

The Clow Employees News

Dedicated to the Welfare of the Men and Management

Vol. 1, No. 7

NEWCOMERSTOWN, OHIO, OCTOBER, 1919

Published Monthly

NEWCOMERSTOWN FOUNDRY NOTES

WINTER COMFORT

Winter is fast approaching and now is the time for you to see that your working place is properly provided for heat. If your feet were cold last winter, if your working place was in a draft, that can be cut off, or you suffered any unnecessary inconveniences, go to your foreman and talk it over with him and if possible suggest some way to remedy the trouble you had last year. Now for your own comfort and peace of mind make your suggestions at once so there will be time to make different conditions, rather than wait until it is too late for any changes to be made.

The Construction gang has just completed the re-roofing of the entire pipe shop building and now have it in good shape. When it was first roofed, solid sheeting was used under the slate and being in constant contact with heat and dust the sheeting soon showed signs of dry rot and became very brittle, slate nails easily pulled out and the slate would slide off the roof. This was very dangerous to workmen passing along the building, but fortunately none of them were hurt in the years gone by. The absence of slate also caused many holes in the roof and leaks in rainy weather became very numerous. In re-roofing the regular slats were used in preference to the solid sheeting which we believe will give a more satisfactory and longer lived roof.

The roof over the pipe shop cupolas has been raised much higher which will eliminate the chances of same being burned from the heat of the cupolas and it also gives a much greater air space for the chargers. In changing this roof, it was extended over to and connected onto the main pipe shop roof. In making this change a ventilator was built in the roof about forty feet long directly over the shakeout skid of No. 1 pit and it is gratifying to note how much smoke and dust goes out of this building through this new ventilator and thus relieving the craneman of an excessive amount of dust and smoke.

While this one ventilator works fine, the next question is, how effective ventilators would be if one was placed over each shake-out skid. The probability is that they would cause cross currents of air that would destroy the usefulness of the one now constructed, but just to give top ventilation a fair chance, we would like to see one built over the four inch pit and if it destroyed the usefulness of the present one, it would not be much of a job to close it up.

Things are picking up very largely in the Gasteam Assembling Department. Harry Tyler says he's so darned busy that he couldn't even keep in touch with the World Series games. Most of the boys are working overtime and turning out more than 100 radiators a day and they soon will have the production up to 150 per day. Several new men have been added to the department to help get them out. To some of you that amount of radiation may not seem large, but when you consider that most of them run from ten to fifteen sections to the radiator, it takes a wonderful amount of

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CHARLES M. ALAND



Charles M. Aland was born in London, England, March 2, 1855 and attended the public schools in that city.

He was apprenticed to the iron moulders trade and served 7 years. After working in several large foundries in England he left his native land July 21, 1880 and arrived in New York August 4, 1880, located in Rome, N. Y., and there began his career with the Rome Foundry Co., and was appointed foreman in 1881. Later he was employed at Utica and Albany, N. Y. When the West Shore Railroad completed their shops at Frankford, N. Y., he accepted the position of Asst. Foreman and in less than a year he was promoted to foreman and when the New York Central R. R. consolidated with the West Shore, he was promoted to General Foundry Superintendent of their entire foundry plants. This position he resigned in 1902 to accept a similar one with this Company at Newcomerstown and was promoted the same year to Asst. General Manager. When the Company decided to build their plant at Coshocton, Mr. Aland was selected to superintend the erection of the buildings and the equipment and after spending several months in Europe, he returned and was transferred to Coshocton. He represented the Company at that place through all the troubles incident to building and operating an entirely new system for the manufacture of cast iron pipe and in 1914 resigned from the active management of the plant, and accepted the position of Foundry Engineer which he still holds.

Safety Convention at Cleveland, O.

The National Safety Council held their 8th annual convention in Cleveland, Ohio, October 1st to 4th, and Chas. R. Crater, chairman of the Safety Committee and Mr. W. A. Beers of the Newcomerstown works, and Frank Begley, chairman of the Safety Committee and Mr. W. R. Todd of the Coshocton works were in attendance. What we saw there was a plenty and space only prevents a detailed statement of the entire convention, but we want to give our readers an idea of what is done at one of these conventions. The main floor and balcony of Gray's Armory was all taken up with displays of most every conceivable safety device and each booth was

well manned with those conversant with the various operations to interest you in using each particular device. Just to give you an idea of the expense some of the exhibitors went to, you could see operating a circular saw and planer, properly guarded; a six-foot lathe was in place and operating, demonstrating a safety belt shifter.

