appointed by the Ignition Employees Association. The decisions of the committee must be unanimous.

This completes the steps necessary to establish a wage scale for an occupation by job evaluation. Following that, it is necessary to classify each employee in a department in his proper classification. This is done on the basis of the employee's ability to meet the qualifications given in the job description. The hourly rate of all employees must then fall within the minimum and maximum of the wage bracket established for each occupation. An employee advances within his bracket on the basis of his ability to improve the quality of his production, his knowledge of the work, his dependability both as to following work instructions and his attendance. No employee receives or is paid an hourly rate lower than the minimum or higher than the maximum of the wage bracket of the job classification into which he has been placed.

Advancement from a lower classification to a higher classification is based on an employee's ability to meet the qualifications of the higher classification provided there is an opening for him. The classification of employees and their hourly base rates are reviewed at least every six months. This as-

(continued on page 9)

Service Men Give "Scintillator" a Warm Reception

Pencil-Knife Gift Sets Also Welcomed by Former Employees

Clifford Beach, aviation cadet, formerly 23-183, writes from an Air Corps basic flying school in Georgia, "Have appreciated the first two issues of 'The Scintillator' and hope to hear more of the work going on now, and news from boys in Service. I want to thank you for the gifts, and hope to hear from some of my ex-fellow workers."

Private Arno Bennett, formerly 47-13, stationed with a ground crew at Scott Field, Ill., writes, "Received your copies of 'The Scintillator.' Think it's a great thing, and glad to read that everyone there is doing their share to help. Like Army life, and have been in nearly every state East of the Mississippi since I was inducted. Let's have more news through 'The Scintillator.'"

Private Edward Young, formerly 6-69, stationed at Fort Jackson, S. C., says "I received your very welcome and useful gifts, and am receiving 'The Scintillator' regularly. I surely appreciate your kindness and thoughtfulness to all of us now in the Service. It takes very little to bring up a soldier's morale. A letter from a former fellow worker, and 'The Scintillator,' lets us know that those back on the home front are doing their part. It may interest you to know that the outfit I am with has set the highest record of any regiment in the U. S. in buying War Bonds. We gladly give to the war effort in buying bonds, as well as giving our service and lives if necessary."

Private Robert L. Shipe writes from the U. S. Marine Base at Parris Island, S. C., "Received your gift with a great deal of appreciation. It was very nice, and I hope the boys are thinking of us and doing their best in putting out production. I see by 'The Scintillator' you had quite an Army Day celebration. I would appreciate it if you would remember me to the boys on line 41, and Al Bagnall of Dept. 27."

John B. Emery, formerly 7-39, and now with an Engineering Battalion in North Carolina, writes "Received the current copy of 'The Scintillator' today. Congratulations on a fine publication, and many thanks for my copy. May I



SAILOR'S SMILE lights the face of **Don W. Buck**, formerly of tool grinding, Dept. 36, who is in service school in Florida.

express my thanks and appreciation to the Scintilla through 'The Scintillator' for the pencil and knife set. It was a wonderful feeling when I opened the envelope and read the paper containing so much news about 'the gang.' In the Engineers we don't see very much of Scintilla magnetos, but the boys in the Air Corps really need them, so keep the production lines warm so they can make it hot for the Japs."

Corporal Lee Neish, formerly 23-287, attending technical school in New York City, writes "I understand that after I graduate from this school, I can specialize in one particular field, which in my case will be magnetos. If you recall, I worked on Line 48 with Ray Lewis. Today I received 'The Scintillator.' I really enjoy it. However, other fellows enjoy it too. You see, all the engines that we work with have Scintilla magnetos, which makes it feel like home to me, and also makes the fellows feel that they have something in common in reading the paper."

Wage Scale . . .

(continued from page 8)

sure the Management that every employee's status is checked to make certain that if his skill, knowledge, and ability have increased, his hourly rate is adjusted accordingly or if he has been changed to a different type of work, his hourly wage is within the wage bracket of his new job.

