



# With the Women



Miss Josephine Harris



ABOVE - Miss Dorothy B. Simplotory  
RIGHT - Mr. + Mrs. Johnnie E. Harris

Last year I was deprived of the pleasure of meeting with you and talking to you at our Christmas party, which, practically since we started, has been one of the happiest get-together meetings for all of us who work at Ecusta, Champagne, and Endless. I am glad that my health is again such that I can attend to my duties and responsibilities. If anything, I am working harder than ever before in the interest of all of you so that we can make our enterprise a still bigger one and a more important one than ever before.

Now we are celebrating another Christmas. Christmas is more than natural good cheer and the giving of gifts. Christmas is even more than the feast of the home, of children, the feast of love and friendship. It is more than all of these together. Christmas is the spirit of justice and charity, of freedom and peace. The joy of Christmas is a joy that war cannot kill, because it is the joy of the soul.

And, yes, there is a Santa Claus. He exists as certainly as love and generosity and devotion exist, and you know that they abound and give to your life its highest meaning and joy. Thank God he lives, and he lives forever.

It is with the greatest pleasure and satisfaction to be able to tell you that the company is again remembering you with a Christmas gift, which will help to brighten your Christmas celebration in the circle of your families.

Since I have the opportunity to address you only about two or three times a year, I would like to tell you at this time about some of the plans which we are working on now for the mutual benefit of all of you.

I want you to know that I am deeply interested in your security. To me, the word SECURITY takes in a lot of territory, and covers most phases of our life. First of all, we here at Ecusta are fortunate to have secure jobs. Our mill operates on a year-round basis. We have never been faced with seasonal lay-offs, as in many industries, and I do not think we ever will be.

Another thing that affects your peace of mind is how well you can take care of yourself and your family when you are sick. Last year, at this time, I told you of our Accident and Health Plan we were placing into effect. Since last year, our employees have drawn pay while they were sick, and in total they received almost \$20,000 in sick benefits, which certainly relieved the unfortunate ones of a good deal of worry while they were unable to work.

I realize that you not only need income during a period of sickness, as I have mentioned, but in certain illnesses hospital expenses are an important item. We already have the standard Blue Cross Plan of hospital insurance. It is a good plan and has helped hundreds of you out when you went to the hospital. Same as the cost of living, the cost of maintaining a hospital has gone up. Practically all of the hospitals in the country are operating at a deficit. Therefore, we are studying to increase your hospitalization insurance benefits. The matter is being discussed with the insurance company now. We are going to have a new plan which will contribute to a greater extent to your hospital expenses than under our present policy. We will bring this new plan to your attention through a special announcement in the near future.

Another thing we plan, has to do with the two days each year on which our plant is closed down---Christmas and the Fourth July. I want all of you to get paid on those two days. So, beginning with this Christmas Day, all hourly workers, whether they work or not, will receive one regular day's pay. If you happen to be one of the