The convention meetings were held in the Hotel Statler and here in the various rooms at different hours of the day were held sectional meetings and you could go into the section that was taking up and discussing your particular line of industry. These discussions were

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THE COSHOCTON FOUNDRY NOTES

The rooms of the Clow Club in the Selby building were opened to employees on the night of September 17th. Mr. K. S. Clow, who is vice president of the James B. Clow & Sons was present and after giving a very interesting talk on industrial and welfare work, presented the club rooms to the men of the Coshocton works.

For the benefit of our Co-plant workers who have not seen the club rooms, we will give you an idea of how comfortably we are located. There are four large rooms in all which are well lighted and ventilated. One is fitted up with three pool and one billiard table and fifty pool room chairs. One room is fitted out with card tables, checker boards and games of that nature. The third room is to be used as a buffet room and can be used for boxing, punching bag, etc. The other room is comfortably and attractively fitted out for a library. Here the men will find some of the best papers, magazines and books. We hope the men will make good use of the library, for not only can a pleasant evening be spent here, but a very profitable one also.

While not all the employees were able to be present at the opening, there were a large number there and all spent a very pleasant evening. Much credit is due Mrs. C. W. Salvage who had supervision over the decorating of the club rooms and the "eats." If anyone went home hungry that night, it was his own fault.

The Club rooms are to be kept open from 11:00 a. m. to 11 p. m. The membership committee is composed of Foreman Gosser of the machine shop, Begley of the power and electric department, G. C. Huff of the molding floor, Phil Allen of the machine shop, Harvey Decker of the pattern shop, Lloyd Conley of the molding floor and W. R. Todd of the employment and welfare department, so hand your application to one of the above named men for membership.

The new smoke stack for the boiler room is a very attractive as well as helpful piece of structure. It is made of brick and is seventy feet in height towering well above anything else around the works.

Work has started on the 160 ft. x 90 ft. addition to the plant. This addition is to be used for storing flask and patterns and when completed, will in addition to being quite an attractive enlargement to the plant, give ample space to storing flasks and patterns for the molding floor.

Mrs. G. P. Clow and daughter spent several weeks in Minnesota, visiting relatives and friends. Supt. G. P. Clow joined them during his vacation and returned to Coshocton with them.

Mr. C. W. Salvage of the Planning Department, began his vacation the first of October. While away he will, with his family, visit several places of interest in the state.

Wm. "Bill" Swigert, of the machine shop, has moved into the company house closest to the shop. We are all wondering if this means Bill

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The Clow Employees News

W. A. Beers }
W. R. Todd } Editors

EDITORIAL STAFF

Newcomerstown—Ass't Manager F. W. Schwab, Robt. W. Tempest, Harry Tyler, Oscar Sheets, O. C. Moore.

Coshocton—Guy P. Clow, E. D. Patterson, Laura Cooper, Paul McNary, Gus Kratz.

EDITORIAL

For twelve weeks last summer, the office force, foremen and assistant foremen of the Newcomerstown works, thirty-two in all, took a course in Modern Production Methods, which is given by the Business Training Corporation of New York. The course consisted of six books, each of which was given two weeks study and then a lecture on the principles involved in each book by Mr. Beynon of Cleveland. The idea of the company, who bore a large part of the financial burden, was to give to its leaders the new way and thought of today's production methods, and to better equip us for the more modern way which is fast taking place in industry. The course was finished the latter part of August and we have been trying to find out, in our small way, just how much benefit was actually derived from the course. We had heard some very favorable comments in a general way, and a few days ago heard a very concrete example of its benefits which we believe well worth repeating. We are not going to mention any names, and trying to put this in such a way that you can't even guess who the persons are, for it is not the personal but the principle that we desire to bring to your attention.