"A" Books Are Not For Pleasure Travel Says Board

Sidney Panel Rationing Board is emphasizing the following announcement relating to "A" gasoline rationing books:

"Contrary to popular belief, 'A' books are not issued for pleasure travel. Each 'A' book contains coupons for 16 gallons, or 240 miles per month for 12 months. Of this 240 miles per month, 150 miles are for business, and 90 miles for personal use. (Including week-end travel, shopping, visiting your doctor, etc.)

If supplementary mileage is issued to you in the form of "B" or "C" books, regulations require that 150 miles per month from the "A" book be counted as a part of the supplementary ration allowed.

You may be unable to replace your present tires when they are worn out. Retreads may be available for essential work only. Therefore, please cooperate by using your car as little as possible.

SIDNEY PANEL RATIONING BOARD.

SOLDIERS CAN'T BE ABSENT



TRANSFERRED to Marine Barracks Candidate Class Detachment at Quantico, Va., is **Pvt. William Packard, Jr.**, formerly of Dept. 34.

Employees Must Report All Information Relating to Selective Service

All employees registered for Selective Service should report any developments relating to their draft status to the Personnel Department.

As soon as a worker receives his questionnaire he should report this, and be prepared to give his order number and board number. If he receives a notice to report for a physical examination, this should be reported, regardless of the draft classification he is now in.

All changes in classification should be reported immediately upon receiving the notice of change.

Remember, it is very important that all factors relating to your draft status be reported to the Personnel Office without delay.

OBITUARIES

Scintilla employees regret the recent deaths of three of their fellow workers

DIBBLE, WELTON A. 59, of Mt. Upton, formerly of 32-5, well known in the Sidney area, who died suddenly at his home. Mr. Dibble had been employed only a short time, as a sweeper. He is survived by his wife.

FURMAN, PERCY B. 53, of Sidney, formerly 19-6, whose sudden death shocked hundreds of employees. Employed since 1933, and a foreman in the automatic screw machine department, "Buck" as he was better known, was very popular in this area. He served in the Army band, and helped organize the present Scintilla band. He was active in community affairs. Scintilla band dedicated its regular Sunday evening concert to him. We extend our sincere sympathy to his family.

TRYON, TIFFANY V. of Bainbridge, formerly 33-22. Employed since September, 1941 as a guard, he died at his home Aug. 15. His funeral was held in Canajoharie. Honorary pall-bearers were Scintilla patrolmen Darrin, Hurlburt, Utter and Yenson. His fellow patrolmen regret his sudden passing.



P. B. Furman

SHAVINGS

The Long and Short of Departmental News

Don't Miss It

Employees who did not receive a copy of the special Army Day issue of "The Scintillator," or who want additional copies, may obtain them from the Personnel Office.

Dinner and personal shower for Virginia Howard of Oneonta was given by the girls in Cost Control at the Hotel DeCumber Aug. 6. She is to be the bride of Harold Hartwell of Ilion, who works on Line 49.

The Ignition Employees Association has opened a general office at 21 Main Street in Sidney. All employees are welcome to visit the new quarters.

We have it on good authority that Ralph Allen has a new bicycle. We hope he will be more careful in avoiding trains than one of our other tool room workers who also pedals to work.

Donald Erickson and Otis Weeden of Assembly Department have left for Military Service, and we wish them best of luck.

Joins Navy

Patrolman William Berger, an old Navy man, rejoined Uncle Sam's floating and fighting forces last month.

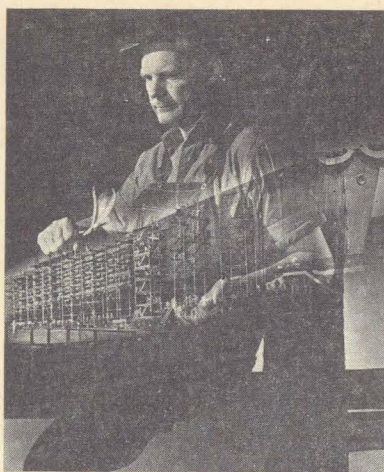
Clambakes

Sixty-five attended the clam-bake of Ken Payne's maintenance department, held at Griswold's Grove Sunday the 16th. Rain dampened festivities, but didn't spoil all the fun.

