



MEL-ROSE-GLEN

THE VOICE OF MELROSE AND GLENN MILLS



Volume 1

MELROSE HOSIERY MILLS
(Seamless and Full Fashion Plants)

HIGH POINT, N. C., JANUARY ISSUE

GLENN HOSIERY MILLS
(Infants' and Misses' Goods)

No. 5

Introducing the Management Of Melrose Hosiery Mills

The weekly conference is a tradition in the Melrose plants. Top management and production leaders from various departments are carrying on a unique experiment in industrial democracy. Important production decisions are reached, after open discussion, and current policies are determined.

The meeting is usually presided over by the General President. On the occasion of his absence, the General Manager presides. Melrose takes pride in its managerial set-up in that its General President maintains a continuous and intimate touch with all vital details in the process of production. As a matter of fact, production heads have learned that he has an uncanny memory for facts, and, in addition to the exact figures placed before him from all departments, carries in his mind a lively interest in these facts.

The General Manager is proud of the good name and the good credit of the Melrose organization. To his desk fall the manifold regulations and questionnaires of this day, which, in turn, he interprets to the foreman's conference.

These foremen are practical men of long standing experience in

the hosiery industry. Intricate and technical problems of dyeing, looping, knitting and sewing are discussed and settled. They have literally grown up with the industry and take an eager interest in their work. Further, these men habitually take a personal interest in the men and women working in their departments and give generously of their time in the consideration of personal problems.

Uppermost in the minds of the conferees is the need—the varying and peculiar need—of each of the Melrose customers. This need involves variations in certain styles, shipping dates, kinds and qualities of goods. Department heads whose duty requires the handling of shipments can give upon demand virtually a perpetual inventory from stock and order sheets.

When it becomes expedient to change styles, great care is taken in the assignment of specific machines. Samples are run and carefully examined from every possible angle. At times, when there is an element of uncertainty, samples of socks are distributed to large numbers of office and factory employees who wear the sock in question and

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READING FROM LEFT TO RIGHT—NEAL KEARNS, Southern Rep. (18 years experience); J. D. BOYD, Personnel Director (22 years experience); R. KENNER AMOR, Sales Manager (6 years); CHARLES L. AMOS, Sr., President and Treasurer; W. E. MITCHELL, General Manager (15 1/2 years); A. N. H. J., General Superintendent (22 years at Melrose—40 years in hosiery industry); R. H. SMITH, Dyer, (14 years with Melrose—20 years in industry); JAS. J. GRIFFITH, Purchasing Agent (34 years); W. E. DAVIS, Secretary and Asst. Treas. (20 years); LEIGH J. HARPER, Foreman Finishing Room No. 2 (2 years); J. A. HARDISON, Foreman Finishing and Boarding Room (35 years).

Suggestion Plan

To Our Employees:

This is a request for co-operation.

Our reason for installing a Suggestion System is that we desire to receive the benefit of EVERY employee's constructive thought about our business, and in return, be able to pay CASH AWARDS for all ideas submitted which are practical and valuable.

The operation of the System is very simple: When you have an idea for the betterment of our business, such as for the Elimination of Waste, Improving Our Product, Reduction of Overhead, Accident and Fire Prevention, etc., simply write it down on a Suggestion Blank, which you will find in the Suggestion Cabinet. Study your suggestion out carefully and then after you have completed your suggestion detach the stub, bearing the same number as the main part of the blank, and keep this to identify your suggestion. The Suggestion Committee will meet and make a decision as to the value of your Suggestion. If your idea merits an award, a check will be ready for you.

We want you to regard the Suggestion System as not only an opportunity for you to make some EXTRA MONEY, but a real opportunity to show that YOU ARE ALERT IN THINKING. The Suggestion System offers you an opportunity to get your thoughts and ideas about our business before the Management.

Sincerely,
Melrose Hosiery Mills, Inc.

The Bridge

An old man, going a lone high-way,
Came at the evening, cold and gray,
To a chasm vast and deep and wide.

The old man crossed in the twilight dim,
The sullen stream had no fear for him;
But he turned when safe on the other side,
And built a bridge to span the tide.

"Old man," said a fellow pilgrim near,
"You are wasting your strength with building here;
Your journey will end with the ending day,

Unwarranted criticism of others makes any shop unpleasant.

You never again will pass this way;
You've crossed the chasm deep and wide,
Why build you this bridge at evening tide?"

The builder lifted his old grey head,
"Good friend, in the path I've come," he said,
"There followeth after me today
A youth whose feet must pass this way;
This chasm that has been as naught to me,
To that fair-haired youth may a pitfall be;
He, too, must cross in the twilight dim—
Good friend, I'm building this bridge for him!"

Complimentary

Visitors, state and federal inspectors, Dr. Stockdale and others have voluntarily commented on the quiet, friendly atmosphere in the various departments of the plant. We are glad to know that the Melrose Spirit can actually be detected by outsiders who come into the factory.

Here's a hint, however. No person has volunteered a compliment about clean work areas. Good housekeeping reflects good workmanship. With a little extra thoughtfulness in cleaning up, the bench, machine, orderliness in general, some day someone is going to comment on the neat appearance of the shop. Progress is being made, and some workers are keenly aware of this need, but it takes a little here and a little there, and all of us at it all the time.

ADDITIONAL ADDRESSES OF PEOPLE IN SERVICE.

Iris W. Burton A. S., USNR.,
Reg No. 45 Sec. 3332, Bldg. N, Apt. 6-D,
U.S. Naval Training School (WR)
Bronx, New York 63, N. Y.

Pvt. Martin L. Holton, 34776406
Service Co. 422 Inf.
A.P.O. 443
Care Postmaster, New York, N. Y.

Miss J. M. Meadows, Sp. (Q) 3 C,
Bks. 10-106, Wom. Qtrs. "D"
Nebraska & Massachusetts Aves.,
Washington, D. C.

Staff Sgt. Hoyt H. Morgan, 34609478
167th O & R Co. Com. Z.E.T.O.
A.P.O. 652, care Postmaster,
New York 4, N. Y.

ADDITIONAL OLD-TIME EMPLOYEES

Mrs. O. H. Clodfelter, forelady, August 1, 1930.
Mr. J. A. Herndon, gatekeeper, January 12, 1938.

Suggestion Awards

Numbers published in the December issue of Mel-Rose-Glen paid the following workers the sums opposite their names:

Hurley Blizzard	\$25.00
Milford Smith	25.00
Roy Wayne	25.00
Milton Setzer	10.00
Lois Browder	5.00
Hurley Blizzard	5.00

The holder of suggestion No. D 837880 is awarded \$5.00 in stamps for an idea on good housekeeping with special reference to cleaning the lot sacks.

The holder of suggestion No. D 837995 is awarded \$5.00 in stamps for a suggestion for a slide door at the entrance of Boarder Room No. 2.

The holder of D 837873 is awarded a \$25.00 bond for a de-tailed suggestion on checking tardiness through the gate man.

The holder of suggestion No. D 837803 is awarded \$5.00 in stamps for good housekeeping idea on the outside of the Glenn Plant.

Workers are referred to the suggestion cabinets for report on all suggestions for which awards are not granted.

Melrose is the cock of the walk Sine Joe Boyd began to talk. Our foremen are a selected crew, No better could anyone do. Mr. Amos has shown us what he will do, Now it is up to me and you. Let's back them all 100 per cent And make Melrose better yet.
—A Melrose Employee.