In conversing with the gentleman in question, the subject of Modern Production Method came up and he said that prior to taking the course, there was a fellow worker in his department who always seemed to be doing his work in such a way that it appeared to him that he was trying to block progress and retard and make hard the work in hand, and that to get even with him, he did about the same thing purposely, consequently they were very near the breaking point on several occasions. That after taking a part of the work he woke up to the fact that they were both working for Clow, and that the thing he had been practicing was an injury to the company and that after all maybe the other fellow was not doing his work for spite but had not a proper understanding of the work in hand. He took for granted that the fault was all his own, changed his mental attitude and proceeded to treat his fellow-worker as his best friend instead of his opponent and he says to his joy he found that the other fellow was right, that his intentions were right and that the fault was all his own, that he was laboring under an illusion and that in his present new light everything is going on just fine. Now then this awakening of one man was wonderful and we are wondering if there are not more of the office force, foreman and assistant foreman who, today are not laboring under an illusion towards our fellow workers and that we may need to wake up. Maybe the fault is all our own. It would do your heart good to see how happy this man is in his work as he sees it. If we have anything like this in our system, the awakening will do us a world of good and that isn't all, the company is paying us to keep awake.

Keep every promise you make even if it's only telling the Mistress you'll be home at nine o'clock. When others see that you are dependable in little things, you'll get a chance at big things.

INFLUENZA By DR. R. A. GOUDY

The suffering and loss of life that characterized the epidemic of influenza of last year are still vivid in our minds, and there is much speculation as to whether we will have another epidemic of it this fall and winter.

The history of preceding epidemics of influenza, all show a succeeding wave and a gradual remission. Undoubtedly, we will have more or less of it this coming winter.

While opinion as to the degree of immunity conferred by an attack of influenza is not unanimous, there are many facts that appear to support the view, that one attack does confer some immunity.

With this view in mind and remembering the large percentage of cases last year, we would not expect an epidemic of the same magnitude this year. Some of the people who escaped the infection last year, by change of residence, occupation, accident or exposure, will suffer from influenza this year.

Infections resembling influenza are always with us, especially during the winter months, and there is the temptation of calling any of these resembling infections, even the conditions called "colds," influenza.

How shall we prevent influenza? This is a much mooted subject. There are some who make claim and give statistics to show the good results from injections of vaccines,

at least they claim if it does not immunize, those receiving vaccines become less ill.

Then again others will show by comparison, that in groups that were given the vaccine there were as many cases of influenza as where none was given. The conclusion seems unavoidable that the efficacy of vaccines in prevention of influenza is still unproved. In fact the prevention of any of the diseases of the respiratory tract is still under investigation. Other procedures such as ventilation, and by ventilation, we mean plenty of fresh air, especially at night, at least one window wide open.

Never sleep in a room with windows closed—cleanliness and general hygienic measures. I know of no throat spray or gargle that is of any scientific value only as temporary cleansers, but these may be used as they do no harm and a clean throat will not become infected as quick as a dirty one.

The pulmonary complications of influenza which make it so serious a disease, may be avoided to a great extent, by rest in bed at the onset of the disease. Influenza itself is not usually fatal, and the rigid enforcement of complete rest and warmth at first symptoms of the disease will accomplish more than all else in preventing complications, reducing severity and fatalities from the disease.

Real Estate

The Company caused to be posted, recently, at the Newcomerstown works, bulletins stating that it was their desire to have all of their workmen own their own homes, and to help in this movement they would help any good workman buy a home. If he could pay down 10 per cent. of the purchase price of the property the Company would advance the remainder of the money on an interest charge of 6 per cent., on a monthly installment plan. To the fellow who desired to own his own home, but who did not have the necessary 10 per cent. down payment, if he would deposit what he could spare each pay-day with Cashier Chas. R. Starker, they would allow him 6 per cent. interest on such deposits until he had saved the required amount to make his first payment. Quite a lot of our men are taking advantage of this most generous offer and we want more of you to buy homes for your families. For further information about real estate and how to get a home for yourself, call at the Employment Office.

Following are some of our men who have recently purchased homes for their families:

Frank Kelch bought a home on Poplar street.

Fred Liebelt bought a home on Chestnut street.

Wm. Korn, foreman of the blacksmith shop, purchased a home on Church street.

B. Branford bought a home on Poplar street.

Wm. and C. J. Eckelberry bought a home on East Railroad street.

