

The Clow Employees News

Dedicated to the Welfare of the Men and Management

Vol. 2, No. 8

NEWCOMERSTOWN, O., JANUARY, 1920

Published Monthly

NEWCOMERSTOWN FOUNDRY NOTES

The shut-down during the Holidays gave an opportunity to make many necessary repairs and improvements in and around the plant, the one we think that will be of the very most value in the installation of the dust arrestor in the cleaning sheds. The work on this is just about completed and will be put in operation when a motor of proper size has been attached to same.

To the worker in the Radiator Foundry who has not been in that department since the shut-down Dec. 24th, we want to sound a word of warning, for so much has been done in placing the new construction that it don't look like the same old place. Just how long it will take to get this in shape to resume operations is but a guess, but under the direction of Foreman Chas. Baxter, his able bunch of helpers are making all possible progress and each day adds a lot to the work being done. The new cupola is lined and ready for action and all the little details incident to a successful operation are being cared for by Supt. J. W. Mugford.

Down below the State road Construction Foreman Frank Baxter is making a big showing putting in the foundations for the new building to house the Gasteam Assembling Department. Luck has certainly been ours in this outside work, for we have had but two days really too cold to work since this job was started and, weather permitting, the entire foundation will be completed before the close of this month.

All the cranes in the Pipe Foundry have been overhauled and are in first-class shape for another year of hard service. Flasks have been repaired and the way all made clear for an increased production of pipe for the coming year.

The Flange Machine Shop was not closed except for Christmas and New Year's as the entire force was kept busy working on production and getting out necessary repairs for the different places around the shop.

Mr. Alpheus Rogers of the Store Room resumed his duties the first of the year. He is not feeling fit but slowly recovering and thought he would feel better at work than staying around the house.

One of the pictures recently displayed at the main entrance showing the largest floating crane ever built, attracted considerable attention when it became known that Edward Holder, night repairman, helped erect the crane.

John Boltz returned to his duties at the Cupola after an operation for the removal of varicose veins.

UNCOMMON SENSE

By John Blake

Keep Up Your End

Somewhere in Brazil a porter is bending under a heavy sack. A part of its contents will go into your coffee cup six months hence.

In Pittsburgh men are working by sweltering fires to make the steel that will frame the building where you some day will work, or worship or see a picture show.

In a dusty flour mill in Minneapolis other men are watching the machines that turn last summer's grain into the flour that will soon appear, in the form of bread, on your dinner table.

In the mid-Atlantic anxious sailors are piloting through a gale the ship that is bearing to America the silk that will next summer be your necktie.

You wear nothing, eat nothing, enjoy nothing that is not produced by the toil of your fellow human beings.

In this world there is no such thing as independence. Without work of other men you could not last a week.

The happiness, the prosperity of the whole world depends on the way this work is done.

The more each man produces the more secure is the future of the human race.

You may think your work is unimportant. It may be merely the daily adding of columns of figures—yet if it were not necessary to other men you would not be doing it.

The humblest worker in a great city—the man who cleans the streets—does a work of the very highest and most immediate importance.

Without him pestilence would soon sweep his fellow citizens from the face of the earth.

Do your own job well. Keep your end up.

More people than you will ever even hear of are constantly working for you. You must work for them or you will not be playing fair.

Do the most you can and do it the best you can. Whether it is manual labor or office work, banking, writing, acting, it is necessary either to the existence or the enjoyment of other people.

Feel that you are a part of this great game of life—a useful player in it. Do your share and a little more if you can. The more you learn to do the greater will be your reward, both in actual cash and in satisfaction.

Remember Your Income Tax

Income tax blanks will soon make their appearance and they must be properly filled out and filed with the Revenue Collector of your district on or before the 15th day of March next.

Those persons who made out blanks last year will be sent blanks by mail and there will be persons required by law to make them this year who have not previously made them because they had not received a sufficient income in previous years.

All married persons receiving

\$2000.00 or more and all single persons receiving \$1000.00 or more during the year 1920 are required by law to make an income report. We are completing our lists to show amount of money paid to employees during the past year and to those not receiving blanks, same will be furnished by the Employment Office, and any information or help required will be cheerfully given. The rate of tax is the same as last year, 4 per cent. on excess income up to \$4000.00 and 8 per cent. on all amounts over \$4000.00 after deducting the exempted amount.