Speaking of clambakes, it takes the women to hold a real bake. Twenty girls from Department 15 got the urge, and under the sponsorship of Ethel Benedict convened near the East Sidney dam Wednesday evening, Aug. 19. Catch this menu fellows: Chicken, corn on the cob, sweet potatoes and clams. Mmmm, when will that whistle blow.

Mary Lucian and Wanda Walker won prizes for feeding each other crackers with a spoon while blindfolded. Some fun. Shirley Turk won the archery prize. In fact she was the only one who even hit the target at all. Most of the arrows went into the side of the bank. (Some skill here.)

Ruth Stillson won the prize for picking up peas with a straw, and Eva Fitzgerald won a prize for her exhibition on how a dude walks when he passes the ladies. (Very good, worth seeing.)



Whittling Joe

Here's a fellow you'd like to know, A citizen named Whittling Joe, Joe is whittling in a plant Whittling things the Axis can't, Whittling with his sharp machines Cargo ships and submarines, Whittling bombers, whittling tanks, Whittling shells in shiny ranks—Shave a sliver off Benito, Slice a slab off Hirohito, And Joseph really whets his whittler

Whistling as he whittles Hitler, That's a job that Joe enjoys, Whittling down the Axis boys, Whittling Joe is never through; He likes to whittle with dollars, too,

So every payday Joe is fond Of whittling Hitler with a bond. Multiplied by fifty million, Whittling Joe is some civilian!

Ogden Nash

Helen Knox took a one-way horseback ride. The horse started for home and Helen couldn't do a thing about it. After the games, several of the girls went swimming. Erma Elliott was a real bathing beauty. There were several. Too numerous to mention. (Our photographer slipped up on this one.) They could swim too.

The girls finally got around to sit by the camp fire and sing songs and then homeward plodded their weary way.

Kenneth Palmer, our correspondent in Department 63, reports that Dorothy Harris of that department has left to go to California, where she expects to marry Sgt. Clifford Laws, former Scintilla employee. Ken reports also that Lavern Charles of Dept. 59 has been accepted by the Army Air Corps as a future air cadet.

As we went to press, Art Wells of tool inspection, was seriously ill in Binghamton City Hospital . . . For days before his daughter's wedding, Paul Pittell of the tool

room was struggling with the right step for "The Wedding March." Funny how one gets out of practice.

Proud Papa

Dick (Mayor) LaGuardia of line 43 is the proud father of an 11 lb. baby boy, born at 8:40 p. m. Wednesday, Aug. 19, at Bainbridge Hospital. He (the baby) has been named Stephen Paul, and both mother and son are doing fine.

Elma Webster of Dept. 15 has set an example for the rest of Scintilla. A new employee, she missed the bus from Hancock the other day, and promptly hired a taxi to drive the full distance. She paid the taxi \$5. As a trainee, she made \$4.40 that day. She worked all day for nothing and paid \$.60 just for the privilege of working. What do you say to that one?

The new pay-off system suggested by the Ignition Employees Association functioned smoothly in its first trial.

Understated

Harrison Bogart of Department 19, a new recruit who will fight the Nazi, was given a farewell party in Bainbridge by his hand screw machine crew. Harrison was presented with a billfold containing instructions on how to do it and get back. According to our informant, about 15 attended, and all returned in good spirits. We don't doubt it.

We're a little late with this one, but Miss Margaret Dalrymple of Department 63 and Alfred Smith of the tool room were married in July.

Selective Service and enlistments have taken quite a toll in Mr. Gerig's departments. Among those leaving were Robert Carlson, Donald Hall, Kenneth Webb, Lyle Sturges and Walt Trindar.



TYPICAL American team is this combination of Dorothy and Howard Comfort. Mrs. Comfort is a forelady in Department 15, and won a \$50 War Bond for writing the Scintilla slogan, "Our Bonus—Freedom." Howard is in the service at Washington, D. C.