Clarence Haver bought a home on Canal street.

Estell Allen bought a home on S. College street.

James Shaloskey bought a home on E. Railroad street.

Herman Riggs bought a home in Coal Port.

David Huff will build a new home on Evansburg Road.

Melvin Berkshire bought a home on State street.

There are probably others of which we have not been advised.

WOMEN'S CORNER By the Girls

APPLES STUFFED WITH NUTS AND RAISINS

Core five apples, remove the paring from about one half of the apple, put one-half cup of sugar and one-half cup of water in a sauce pan. Into this set the apples and let cook, turning often, until each apple is cooked. Set them carefully into a baking pan, fill the centers with one-third cup each of raisins and nuts chopped fine. Dredge on a little granulated sugar and let bake in a moderate oven until glazed. Serve with the syrup poured around them.

MOCK ANGEL CAKE

One cup of sugar, 1 1-3 cups of flour, 3 teaspoons of baking powder, 2-3 cup of hot milk, whites of two eggs, vanilla. Mix and sift the sugar, flour and baking powder four times. Pour the hot milk into this, stirring constantly, then fold in the stiffly beaten whites and flavor with vanilla. Pour into an ungreased angel cake pan and bake in a moderate oven for 40 minutes.

HOME MADE CANDY—FRUIT AND NUT SQUARES

One cup of dates stoned and chopped, one cup of figs chopped, one cup of seeded raisins, 1-2 cup preserved ginger, chopped, two cups nut meats chopped, one teaspoonful vanilla extract, 1-2 cup of chopped cocoanut. Mix dates, figs, raisins and ginger, put them into a food chopper and pack into a small buttered mold. Mix nut meats, vanilla and cocoanut and put them through a food chopper and pack into a buttered mold. Turn out, cut thin slices of the fruit paste and thin slices of the nut paste and cut into neat squares. Wrap in waxed papers and keep in air tight cans.

AN OCTOBER SCANDAL

The wheat was shocked, the beets turned red;
The corn pricked up its ears;
The mockers mocked, the mint was crushed;
The onions moved to tears;
The tater's eyes ope'd in surprise,

Free Pictures At The Grand

We very much regretted that we were disappointed in not getting the reels of Safety which were scheduled for appearance at the Grand Theatre on Oct. 7th, and rather than disappoint those who had planned to see the show, we arranged with the management to show the same pictures they had the night before and admitted all Clow employees and their families free of charge. Our next safety night will be Tuesday, Nov. 4th and we are assured that the films will be shipped in plenty of time that there will be no possible chance of there not being here. Now all of you make your arrangements to be present for this show, which is absolutely free to Clow employees and their families and to all others who desire to see the show a charge of 15c each will be made. This show is well worth your while and we ask for a full attendance. The first show will start promptly at 7:00 and the second show at 8:15 o'clock.

Several of our employees told us the next morning that they did not know anything about the show which only proves that they read the "NEWS" without being very much impressed with its contents.

If you like your job with Clows, work as if you did; if you don't like it, then quit and get a job that you do like.

The tickle-grass was tickled;
The cause of all you may surmise,
The cucumber was pickled.

In slicing bread for sandwiches use a hot knife and the slices will be much more easily cut.

Use the blunt side of the knife when cutting cake and the slices will be fluffy instead of firm or sad.

To remove the skins from tomatoes for table use, rub over them lightly with the dull side of the knife. They can then be pared nicely without the trouble of scalding.

A LUCKY CHANCE

An Irishman was telling his friend of a narrow escape in the war. The Irishman said: "The bullet went in me chest and came out me back."

"But," said the friend, "it would go through your heart and kill you."

"Me heart was in me mouth at the time," said the Irishman.

Ideals are fine, but hard work is the soil in which they grow."

FOR SALE

Economy gas heating stove, two burners, A No. 1 condition. Ask W. S. Lyons, yard foreman.

Marion Oak coal heater, 4 months' use, A No. 1 condition. Ask Harry Silverthorn, radiator foundry.