THE COSHOCTON FOUNDRY NOTES

Yard Foreman Homer Kinney, with the assistance of Dave Slo- necker, have had a crew of men rebuilding the railroad tracks about the foundry, and will soon have all the tracks in first-class condition. Dave is an "old timer" in track work, and when he puts his O. K. on a job you can rest assured it is well done.

During Christmas week the molding floor sand plant was gone over and put in shape, and is now running at full capacity.

Foreman Kinney with his crew of men have put in a concrete floor in that part of the old machine shop which is used as a molding floor and this floor is now one of the best molding floors in the foundry.

Foreman Mugford, with his pipe makers and repairmen are hurrying along the work of putting in two additional pits in the pipe foundry. In order to do the work it was necessary to stop making pipe for the time being, but by the time the "News" comes off of the press the pits will be running in full capacity again. Foreman Mugford and his men have been turning out good pipe and cutting down loss to a low figure, and are anxious to get the additional pits running so they can make more pipe and have a continuous roll of pipe on the way to the loading yard.

COSHOCTON WEDDINGS

Dan Cupid did not let Christmas day go by until he united the hearts of Molding Floor Helper W. J. Fretts and Miss Mildred Williams, of Coshocton. They are receiving the congratulations of their many friends and are nicely located in their home in the Curry Apartments.

Pipe Maker Myrle Lockard surprised his many friends recently by announcing his marriage of last fall to Miss Eutora Brogan, of Barberton, Ohio. They are now living in Coshocton and have the best wishes of a host of friends.

Our old friend Walter Barrick could not live in dread of being an old bachelor any longer, so he went to Newcomerstown Dec. 14th and was united in marriage to Miss Lester Tarman, who was waiting his coming. They are now as "happy as two larks" in their new home at 633 South Lawn Avenue.

Pipe Maker Wm. Strawn once had all of his thought centered in Akron, Ohio, but on December 23rd he visited Akron and brought back his "bonnie bride" who was Miss Marie Spashette, whom he had met while formerly working at one of the larger rubber companies in Akron. They are now happily located in Coshocton.

The Clow Employees News

W. R. Todd
W. A. Beers Editors

EDITORIAL STAFF

Newcomerstown—Ass't Manager F. W. Schwab, Robt. W. Tempest, Harry Tyler, Oscar Sheets, O. C. Moore.
Coshocton—Guy P. Clow, Edw. Rohr, Laura Cooper, Paul McNary, Gus Kratz.

EDITORIAL

DIFFERENT KIND OF A STRIKE

During the past three years this country has gone through a period of unexampled prosperity and an unexampled demand for products of all kinds irregardless of quality or price. The public has taken philosophically one advance after another until recently they decided to call an end to the continued advancing costs of living and have now taken the matter into their own hands.

The story told by an official of one of the large steel companies illustrates the changed conditions very well. Like many of the large plants these works had been closed for an indefinite period. A workman, who had been earning high wages and had been foremost in advocating and provoking the strike which caused all of the steel companies to close down for a long period, came into the Employment Office one day and in a loud voice asked: "What are you going to do for us?"

The manager of the plant happened to be in the hall and asked the man pleasantly what he wanted, to which he replied: "I want to go to work and if the Company is not ready to start the works I expect you to take care of me. I am a married man and have a family to support and I expect you to give me work."

"How long have you been out of work?" asked the manager.

"Ten days" came the answer.

"How long were you out on strike?"

"Well, we were out for six weeks, but that was different. We were striking then."

"Yes," came the reply, "you were striking then for higher wages; for a control of the destinies of the Company by a group of men who knew nothing about it, its operations or its hazards and you lost. You are right in saying it is different this time. It is the buyers who are striking and they are winning and do you know, I believe they are going to keep up this strike for lower prices for at least six months and maybe a year? I do not know how long. I only know that they are going to win."

"I do know, however, that these works are not going to start and you are not going to get work here until this buyer strike is over. You were one of the men who brought on the strike that cost this Company so much money that now, when they need that money to keep the works running, if for only a few days each week, they have not got it and they have to close down and throw thousands of men out of work. You never thought of this when you, with a few others, enticed all of our men to quit and closed these works. You will have plenty of time now to think of the results of your action and perhaps you may at last realize that the interest of the Company stockholders and their men are the same. You

men crippled the Company and weakened it so that it can not help you now—and what did you gain? Absolutely nothing, but you made the Company lose customers, had orders cancelled because they could not be shipped; and you thought you were just injuring the Company. Today, and I fear for many days, you will all be paying a big price for your acts."

