



# THE ERWIN CHATTER



Vol. VIII, No. 9

SEPTEMBER, 1952

Circulation 6,000

## Introduction Course Started At Erwin Learners Hear Facts About Company

### Erwin Mills' History, Products, Rules, Benefits Discussed in Course; Production Explained During Plant Tour

This month, the mills in Erwin started a new program for Learners. It is a five hour introduction course to help newly hired employees get a good start on their job.

Robert Barrett, Training Director, teaches the introduction course in the Community Building at Erwin. He also conducts a tour of the mills which is especially interesting to people who have never worked in a cotton mill before.

To help new workers feel "at home" at Erwin Mills, the course begins with an over-all picture of our Company. They learn where our plants are located, what kinds of cloth we make and how raw cotton is made into finished cloth.

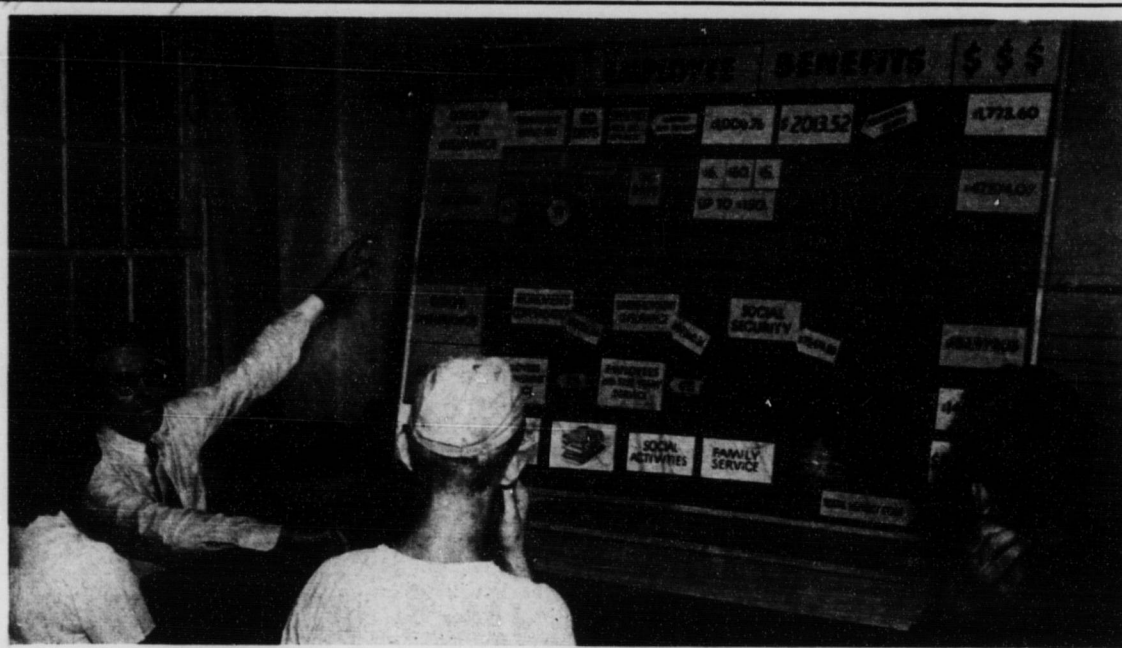
Safety rules and regulations are illustrated in a safety movie called "As Others See Us." This movie was made especially for people in the textile industry and most of it was filmed at Erwin Mills in Durham.

Approximately 30 minutes are spent on the subject of pay. A pay check and deductions are discussed. Our system of pay for different types of jobs is explained. Usually there is a long question and answer period after pay is discussed because new employees are always interested in this part of their new job.

Erwin Mills is following in the footsteps of other big companies throughout the United States by setting up this introduction course for newly hired employees. If the program is successful in helping them get a better start on their new job, the Company would like to begin a similar program at our other mills.



Large cartoons show violations of some of our plant rules. Employees are asked to guess what rule the cartoon might illustrate. Mr. Barrett then explains what the violation is and why we have such a rule.



Figures used to show the amounts of Erwin Employee Benefits are taken from Erwin record books for one year. Each type of insurance carried by the Company for an employee is described—who is eligible, what it pays in case of accident, sickness, disability or death; what are other benefits and what it costs. The way of determining vacation pay is another subject in the benefits section of the introduction course. Also, the recreation program for employees—swimming pool, library, social activities, family service and Christmas gifts from the Company.



Framed samples of material on the wall show some of the different types of cloth made by Erwin Mills. Each frame contains one piece of cloth and a photograph showing how it is used. A display case in the back of the classroom contains cotton in various stages of production from the bale to finished denim.

## Free Classes In Loom Fixing Begin Schools in Erwin, Cooleemee and Durham

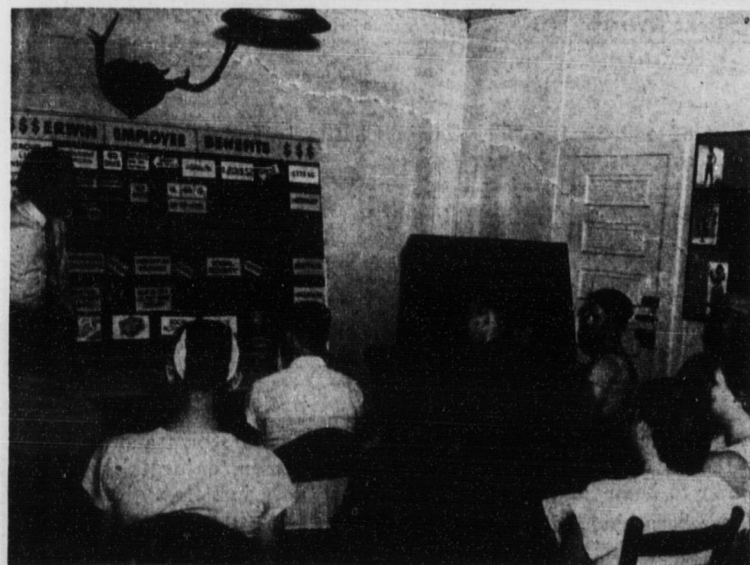
Classes in loom fixing have started in Cooleemee, Durham and Erwin, free to Erwin Mills employees. The Company provides text books, classrooms, and looms which are set up in the classrooms. Instructors have been recruited from our own supervisory force.