We have a note from our good friend and former employee, Rev. Percy O. Ort, now successfully located at Manilla, Ind., who is on our mailing list for the "News." "I certainly appreciate the monthly news from home through the shop paper. It is the best of its kind I ever saw. Here is wishing the editors long life in the editorial chair. Please accept my thanks for the "News."

New employees judge the Company by the men who directly supervise them. Is our supervisory force the kind that successfully hands down the policy of the management and installs confidence?

A FEW PICK-UPS

Personal, Private, and Sometimes Both

Mr. H. J. Ehrhart of the Chicago office, on coming to Coshocton, got off at West Lafayette thinking he was in Coshocton. We are at a loss to know why he passed up Coshocton for West Lafayette.

Phil Allen, the bicycle man of the machine shop, took the chain off of his wheel to fix it. He succeeded in getting the chain off and Gosser assisted him in fixing it. He tried to put the chain on again and found he couldn't, so he took the rear wheel off his wheel and tried to get his chain on, and when he found that wouldn't work, he took the chain apart and had no more trouble.

Since the squirrel season opened, quite a number of the men have gone hunting. We have to give "Nick" Carter of the machine shop credit for being the best hunter as he is the only one to report who got the limit amount of squirrels in one day. Although Foreman Gosser of the machine shop is a good hunter, he could only find one squirrel. However, he says he will make up for his poor showing when the "possum and coon" season opens, for that is his favorite sport.

Scott Lockard of the machine shop is going to knock old H. C. L. cold by living on corn this winter. Scott says he has enough stored away to last till roasting ears come again next summer. We will all keep close watch on your health, Scott, and if you thrive well, you will have many followers next year.

Ray Yingling of the shipping office was seen recently at his home very busily engaged sweeping and dusting both in and out of his home. When asked why he was working so hard he said: "I have just received word from my wife, who is away on a visit, that she will be home on the next train, and I have neglected to keep the house in as good condition as I promised my wife when she went away."

It developed at the "Smile" banquet at the Safety First convention, that Frank Begley has a voice for singing almost equal to the famous tenor John McCormack.

Frank Begley says W. R. Todd was so enthusiastic over the Safety First convention that he talked about it all night.

A friend was generous enough to bring "Pete" Huff a sample of blackberry wine the other day. Pete thought he would hide it at the plant until he could take it home. But, when he went to get it some one had located the wine when Pete was not looking. What Pete said when he found such a highly prized article had been stolen from him, we will not put in print, for we want to send a copy of this issue of the News to our grandmother.

Gus Kratz, who is clerk of the moulding floor, is wanting to give up his job of being assistant editor of the News, for he says the other editors are leaving all (?) the work for him to do.

We all thought for a long time that Bob Maitland of the pipe shop construction gang was the champion horse shoe pitcher around the plant. But when Blacksmith "Bill" Womer claimed he was the real champion, we found Bob's title was good only when a game was not on.

A man can't be too careful in the choice of his enemies.

What man can look at his child without wishing he was all the child thinks him to be.

Bob Tempest bet two bucks on a ball game for someone else—and lost. That is, Bobby lost.

Charlie Lawler says they shut down the big pit so he could shovel coal; but he had Cop Pope helping him. Charlie adds that Ed don't look nearly so dangerous with a shovel as he would with a billy.

People and Pins are useless when they lose their heads.

And Smittle, round-house boss, is married. He sure had the right nunch when he bought those two new tires.

Just ask Scrubby Harrison why France Raine's girl turned France down.

Chester Best now wants an office job.

Never meddle with a hornet or a man who's minding his own business.

Freida Bonnell, our stenographic confectioner, went to Coshocton for an airplane ride fair week, but kept to earth. Freida is somewhat up in the air when she goes to Coshocton anyway, somehow.

IN FLANDER'S FIELDS

In Flander's fields the poppies blow
Between the crosses, row on row,
That mark our place; and in the sky
The larks, still bravely singing, fly
Scare heard amid the guns below.

We are the Dead. Short days ago
We lived, felt dawn, saw sunset glow,
Loved and were loved, and now we lie

In Flander's fields.

Take up our quarrel with the foe;
To you from failing hands we throw
The torch; be yours to hold it high.
If ye break faith with us you die
We shall not sleep, though poppies grow

In Flander's fields.

—John McCrae

George Hootman and Zeke Laning are wondering if the company will purchase an alarm clock for the dog house.