A WEE BIT OF SERVICE

by

NORMAN MEAGLEY

The second family outing of the Service Department was held Sunday, Aug. 16, at the upper pavilion of Gilbert Lake State Park. The gathering was the old fashioned picnic basket variety, with everyone bringing own lunch and preparing same. (Robert Wickam was chairman.) Grandmother's herb tea was supplemented with a more modern beverage, however.

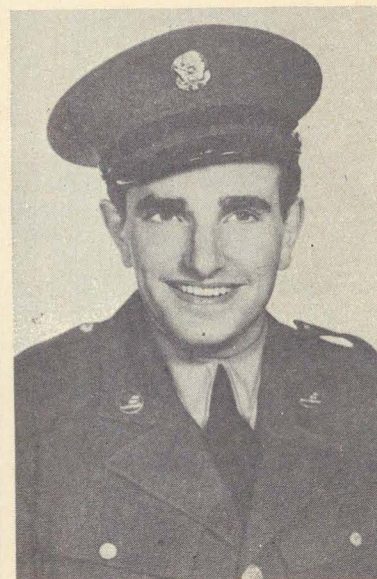
Feature attraction of the day was a real hard fought softball game between Walt Vollerts' Tigers and Bob Graham's East Siders. The score, 29 to 4 in favor of the Tigers. Main-stay of the East Siders was a ringer at first base—Charlie Flagg. The combination of Flagg to Graham was something to behold.

To complete the family picnic picture, a thunderstorm blew up about five o'clock, but by huddling in the center of the shelter, everyone avoided getting soaked—with water.

THINGS TO REMEMBER about this affair were "Doc" Heimer's tumble at home plate . . . Frank Rettberg's lights that didn't light . . . Joe Bazata's violin (which he didn't bring) . . . Norm Meagley's (myself) fish story (with witnesses naturally) . . . Bill Connor forgetting the steak for his steak roast . . . The peace and quiet of the day without our noted "Grace and Disgrace" team of Grace Deitz and Harry Earl.

★

OUR BONUS—FREEDOM



SALVAGE

Orange Tag Items From the Inspection Dept.

by

JOHN SHELDON and staff

Don McPherson and wife are rejoicing over the birth of a son, Reginald Lee, born Aug. 1 at Bainbridge hospital.

James Carey, final magneto inspector, has left for his home at Middletown to spend a few days before entering the U. S. Naval Air Force for training. He will be missed by his many friends who wish him the best of luck.

Final Exams

The employees who attended the Inspection Training Course, which started May 9, are anxiously awaiting the banquet to be given in their honor by "Prof" Carkuff, at which time, it has been understood, the Nobel Prize would be awarded. (Or could it be possible there will be no winners?) Naturally, we are interested in the standings of the final tests, which without doubt will indicate whether we are headed toward that long road to success, or the winding road which leads to the exit gate. At any rate, "Prof," we are waiting.

Professor, after reading the above communication, at first deemed a reply unnecessary, but after being pressed for a statement replied, "A dummy ceremony may be performed in the near future," but Professor Carkuff is of the opinion that an authentic graduation ceremony would be out of order without a bona fide graduate.

Poison Ivy

Walt Warren has been seen recently in Sidney Center. We wonder what the attraction can be . . . Al Thomas, Dielectric Foreman, came to work the week of Aug. 17 with a good case of poison ivy on his face. It seems almost impossible doesn't it? . . . Cliff Pratt, inspector in Dept. 18, flew Al Dewey to Utica in his Piper Cub plane . . . Jack Salton is leaving soon to teach machine shop at the Delhi Aggie School . . . Ted Meeker, former final magneto inspector, received his commission as Ensign in the Navy. Ted asks all fellows sending mail to please note. Someone has been sending his mail to "Private Meeker." A "Private" in the Navy—Sacrilege!

