



# THE ERWIN CHATTER



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## Agreement Signed With AFL And CIO

### No Major Differences in Two Contracts; Expire in 1955

#### Revocable Check-off Included; 3rd Shift Starts Monday P. M. On 5-Day Week

There are no major differences between the new Company-Union agreements with the TWUA (CIO) and the UTW (AFL). The CIO agreement for workers in Erwin was effective January 26, 1953, and will expire on January 26, 1955. Employees at Durham and Cooleemee are working under a Company-AFL agreement effective February 5, 1953, through April 1, 1955. Both of these new agreements are essentially the same as the previous CIO contract which they replace.

#### Revocable Check-Off

Under the AFL and the CIO agreements, an employee can revoke membership in the Union at any time by notifying the Company and the Union of his desire. Previously there was an escape period only once a year. This change was made in accordance with a ruling by the Attorney General which makes an irrevocable check-off illegal under North Carolina law.

#### 3rd Shift Change

Both contracts state that for a five-day operation, the third shift will start work on Monday night instead of Sunday night as was previously done. This enables third shift workers to enjoy a complete weekend with their families when mills run five days.

The new agreement with the CIO defines Easter Monday as the sixth holiday. The other five holidays remain the same—New Year's Day, July 4, Labor Day, Thanksgiving and Christmas.

#### Layoff and Recall

Certain changes were made in both contracts in Article XI concerning layoff and recall. Layoff and recall are still based on seniority and qualification but the worker is given more choice as to what he may be allowed to do in cases of layoff and recall.

#### Absenteeism

Steps made to try to control the absentee problem were included in both contracts. In the AFL contract there is a detailed procedure for handling the question; in the CIO contract, the absentee clause is considerably strengthened.

#### Other Changes

A modification in the section dealing with temporary transfers was made in both contracts. The procedure of handling certain types of changes in work assignments was clarified and a supplementary

### X-2 Loom Installation Complete At Cooleemee

#### AFL NEGOTIATING COMMITTEES



Top—DURHAM—Frank T. deVyver signs the Company-Union agreement reached between the UTW (AFL) and Erwin Mills, effective February 5, 1953. Seated, left to right: Edgar Maynard, Business Agent for Local 257; Frank T. deVyver and Louise Horner, representing the Company. Back row: Albert Pearce, Herman Maynard, McCauley Fields, Johnnie Burns and Alton Brown, committee members. Lewis Conn, Acting Director for the AFL had charge of the negotiations but was not present when this picture was taken.

Bottom—COOLEEMEE—The negotiating committee for Local 251, Cooleemee, included J. W. Ridenhour, Bennett Faglier, Raymond Pierce and Harold Foster. Paul Hoffman, another committee member, was absent when this picture was taken.

#### CIO CONTRACT SIGNED IN ERWIN



Julius Fry, Area Director for the TWUA-CIO signs the new two-year contract for employees in Erwin effective January 26, 1953. Seated, left to right: W. H. Miley, Jr., Louise Horner and Frank T. deVyver, representing Erwin Mills; Julius Fry and Scott Hoyman of the CIO. Back row: Osear Temple, Hardy Johnson, J. L. Smith and Lacy Dawkins, committee members for the Local 250, TWUA.

agreement covering allowances for limited assignments was made part of both contracts.

In Article X a change in the strike clause provides that for participation in an unauthorized strike,

the penalties may be varied in accordance with the degree of participation.

Time limits were added to both contracts for certain steps in the grievance procedure.

#### Results of Modernization Program Seen In Durham, Erwin & Cooleemee Mills

A total of 323 new X-2 looms have been erected in No. 3 Weave Room. This completes part of the 700 thousand dollar modernization program scheduled for our Cooleemee plants. New lighting is being installed in No. 3 Weave Room and that work is expected to be finished by the end of February.

Five Saco-Lowell high-speed spinning frames are operating in No. 3 Spinning Department on an experimental basis. These frames have a larger package than our regular machines. Spinners are running tests on them to see if they live up to the manufacturer's claim of being easier to spin on and easier to clean.