George is the guy who spends his evenings and Sundays in the exciting little village of Plainfield, and is also taking dancing lessons and watched the first dance of the season through the window.

The other day,

About a month ago,
Or a little longer,
Or maybe not so long,
When we had a fire
On the Big Corner core floor
We saw Pete Ley,
(You all know Peter,
The pool and checker shark)
Grab the chemical extinguisher
By the storeroom door,
And started for the scene
Of the big blaze.

But did not get far
When he turned around
And came right back, and said:
"That fire is too gosh blamed big
"For such a little contraption."
Which shows, anyway
That Pete meant alright
And wanted to save
The extinguisher.
That's all.

"Play Safe!" cries Safety First man Charles Crater. Take no chance, shoot the ball to first, eh, Charlie?

And, oh, my! How Van of the shipping office likes to help clean house and mind the baby at night.

Walter Lyons of the pattern shop has started a bank account and don't like to be kissed by little girls.

Hello, Chester! When'd you get back?

They say the greatest love is the mother's for her child. But we see, each day, around this plant a greater love than that. A love that makes the mother's seem very, very mild—
The affection shown by Tyler for his old straw hat.

Joe Sheets, general manager of the Clow Railroad System, has appointed Red Hammersley trainmaster and John Colvin Division Engineer. Dr. Goudy, chairman of the board, approved the appointments.

"We're all Blowing Bubbles" but Doc Shaffer, who spends his spare time blowing glass.

There is plenty of other kinds of blowing going on around here, too.

Reasoning is work that most men like to avoid. To be sure, men like to be told that they are reasonable. That bit of flattery puts them in a comfortable frame of mind, in which they the more easily surrender to an appeal.

PERSONAL MENTION

Cashier C. O. Randles spent a part of his vacation in Columbus visiting friends and relatives.

Mr. Floyd Van Keuren, recently assigned to the shipping department, now has his family here with him, Mrs. Van Keuren and son, and Mr. Van's mother arrived from New York on Oct. 15th. They will live in the Dickinson house on Church st. We bespeak a warm welcome for these new people into the Clow family.

Mr. W. E. Clow, our President, and Mrs. Clow sailed the latter part of September for France and expect to leave there the last week of this month for home. While Mr. Clow is abroad on business, we are sure that he will find time enough to see some of the great devastation caused by the recently closed World War, and he will enjoy his visit after spending almost day and night for the past three years keeping the works going and furnishing the government with the necessary cast iron products with which to construct their large munition plants.

Mr. Albert Lindell of the cleaning shed department was very quietly married to Miss Mable Robinson at New Philadelphia on the 6th of October. Albert says that's the biggest thing he has done since he quit going "over the top" in France. Here's wishing them a long life of happiness and prosperity.

Mr. Grover Kimball of the cupola gang was married in New Philadelphia October 7th, to Mrs. Viola Burdett. They at once started house-keeping here, and we wish for them a long life of usefulness and happiness.

Mrs. Tempest and daughter Roberta have arrived from California after spending the entire summer at her old home. Mr. Tempest went to Chicago to meet them and accompanied them home.

Mr. E. V. Dailey, sales manager of gasteam, of the Chicago office, is spending a couple of weeks at the foundry assisting in getting out the orders for Gasteam.

AKRON

(By one who has been there 2 mos.)

If you come to a place where all you breathe

Is factory smoke and soot,
Where homes are new and trees are few,

And land's fifteen a foot;
Where hens don't lay but twice the year

And sugar's sold by grains,
Where you don't have to have a heart

'Cause all you need is Brains—
THAT'S AKRON.

The lights are dim, gas has no vim,
The water is a crime;
It leaves a rim a half-inch deep,
Composed of soot and lime.

The street cars run most twice an hour,

Their service can't be beat,
And if you tramp the whole town o'er,

You'll find just three straight streets—
IN AKRON

The city's built on seven hills,
As Rome was built, they boast;
But say, if Caesar landed here,
He'd run from his own ghost.