Visits Husband

Jean Delello visited her husband at Fort Bragg recently . . . Clifford Conrow of the Army Signal Corps, recently visited his wife, Marion. . . Robert Wendell had a "coming out party" for his appendix a few weeks ago, and has returned to

work. Some party . . . Sterling Lipp, Harness, proudly announced that he is the father of twin girls. It is too late to say "Congratulation"? . . . Albert Courtney, pole shoe inspector, joined the Army, and Earl Tweedie, Dept. 19 inspector, joined the Navy.

An interesting person in our department is Ellery Linn, inspector in Dept. 27. He was co-founder of Linn Tractor Corporation of Morris, a company which was one of the first users of Scintilla magnetos.

Phil Allen has returned from Flint, Mich., where he is attending General Motors Institute . . . "Tiny" Mirabito was "ill" the other day—so ill she went and bought a

work. Some party . . . Sterling Lipp, Harness, proudly announced that he is the father of twin girls. It is too late to say "Congratulation"? . . . Albert Courtney, pole shoe inspector, joined the Army, and Earl Tweedie, Dept. 19 inspector, joined the Navy.

The day Paul Heavner got married, 5,000 copies of the "One-onta Daily Star" were distributed free at Scintilla gates. Any connection, Paul?

Glittering Generalities

The Packing Bench is just glittering these days, and with diamonds, too. Evelyn Slater is wearing Robert Thompson's: Katheryn Saunders is wearing Albert Vick-



OPEN WIDE, PLEASE, is the command as Department 15 girls indulge in feeding each other graham crackers with a spoon, while blind folded. It's all in fun and is the first course of a clambake. Smiling at left is Doris Launt, while Mary Lucian and Wanda Walker are at bat. (No spoons were lost)

beautiful wedding dress which she will proudly wear Sept. 4 . . . Mrs. Eva Joyce, forelady in Spark Plug Inspection, has retired to the comforts of home, after being with us for three years . . . History has been made again. Freddie Day, one of our most eligible young men, braved the altar and took unto himself a bride, Anne, who is now working at Scintilla. Just cross him off your list, girls.

Hit Parade

Tony, the only song bird that can be heard all over Inspection, has no feathers, yet, but his voice has been greatly improved by the bird seed given him.

In hurrying home to that feathered nest of his a few nights ago, P. Heavner was detained a few minutes in Otego by an officer of the law. By request, he visited the magistrate two days later. "Terp" says that if Paul doesn't "come to" pretty soon, he will have to find another ride to work.

Keith Wrigley has a new girl in his crib to hand out blueprints

er's, and Evelyn Lasher is wearing Frederick Webster's.

First Lieut. Carl Cook, former employee, was a recent visitor at the Inspection Office . . . Thelma Pulver, we hear, looks forward to Devillo L. Neish's letters each week. Lee worked in Inspection Department before joining the Armed Forces . . . Mary Haines, spring bench, had a few days' visit with her husband, who is stationed in Virginia. She and Kris Searles turned their husbands over to Uncle Sam about two months ago.

Hazel Watson, one of the Rockwell girls, is wearing a proud smile lately, having received word that her husband, Bill, a former employee, has been promoted to Technical Sergeant in the Army.

Farewell

We are sorry that soon we are going to lose one of the swiftest workers we have. Miss "Nimble-fingers" Dortha Hogelson is going to New York to "join up" with one of the boys who is being trained for an officer there on the

Island . . . "Peg" Stronigan has similar views about a Corporal in North Carolina.

Betty Miller, of the R. F. bench, is leaving within a few weeks to further her education at Moody Institute in Chicago . . . Mary Sutton knows why every part of a magneto should be carefully inspected, because she has to rely upon our mags to keep her up where she wants to be. From her first day at Scintilla, we have listened to her enthuse about her hobby, flying. And now, at her first opportunity, she is going to solo. Here's to success, Mary, and many happy landings.

Joe Collins says he will give his Doberman Pinscher, which he can no longer keep, to the first one who calls for him. He's a watchdog, says Joe.