Without a word the man left the office and the manager resumed his work.

This story does not necessarily apply to our Company, though it is true that in a certain department the men caused the Company to lose large sums of money and good customers due solely to the fact that they were unwilling to trust the management and preferred to take the advice of a man who knew nothing about the business. The actions of these men have cost every member of the organization money and has put a handicap on the sales organization which it is going to be difficult to overcome now that orders are scarce and that buyers are on strike.

There is no doubt but what organized labor has accomplished a great deal for the improvement of working conditions along certain lines where organizations have become so large that it is impossible for the men to deal directly with the management. It is also true however, that they have caused untold hardship and there is no question of doubt but what organized labor has caused more unemployment than any other single cause. When the men look to leaders outside their own ranks and outside their management there is no reason to expect the management to feel any responsibility towards the men and when the question comes up as to the advisability of operating at a loss or closing down and throwing thousands of men out of work the management of such concerns undoubtedly feel as this manager did. His men went on strike without thinking of the welfare of the Company. The buyers went on strike and he in turn shut his men out of work as they had done to him.

Since 1893 the men have quit the employ of this Company but once, when they accepted the advice of a man who knew nothing about their working conditions, their business or their management. This is a record to be proud of and we are sorry that it has been marred even once. Let us determine now to hereafter trust each other, work with each other, feel a responsibility towards each other and never permit a feeling to exist, which exists in so many large organizations today, that the men owe nothing to the management and in turn the management owe nothing to the men. When good times are with us let us try to work and prosper together and keep our customers for bad times, and when bad times come let us work together to reduce our costs to a point where our customers will stop their strike and permit us to operate profitably.

At some price the buyers are going to call off their strike. There is a big demand for the product we make. Our plants are equipped as well, or better than any other of its kind. Our management has weathered many storms and we believe we have the best record, or as good a record as any concern in the country, for continued operation through all difficulties. The present is simply a reoccurrence of

Women's Department

INSTEAD OF RYE FLOUR

A New England cook recommends using stale doughnut or cake crumbs soaked in milk, in place of rye flour in brown bread.

FROSTING THAT WON'T CRACK

To make White Mountain frosting that will cut without cracking add two drops of glycerine just before beating for the last time.

PLAIN DOUGHNUTS

In frying plain doughnuts don't have the lard as hot as for the sweetened kind, and let each cake

what has happened before and by co-operation on the part of all we will come through with flying colors.

MR. SCHWAB A DIRECTOR

At a regular meeting of the directors of James B. Clow & Sons, held in Chicago on January 11, 1921, Mr. F. W. Schwab, Assistant General Manager of the Ohio foundries, was unanimously elected a director.

Mr. Schwab has been with the Company since April 8, 1902. He started as a chemist at the Newcomerstown plant and has steadily advanced until today he fills the important position of Assistant Manager of the Ohio foundries. It has been the feeling of the directors for some time that the men who are actually supervising the work of the Company should have full representation on the Board of Directors and we feel certain that all will approve very highly the election of Mr. Schwab.

COSHOCTON BIRTHS

Mr. and Mrs. Clarence Callentine are rejoicing over the arrival of their first son, Harold Allen, who made his appearance at the Callentine home on Otsego Avenue on December 13, 1920.

Molder John Ternovsek and wife are receiving congratulations over the arrival of a new daughter at their home in Clowville during the Christmas holidays.

Born, to Craneman and Mrs. Wallace Norris on January 5th, their first son, at their home on Fair Street.

NEWCOMERSTOWN PERSONALS

Mr. and Mrs. Frank Worthington, McKinley Ave., are the proud possessors of a fine 10-lb. baby boy, Frank, jr., who made his arrival on New Year's day. Mother and baby doing fine, and Frank also.

Mr. and Mrs. P. O. Kirsch visited holiday week with the former's mother at West Newton, Pa., and report a splendid time.

Nurse Alice Wimmer spent New Year's day with friends in Kent, O.

Earl Tufford spent the holidays visiting friends in Columbus and Charleston, W. Va.

Mrs. Melvin Noe and son Eugene spent the holidays with homefolks at Marietta, O.

Forman A. M. Shurtz is now grandpa, a baby boy being born to his daughter, Mrs. Rollin Norris, at Uhrichsville.

brown on one side before turning on the other.

FOR UNEXPECTED GUESTS

The prudent housewife always keeps a little pie crust or a couple of pie shells made up ahead for use in the emergency created by unexpected guests.