They've certain streets you can't pass by

And not risk getting shot;
I'd rather live in a front line trench
Than be a cop—

IN AKRON

But say, Bo, if you've lost your job,
And if your luck's gone, too,
Just hop a freight and come right here,

This here's the place for you.
The factories hum and money runs
Around at such a pace
That you could hunt for forty years
And never find a place—

LIKE AKRON

"I made a bad break just now."

"How so?"

"I told Miss Heavy I'd ask her to dance, only there wasn't room on the floor to swing a cat!"

It beats all what an important part of the house the cellar has suddenly become.

Women in London are wearing flowers instead of jewels to the opera. Do you suppose they are in earnest orchid-ing themselves?

BIRTHS

September 23rd, a fine baby boy came to the home of Mr. and Mrs. Clifford Geese. Mother and son are getting on all right and Cliff is back to moulding just the same as if nothing much had happened.

October 7th, an 8-lb. boy came to the home of Mr. and Mrs. Clarence Wigfield. Mrs. Wigfield, nee Christine Kirkbridge, used to be one of our dependable stenographers. "Dutch" says new babies are all right but he don't see why they have to cry so and keep a fellow awake all night.

A fine 12-lb. baby girl was born to Mr. and Mrs. James Lewis on Oct. 9th. Jim is just as tickled as though it was the first, and Mrs. Beiter couldn't do much in the office the first day, she was so elated at having a baby sister.

A baby girl was born to Rev. and Mrs. A. I. McCall Sunday, Oct. 12th, at their Clow Ave. home. Mrs. McCall has not been feeling as well as could be expected, but the hope is strong that she will soon be alright again.

Safety First Convention

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conducted by men of long experience in Safety work, telling how they organized their various industries and how they got the workmen enthusiastic over "Safety First", now their accidents had decreased, and how the fight had to be everlasting kept up, that it was mostly a matter of publicity and that by signs and bulletin boards, you could ever make the worker think "Safety." Statistics showed that the first month of a worker's career in a factory was the most dangerous and that from that time on accidents diminished until he had been in the plant about two years and then his accident record went up simply because he became careless. The consensus of opinion was that the foreman was the greatest factor in the safety movement, that he was in reality the pivot wheel around which Safety revolved and that he could "make" or "break" the Safety movement. After three days of this kind of discussion we came away from the convention feeling that we are truly our brothers' keepers and that it is up to us to devise ways and means of making our works and our workmen more safe. Now if you see any radicalism displayed relative to the "Safety First" movement, you will know that the National Safety Council has shown the Clow delegates the way, so don't stop to discuss it but just fall in line and ever boost for "Safety First."

Newcomerstown Foundry Notes

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loops to build that many radiators and then it requires a great amount of work to put on the trimmings, test them and then put on a box crating. We have the radiators and the people want them, so naturally now is the time to get them out.

Coshocton Notes

Continued from first page

is contemplating anything so serious as a matrimonial state?

A new Buda truck has been placed in the machine shop and is being run by John Allen. Buda trucks are proving a means of transportation for castings which are far better than anything used heretofore.

Chairman Frank Begley and W. R. Todd of the Safety Committee, were in Cleveland, Ohio, Oct. 1st to 3rd attending the National Safety First Congress. There were some four thousand delegates in attendance. We wish every man could have been there and seen and heard what is being done by Safety First in cutting down accidents, both small and great, in industries over the country. Every one owes it to himself, family and his fellowman to do all he can to remove anything that may cause bodily injury to anyone. Anyone who may not be progressing along with the movement of Safety Work and thinks "Safety First" amounts to only an expression of something not worth while, is a person who is not only wrong in his way of thinking, but is a detriment to his fellowman.

Foreman Mullett, Tschudy and Draftsman Patterson attended a foundrymen's convention in Philadelphia on Oct. 1st to 3rd, and all report a profitable and enjoyable time.

Draftsman E. D. Patterson and wife spent a part of their vacation in Washington, D. C., and visited many places of interest.