Inspection

The Inspection Department has stepped out to lend a hand to its former members who are now serving Uncle Sam. At a meeting of the financial board, the committee members decided to send the boys a package each month, instead of the usual going away present.

A program is also being set up and will be in practice soon, whereby a letter will be sent each week to the men in the Armed Forces. These letters will be written by former fellow workers of the respective departments. Addresses of former inspectors now in the Armed Forces may be obtained at the Inspection Office.

Rationing Board Opens Office

Sidney Panel Rationing Board office on the second floor of the Sidney Town Hall is open for inquiries and applications for supplemental gasoline rations from 9 a. m. until noon, every week-day until further notice.



Perfect Workmanship Necessary, Says Colonel Jones

Must Keep Our Air Force A Safe-Flying Body

Colonel Roy M. Jones, speaker at the recent Scintilla Army Day program addresses the following message to "Soldiers on the Production Line":

"A recent analysis of Army Air Force accidents reveals that 14 per cent are due to mechanical failures. All accidents can and must be reduced, especially those due to material failure. It is your responsibility, as well as the responsibility of your supervisors and employers, to guarantee that not one American fighter loses his life because of imperfect workmanship. Remember always that perfection means preservation. THE ARMY AIR FORCE CONSTITUTES THE SAFEST BODY OF FLYING MEN IN THE WORLD, AND WE WANT TO KEEP IT THAT WAY.

"Should investigation of accidents reveal that an airplane accident was caused by material failure—poor workmanship, it will be a reflection upon every worker in this area, as well as those employed in the respective plant itself. So there is no place in this country for anyone who will not take his responsibilities seriously.

"I am asking all of you to help reduce accidents by being sure that every item that you make is perfect in workmanship. American fighters are expected to do their job. But they can only do it if you do yours.

"Think of the discomfort Hitler, Hirohito, and his gang of rough-necks will have when they realize that your perfect workmanship provides the Fighting Forces with perfect equipment which can "give it as well as take it"; can be relied upon to the "nth degree" to fill the bodies of our enemies with bullets; the oceans with sunken enemy warships and planes; the countries of Japan, Italy and Germany with shells and bombs, to be followed by American made jeeps, tanks and trucks filled with the best fighters in the world, your friends and mine, in American uniforms.

"So let's go, America. Remember, perfect workmanship not only saves critical materials, but saves the lives of your friends and mine in the service of our Armed Forces."

ROY M. JONES
Colonel, Air Corps
District Supervisor

The Commuter's Corner

by
WILLIAM J. CONNOR

Odd items to pass the time while shuttling between home and work, or mental lapses into the realm of idiocy!

The daily stint of traveling from home to work and back to home is apt to get a bit monotonous unless ways and means are found to enliven the chore. Hitting the bottle, one of your fellow passengers or another car might be frowned upon by some. Therefore, games, particularly those calling for use of the vocal chords, might be in order.

For instance, there is a game which, for lack of a better title,

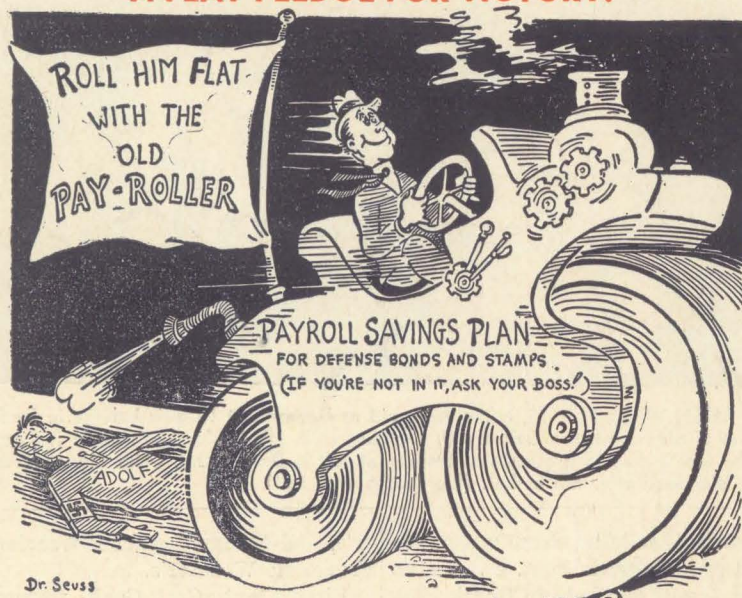
At any rate, try the game. You may have some fun. Possibly. If you have a pet suggestion that will make your fellow commuter's life any happier, shoot them in to "The Commuter's Corner." The more the merrier.