The Loom Fixers' School in Cooleemee started on August 4, in Erwin on September 9 and in Durham on September 15. Durham also has classes in Advanced Loom Fixing and Cotton Mill Calculations. Classes are held for each shift and meet twice a week for two hours at a time. School will last for 15 weeks.

Beginners are taking the courses as well as some of our present loom fixers. The present loom fixers are attending classes in Erwin and Cooleemee in order to be fully prepared to work on the new looms expected to arrive soon.

Instructors in Cooleemee are Grimes Davis, Barney Foster and Bill Howard. In Erwin, the Loom Fixing Instructors are Chester Taylor, Harvey Bass and Dallas Johnson. Advanced Loom Fixing in Durham is taught by Ralph Carrington, Malcolm Blackmon and Bill Keller. A class for Beginners is taught by Bill Dodson, Jr. Conley Robinson and Otis Jackson are teaching Cotton Mill Calculations.

These classes were set up by our Training Department and the N. C. Department of Vocational Education. Last year, Durham was the only plant location having such classes.



Over 80 employees, hired since vacation, have taken the 5-hour introduction course at Erwin this month. Arrangements are being made so that all newly hired Learners will take the course before they go into the mill to begin work. The Company pays employees for the time they spend in the classroom and during the plant tour.

## Oct. 1 Date Set For Elections Cooleemee, Erwin, Durham

### National Labor Relations Board To Supervise Polling Places Inside Mills at Each Plant

October 1 is the date set by the National Labor Relations Board for elections in Cooleemee, Erwin and Durham. Voting is to decide which union, if any, will represent Erwin employees.

Voters will have three choices on the ballot:

- TWUA (CIO)
- NEITHER
- UTWA (AFL)

As we go to press, the following places and times have been set for voting:

**Cooleemee**, Spare Floor of Weave Room  
4:30 a.m. to 8:30 a.m.  
and  
1:00 p.m. to 5:00 p.m.  
**Erwin**, No. 2 Mill in No. 2 Dye-house  
No. 5 Mill in Spooling & Warper Room  
Cloth Room inside main door to Cloth Room in Inspecting Room  
5:00 a.m. to 9:00 a.m.  
and  
2:00 p.m. to 5:00 p.m.

**Durham**, No. 1 Mill in Warp Storage Room next to Tye-in Room  
No. 4 Mill inside central tower of No. 4 Mill between Weaving & Spinning  
Bleaching & Sewing in Basement of No. 4 Mill  
No. 6 Mill in Cloth Storage Area  
5:00 a.m. to 9:00 a.m.  
and  
2:00 p.m. to 5:00 p.m.

Those eligible to vote are all production and maintenance employees at Erwin Mills in Durham, Erwin and Cooleemee who were employed during the week ending September 7, 1952; BUT excluding executives, managers, superintendents, overseers, assistant overseers, office and clerical employees and all supervisors as defined in the Taft-Hartley Act.

Employees who did not work during the week ending September 7 because they were ill or on vacation or temporarily laid off and employees in the military service of the United States, who appear in person at the polls, are eligible to vote.

Employees who have quit or been discharged for cause since the designated payroll period and have not been rehired prior to October 1, are not eligible to vote.

The National Labor Relations Board will send representatives to each mill to supervise the election. The Company, CIO and AFL will each have three approved observers for each voting place.

According to Company officials, (See ELECTIONS on page 5)

## Selling What We Make

Denims we made last month at Erwin Mills will probably be sold this month for making October, November and December clothes. Spring and early summer goods will be bought in December and the clothes will be made in January, February and March. That is almost six months between the time the material leaves our mills and the time we can see, buy and wear clothes made of Erwin denim.

### Plaid-Back Denim

Early last spring, Erwin Mills was one of the first companies to make plaid-back denim. This is regular blue denim on one side of the material, napped on the reverse side to make it soft. The napped side is dyed in colorful plaids or checks. This type of denim sold well in the early summer months to clothing manufacturers. Now it appears in stores everywhere used for dungarees and jackets, sportswear for women and children. The reverse side of the denim looks like a lining in denim jackets. It also makes attractive turn-up cuffs on jeans and pocket trim for denim playclothes. The mills at Erwin made most of the plaid-back denim when it was first developed. Now almost all of it made at Plant 8, Stonewall, Miss.

(See SELLING on page 5)



GRIMES DAVIS, instructor, explains how the loom works. Members of his class are Otis Ridenhour, Harold Mays, Oscar Myers, John Barber, Eugene Richardson, Wayne Beck, Ernest Seamon, J. C. Seamon and C. E. "Bud" Vogler, Jr. Thirty-three students are enrolled in the Cooleemee classes which are held in a Quill Storage Room of No. 3 Mill.