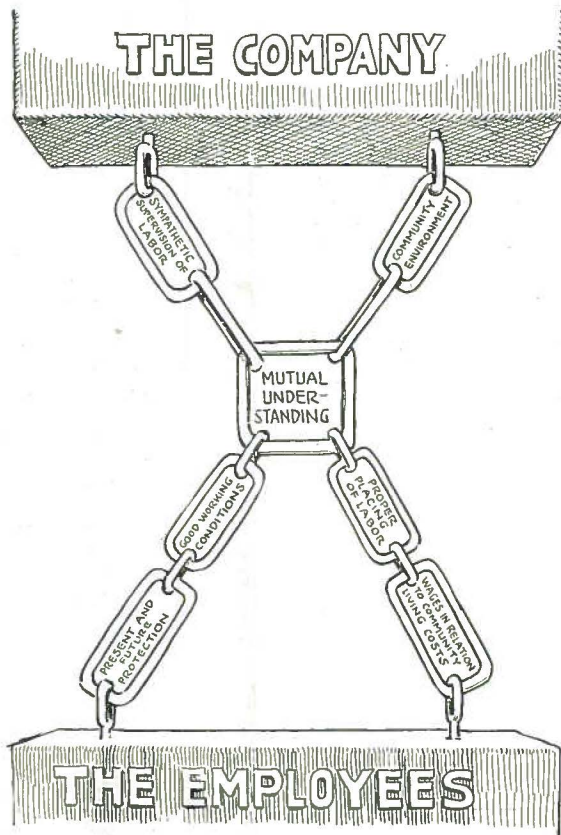
WANTED!

Good Men for Good Jobs in Good Shops With Other Good Men

THE officers of Jas. B. Clow & Sons are proud of their working forces. They respect the men as individuals and value them as workers in the plant. Insofar as possible they would like to have such additional workman as are known to our present force and come recommended by them.

If you know of a good man whom you would like to have work with you, come in and talk it over with the Employment Department.

WE ALWAYS TRY TO MAKE ROOM FOR A GOOD MAN



PERSONALS

Our General Manager W. C. Clow and Mrs. Clow started Oct. 8th on a motor trip to Pennsylvania, back to his old home, old friends and as sociates. He drove his own Nash and started out with all the pep and vim of a sixteen-year-old. Architect R. W. Tempest accompanied them as far as Alliance on his way to Cleveland and several eastern cities.

One Sunday early this month, Joe Sheets, Harry Tyler, Clarence Gardner, and of course their wives, started for a picnic dinner and drove down in the region of Wheeling, returning via the National Pike as far as Little Washington. All was well to this point and they decided to take the short cut home through Birmingham over some of the worst hills in this part of the state, and just about the time they struck the hills, it began to rain, and rained as it only does in that country. They began to slip and slide, speaking of the machines, of course, until about 2 a. m. Monday morning, when they finally reached home. The wear and tear of the man-power was evidenced by the late arrival to work Monday morning. "The way of the transgressor is hard."

We are pleased to note that quite a few of our workmen are still living despite the fact that they didn't get to go to the Coshocton fair.

There wont be any more joking about it, Albert Earl Smith is married. Thursday evening, Oct. 9th, he was united in marriage to Miss Etta Norman, daughter of our Thos. Norman of the repair department. These bright, happy, young people need no introduction to our readers as they are both of the very best our town affords and all of us join in wishing them a long life of happiness and usefulness.

Paul Blair of the cupola department was united in marriage with Miss Mary M. Huston, daughter of our deceased employee Geo. W. Huston. After a honeymoon of sight-seeing they returned here to make their future home. Paul is one of the regular boys and we are mighty glad to see him make a move in this direction. The Clow family welcomes this estimable couple into the family circle and wishes for them a long life of happiness and prosperity.

Thomas D. Leonhard, foreman of the Radiator machine shop, has been doing considerable investigation of machinery for the company which has lately taken him to Cincinnati, Boston and other eastern cities. We will venture the assertion that when Tommy gets through he will have what he wants.

Miss Mae McElroy of the shipping office has been spending her vacation at home assisting with the house work since her mother has been sick.

Phil Crater of the moulding floor was in Canada recently having a patent right taken out with the Canadian government on his wheat fan.

The wife of L. J. Bucklew, of the pipe foundry construction gang, was taken to the City hospital for a major operation.

John Tury of the chipping department will move in the "Big" company house, made vacant by Mrs. Tisoni, who moves to Canton.

Miss Alice Wimmer, visiting nurse, has been enjoying a ten days' vacation, and has again resumed her duties, looking very much refreshed.