COCOANUT PIE

Instead of browning the meringue of a cocoanut pie, which makes the cocoanut hard and unpleasant to taste, beat the whites of two eggs stiff, add two tablespoonfuls of sugar and two tablespoonfuls of shredded cocoanut and pile upon the pie just before serving.

BAKED POTATOES IN CHEESE SAUCE

- 1 1/2 cups milk.
- 2 tablespoonfuls of flour.
- 2 tablespoonfuls crumbed cheese.
- 3 tablespoonfuls butter.
- 6 large potatoes.
- 1 teaspoonful of salt.
- 1/4 teaspoonful pepper.
- 1/4 teaspoonful tobasco.
- 1 green pepper.

Put cheese and butter in saucepan, when melted, add flour and rub smooth. Add salt, pepper and tobasco. Add milk slowly, stir until blended. Cook until thick and remove from fire. Slice potatoes and chop pepper. Put layer of potatoes in greased casserole and sprinkle with chopped pepper. Add another layer of potatoes and so on until full. Over this pour the cheese sauce and sprinkle with nuts. Add rest of butter in bits, bake in hot oven until potatoes are cooked.

TOO SLOW

Young Man—Please come out into the garden with me.

Fair Co-ed—Oh, no, I mustn't go out without a chaperone.

Young Man—But we don't need one.

Fair Co-ed—Then I don't want to go.

A STRUGGLE

Dobbinns—I hear that your daughter's married a struggling young man.

Jobbinns—Well, yes, he did struggle, but he couldn't get away.

POP CORN BALLS

- 1 cup of Karo Corn Syrup.
- 1 tsp. butter.
- 1 tsp. vanilla.

Boil until it makes a soft ball in cold water. Pour over a big pan of popped corn and mix thoroughly. Let cool a little. Dip hands into cold water and mold corn into balls.

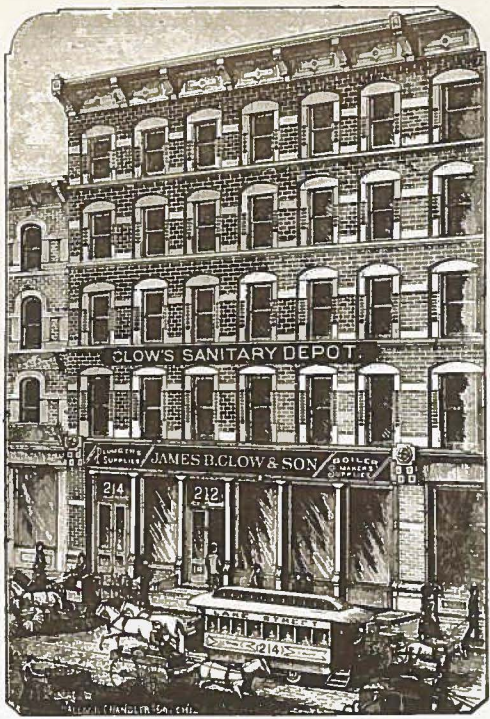
CRANBERRY PUDDING SAUCE

Mix two tablespoonfuls flour with 1/2 cup cold water. Add to 1 cup cranberry juice and 1/2 cup sugar and bring to boil. Cook about five minutes, stirring constantly. Add 1 1/2 tablespoonfuls lemon juice and serve hot with baked or steamed puddings.

NUT LOAF CANDY

- 3 cups granulated sugar.
- 1/2 cup white Karo syrup.
- 2-3 cup water.

Whites of two eggs beaten stiff. Boil the sugar, water and syrup until it just hardens when dropped into cold water. Beat slowly into the whites of eggs, add one cup chopped nuts, then pour out into tins and cut into squares.



FIRST OFFICE



THIRD OFFICE



SECOND OFFICE



SHOWROOM INTERIOR



COSHOCTON, O., PLANT



INTERIOR MARBLE MILL



INTERIOR CLOSET DEPARTMENT



MARBLE MILL, CHICAGO



INTERIOR BRASS FOUNDRY



NEWCOMERSTOWN, O., PLANT



1920 CONVENTION OF CLOW SALESMEN

YOUR TEETH

Local Anaesthetics

By Rea Proctor McGee, M. D.,
D. D. S.

Editor Oral Hygiene.