#### No. 1 Mill Weaving Percale

Percalé production is gradually increasing in Durham as more equipment is changed over. At present, some roving frames and spinning frames are running combed yarn and twenty looms in No. 1 Mill are weaving percalé sheeting. New roving frames have been ordered for No. 1 and should arrive in early Summer.

Most of the dyeing equipment for making colored sheeting has arrived. It will be installed as soon as necessary changes can be made in the Bleachery to accommodate this new equipment.

Eight cards to be used in the combined 4 and 6 Mills, under No. 4, have been received. They are stored in No. 6 Warehouse where we have heat to prevent the wire from rusting.

#### Erwin Air-changing System

The air-changing system for No. 5 Weave Room has been turned on. A few last-minute adjustments are being made and it should be in complete operation by the end of this month.

361 of the new X-2 looms in No. 5 Weave Room are now on the floor and 325 of them are in production.

### Personnel Office Slated For Erwin

#### Robert Barrett To Direct Training, Employment and New Counseling Service



Robert Barrett

Robert Barrett, Training Director for Erwin Mills since June 1950, has accepted a position as Personnel Director with the Company at Erwin, N. C. He will assume his new duties on March 2.

Erwin has the greatest number of employees of any plant location in the Erwin chain. Since there are so many personnel activities going on there, it was considered wise to set up a local Personnel Office.

Mr. Barrett's activities will include the developing and supervising of all phases of personnel relations activities. He will conduct introduction classes for newly hired employees and training classes for employees and members of supervision.

#### Counseling

A new service will be started for employees when the Personnel Office opens in Erwin. Mr. Barrett will be available to counsel employees who seek advice on personal problems.

The present Erwin Employment Office is being expanded to include space for the Personnel Office.

Mr. and Mrs. Barrett and their eleven-year-old son, Bobby, are moving to Erwin and will live in the house previously occupied by Mr. and Mrs. J. K. Bruton.

### Durham Office Expands

#### Auditorium Building To Be Remodeled For Offices Of Durham Plants

To meet the growing need for office space in Durham, certain departments of the Main Office will be moved into Erwin Auditorium. The Auditorium building will be remodeled and the part to be used as offices air-conditioned. Office space will take up a portion of the first floor and all of the second floor.

The young people's activities at Erwin Auditorium will be carried on as usual, including midget football, baseball and basketball teams. The swimming pool will still be open during the summer months and the basketball court will be maintained. The library will be discontinued and books distributed to libraries in our other plant locations where free public libraries are not available. The bi-weekly movies will also be discontinued.

The departments to be located in Erwin Auditorium will be the offices of the Durham plants which

### Company To Sell Cooleemee Houses

About 300 to 325 Company-owned houses in Cooleemee will soon be put up for sale. Time of sale and further details will be announced in the immediate future by J. L. James, Manager of the Cooleemee plants.

The sale will be conducted as it was in Erwin, N. C. in 1951 by Alester G. Furman Company of Greenville, South Carolina.

include W. V. Byers, Durham Manager; E. G. McIver, Durham Asst. Manager; Employment, Payroll and Standards Departments. Also located in the Auditorium will be the directors of Production Engineering, Research and Development, Safety, Training and the editor of the *Erwin Chatter*.

It is expected that these offices will be completely moved within the next ninety days.

### SAFTY AWARD PRESENTED TO NO. 3 MILL



Carl R. Harris, Executive Vice-President of Erwin Mills, presents the 1952 Inter-Plant Safety Award plaque to J. L. James, Manager of the Cooleemee plants, and C. W. Howell, Superintendent of Mill No. 3. In making the presentation, Mr. Harris said, "This plaque represents a fine safety record and I am proud for you and the employees of Plant 3." Employees in No. 3 Mill worked 1,430,221 man hours in 1952 and had two lost time injuries for a frequency rate of 1.39.

### Company Offices To Get Teletypes

In order to cut down office expenses on long distance telephone calls and to provide faster and better communications, a teletype system is being installed in all of our cotton manufacturing plants. With teletypes, Erwin Mills' offices will have direct written contact with each other and with our selling agents in New York in a matter of seconds.

The Durham office will be the central point for the new system. Teletype wires will be open from 8:30 a.m. to 5:00 p.m., five days a week beginning about March 1.