Turn Out Your Lights!

Do you have a good battery in your automobile?

Keep it that way by turning off your car lights when you park in the morning. With Winter fast approaching and driving in the dark a necessity, be more careful about turning off your car lights, when coming in for all shifts. Batteries, like other automotive equipment, will be scarce. Save them!

A FLAT PLEDGE FOR VICTORY!



we shall call "Horses." The rules of the game are as simple as the contestants become after a few sessions of same.

The number of contestants is unlimited, and the procedure is for each player to go on the alert—and the first one to "spot" a horse along the highway announces his good luck, to all and sundry, with a loud and raucous shout "Horse" or "White Horse," if the animal is that color.

A white horse, if so called, counts five points, and a horse of any other color counts one point. However, and here is the dark lad in the timber, when a cemetery is passed, everyone on the side of the car nearest said marble orchard loses all of his points. The unwary player who mistakes a cow for a horse also suffers a similar fate, and pink elephants are definitely taboo.

SAFETY NOTES

From the monthly meeting of the
Scintilla Safety Organization

Five members of the Ignition Employees Association were voted into the organization. They were: Paul Stewart, 23-218; Alex Fistic, 31-4; William Schmidt, Jr., 34-7; Russell Cameron, 24-36, and Howard Adams, 23-450.

It was agreed that foremen should enforce wearing of safety caps by machine operators. Correct method should be stressed.

The enforcement of regulations requiring the use of safety goggles was urged.

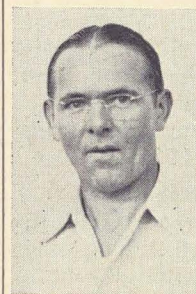
It was emphasized that employees should use the First Aid room nearest their work.

As soon as arrangements are completed, employees of heat treat, plating and buffing, and painting departments, will use the mezzanine floor for lunch room.

Scintilla Supervisor Is "Hairbreadth Harry"

Now it can be told! Rene Pittet is a hero!

For several weeks, Rene has been taken for a ride about his motor boat ability, particularly after being beaten in several impromptu races. The assembly supervisor then purchased a Chris Craft super streamliner or something, that was supposed



Rene Pittet

to halt other motor boaters right in their tracks, or wake, or whatever a boat leaves behind.

Anyway, Rene and his Chris Craft were soaring along the waters of the lake at Cooperstown when out of a clear blue sky a storm broke in all its fury. Just before the daylight blackout, a small sailboat was sailing serenely along Lake Glimmerglass, but this violent storm took the glass out of Glimmerglass and upset the sailboat and its two occupants.

With a "Hi-O Silver, and Away," Rene sped to the scene with Chris Craft throttle wide open, and with a pounding of hoofs and a screeching of brakes pulled up beside the girl sailboater and with perfect technique swooped her from the deep dark water aboard his shining steed boat.

The second occupant of the ill-fated sail boat? Well you see it was a man—a sailor on leave at that—but we presume Rene rescued him too, because although maidens in distress are more popular, a real hero always saves the boy friend too. Besides, Rene is happily married.

Guards Take Oath As Civilian M. P.'s

Scintilla guards are now civilian auxiliary of the Military Police, and are scheduled to receive instruction in military tactics which would assist them in event of emergency when they might be called upon to act in cooperation with the Army's M. P.'s.

The guards were read the Articles of War by Major Paul Downing of the U. S. Army Air Corps, and took the oath of allegiance.