The local anaesthetic is a medicine that temporarily takes away the sensation of feeling from one part of the body, leaving the rest of the body with its normal sensation. We use the word "local" to differentiate this type of an anaesthetic from the "general" anaesthetic, which takes away the sensation from the entire body by putting the patient to sleep.

The first local anaesthetic was cocaine. It was used with varying success, but with a great deal of danger, for a number of years. The desirability of a local anaesthetic and the danger of cocaine poisoning finally resulted in a series of experiments to find out the exact chemical contents of cocaine. This, fortunately, was discovered and today we have a substance called Novocaine, or, to use the proper government word, Procaine. This Procaine is what we call a synthetic product. A synthetic is a chemical imitation of a natural drug. Procaine contains all of the elements of cocaine, except the poison, and in addition, it is much more uniform in its strength. The results from its use have been truly remarkable. By using Procaine, the dentist is able to take away the sensation from any part of the face or jaws that he may desire.

Formerly the local anaesthetic was injected with a hypodermic syringe around the exact spot where the operation was to be performed. But nowadays the injection is made any point upon the main branch of the nerve that supplies the area to be operated upon, and the entire nerve branch is temporarily desensitized so that pain is absent. The use of the local anaesthetic in nerve blocking, as this method is called, was almost entirely developed by investigators in America. Fortunately, we are now able to manufacture in this country all of the synthetic drugs that are necessary, so that we never again will be caught with a local anaesthetic famine, as we were at the beginning of the war.

DEATHS

The sympathy of the employees is extended to Messrs. Harry, Clarence and Paul Wigfield, in the death of their grandmother, Mrs. Rose Wigfield, which occurred on Dec. 17th.

On Sunday, Dec. 19th Bert Early, former employee of the Radiator Foundry, died after a very brief illness which terminated in pneumonia. He was a good worker, industrious and well liked by all who knew him. Mrs. Early and four children are left to mourn his loss and the sympathy of the entire organization is extended to them in their hour of sorrow and loss. The employees of his department finished their work early and attended the funeral in a body.

Twins, a boy and girl, were born to Mr. and Mrs. Thos. Sapp Dec. 12th. One week later one of them died and the following day the other one died, both being buried the following day in a twin casket. We extend our sympathy to the parents in the loss of these babies.

SOME INTERESTING PICK-UPS

Coshocton and Newcomerstown

Repairman Harry Miller, who has been advertising his motorized circus through the "News" has decided to disband his circus, due to the mud being so deep around his garage that he cannot get his car out, so he is putting on a "January Sale" and is offering his collection of animals at a "below cost" price.

Chauffeur Harold Preston was seen smiling the other day for he said the Reo had made a return trip to town without having a breakdown.

Henry Mercer has a crew of brick masons busy pushing along to completion the brick work in the building of new pits in the pipe foundry.

Draftsman Wm. (Bill) Reindl, of the Newcomerstown office came down to assist engineer Rohr during the first week in January.

Inspector M. C. Smotzer visited at home in Pittsburgh over Christmas day.

Pipe Maker Ammon Larr came down Jan. 4th and said "good-bye" to his friends, as he was leaving to join the U. S. Army. He reports for duty at Columbus, Ohio, and will be sent to the Hawaiian Islands where he will be stationed.

The entire office force wants to know why Gus Kratz spent so much time in the main office one certain day during the last week in December.

Electrician Joe Ogle has fully recovered and is back to work after having a run-in with a Ford. Joe thought he and his bicycle were able to knock any Ford off the street, but found out it can not be done. He is wondering why it is that neither the bicycle nor the Ford were hurt, yet he had his collar bone broken.

Miss Wilma Miskimen, of the Newcomerstown office, came down and assisted with the work in the Coshocton office while Miss Cooper was at the bedside of her father.

Assistant Cashier Ray Yingling has a cat beaten a mile when it comes to catching mice. Since Ray came to the main office a mouse can not be seen anywhere. However, we think he takes advantage of the mice, when he coaxes them up his sleeve and then kills them. Give the mice a chance Ray.

W. R. Todd has returned after spending a week in December visiting his parents in Kentucky.

Mr. D. B. Richards has been promoted from the inspecting department to the planning office. Mr. Richards on coming to the Clow Company first started in the pipe foundry cleaning shed and by his work and good conduct earned the place he now holds.

The many friends of molding floor helper C. J. Cooper will be glad to learn he is fully recovering from a very severe attack of typhoid pneumonia, at his home on South Lawn Ave.

Pipe Foundryman Wm. Scheneman

has returned to work after being confined to his home several days with a severe cold.

Pattern Changer Clyde Barringer was reported on the sick list several days recently.

Superintendent G. P. Clow was in Chicago the first week in January attending the annual meeting and banquet of managers and salesmen of the company. Guy reports a good time, and after having a plenty to drink (water) had no trouble in making his speech.

Mr. J. A. Byers, from the Chicago office came to the Coshocton plant the first of the year, and will be with us again for several months. His many friends are glad to know that he is to be with us again.

"Nick" says if it comes to a showdown he will go into the draying business for when it comes to handling freight he fears no one, and especially handling cider.

During rabbit season of the past year one of our fellow workmen, who by the way is quite a fisherman, was traveling through the southern part of the state, when the noon hour overtook him, and the innerman demanded attention. So stopping at a very charitable farmer's house he was soon seated at the table which was well supplied with home-made milk, etc. After doing justice to the repast, said gentleman took a stroll thru the orchard, when behold! as if by magic, rabbits everywhere, the orchard was alive with them every way he looked. But he was hand-capped—he did not have his gun. So gathering all the stones available he started a bombardment. Well, ere long he was tired out and no success, so off he started for his gun, arriving at the house all out of breath. The farmer met him at the door with "What's the matter Harvey?" "Give me a gun quick" he replied, "there's rabbits everywhere." "Come in the house you durn fool, you will be chasing my calves for foxes yet."

Harvey was stoning Belgium hares. Stick to the fishing, Harvey.

The Flange Machine Shop Quartette will give their annual open air concert on the square just as soon as Wih Miskimen recovers from a severe "strain" he received during the last rehearsal in trying to reach a high note. Members are:

First tenor—Nick.
Soprano—Skinney.
Bass—Ham.
Baritone—Opphiel.
Director—Avlin McAllister.

CHRISTMAS PRESENTATION

Coshocton Superintendent G. P. Clow was presented by the foremen and office force on Christmas day with an exceedingly nice smoking outfit. Guy says he may not have been able in his speech of acceptance to fully show his appreciation of the gift, but if the donors know how very much he enjoys a good smoke, they would know his joy without having to listen to a speech.

Messrs. Wm. Reindl and Oscar Kuenzel spent the Holidays with homefolks.

Safety First

Did It Pay?

How often are men warned of danger and they do not give thought of the danger? Men are too willing to "take a chance" and as a result pay a price which is very dear to themselves, and often for those who are dependent. We not only try to warn our employees of the dangers of injury, by a personal warning, but also by posting bulletins of actual pictures where men have been hurt in other shops thru carelessness. Yet we find men are still inclined to be careless. Often we see a chipper who is working without wearing his goggles who will give as an excuse that the goggles are too hot on the face or are too hard to see thru or some similar excuse. Yet they do not realize the danger they are in of becoming blind.

A very dear price was paid by John Cinos on Dec. 23rd, who was chipping pipe. His goggles had become cloudy from the perspiration of his face. He took off his goggles and laid them down to dry, then he began chipping again and had chipped less than two minutes when a piece of chipping struck him in his eye with force enough to cause the total loss of the sight in his left eye. DID IT PAY? How much better would it have been for John had he wiped his goggles dry with his handkerchief and put them back on. Today he would have two good eyes instead of one. John can not blame any one except himself, and we merely mention his accident in hopes of warning others of the danger of not wearing goggles at ALL times when chipping, so that when an object strikes the eye, the chipper can say IT DID PAY to have on goggles.

PERSONALS

President Wm. E. Clow spent Tuesday, Dec. 14, at the foundries. He certainly was looking fine and we are always glad to see him.

Mr. and Mrs. John Horner spent Christmas with their daughter in Newark, N. J.

General Manager W. C. Clow was in Columbus one day during the holidays having his eyes treated.

Lawrence Lacey has had a very sick baby for a few days.

Mrs. Chas. Coutts has been sick and confined to the home but is now very much better.

A goodly number of workmen in the radiator foundry have been having several days' vacation and from what we can understand, they are quite anxious to get back to work again.

Sam Myers of the cleaning sheds has been on the sick list for several days with a bad cold.

Mrs. Frank Lyons recently had the misfortune to fall and break her arm near the wrist. She is now getting along very nicely.

Assistant General Manager F. W. Schwab celebrated a few days of the new year confined to his home with a bad cold.

Fred Liebelt spent part of the holidays with his children at Xenia and had a good time.