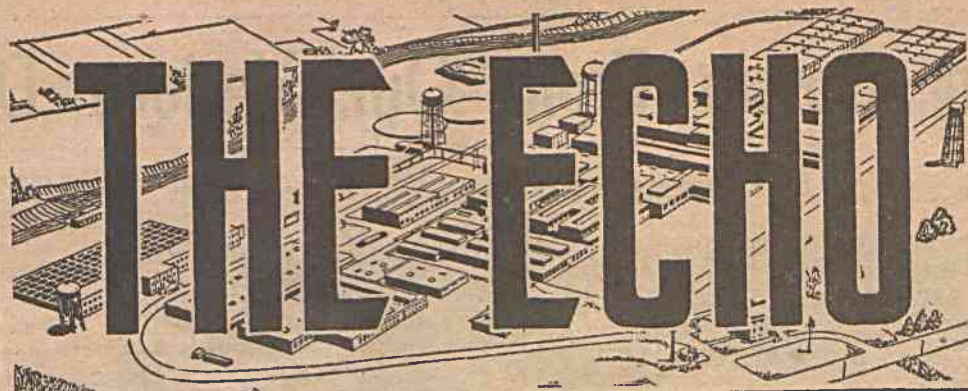


QUALITY
FIRST
THEN
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THE ECHO

NOT
HOW MUCH
BUT
HOW WELL

Vol. 7; No. 2

PISGAH FOREST, N. C.

February, 1945

Ecusta, President Harry Straus Highly Praised

BONUS REQUEST IS DENIED BY BOARD

Company To Continue Effort To Get 5 Percent Five-Year Bonus Approved

We have received notice from the National War Labor Board, dated February 14th, that the application for the 5 per cent 5-year bonus has been denied.

This denial, however, did not finally close the Board on the case because the Board stated that the company might renew this petition at such time as going rates were established for the paper industry in this area.

We have instructed our attorneys and consultants to refile the case immediately with the Regional Board in Atlanta, in an effort to persuade that Board to change its decision.

The necessary papers are now in preparation and will be filed formally with the Board during the coming week.

We have pledged this bonus to our employees and intend to do everything in our power to keep this pledge. We believe the ruling of the Board is unfair, and we do not intend to take it "lying down."

HARRY H. STRAUS, Pres.

ECUSTA'S CAGERS ENTERED TOURNEY

Girls Went To Semi-Finals And Lost To Gradegg Lassies Friday Night

The Ecusta girls basketball team was defeated in the semi-finals of the 1945 Piedmont area basketball tournament in Greenville, S. C., Friday night. They lost to Gradegg, of Asheville, a team that they had previously licked 27 to 25. The score last night was 20 to 11, however.

Thursday night they won over a strong Anderson, S. C., team 37 to 19, while the men's team lost to a Squad J army team of Greenville by the score of 28 to 38.

During the month of February, exclusive of this tourney, the girls won 3 and lost 2 games. The men came out even, winning three and losing 3 contests.

On February 2 the girls licked Dunean Mills 27 to 24, but the men lost 43 to 36.

On February 3 the men lost to Mars Hill college quint 32 to 27.

On February 6 both teams defeated the Sylva all-stars with the girls scoring 44 to 20 and the men 39 to 31.

February 10 the girls licked

—Turn To Page Thirteen

Message From The President

Many employees have asked me to give a statement of our position with respect to the hearing which is scheduled to take place in Brevard before the National Labor Relations Board on March 13th.

This case arose because charges were filed by Mr. L. P. Williams, representative of a union, attempting to organize the employees in our plant. It is charged that Ecusta has interfered with, restrained and coerced, and otherwise discriminated against its employees because of union activities.

The company welcomes the opportunity to bring the charges of Mr. Williams out in the open. We believe a full disclosure of the facts will show that all employees of Ecusta have been treated fairly, that their working conditions are good, that their rate of pay is above the average of the industry in this area, and that the great majority of our people are happy and contented in their work. We intend to show that these charges involve the same type of loose statements which have characterized so many of Mr. Williams' attempts to make an impression on this community.

It has always been the policy of Ecusta in the past, and will be in the future, to give all our employees an equal and square deal.

Every employee is entitled to the same treatment, irrespective of his race, religion, politics, or membership in any organization, so long as he or she performs their work in a satisfactory manner.

We are confident that all the charges will be dismissed if this company is given a fair hearing. If they are not dismissed by the Board, we will prosecute our case to the highest court in the land.

You will be interested to know that the company has secured the services of the ablest counsel available, who are now preparing our case and who will use every legitimate means to disprove the charges of Mr. Williams.

Our case will be in charge of Mr. Kester Walton, Mr. Ralph H. Ramsey and Mr. Austin M. Fisher. Mr. Walton is a member of the law firm of Harkins, Van Winkle & Walton, of Asheville, and an outstanding trial lawyer in this section. Mr. Ramsey is the leading member of the Bar of Transylvania County, a prominent citizen of Brevard and a man known to all of you. Mr. Fisher is a consultant on labor relations, who enjoys a nation-wide reputation as an expert in these matters.

We regret that at this time when our production is so important in the war effort, when we can ill afford to take time off from our prime job—the manufacture of cigarette paper—and when we should devote our full interest and time to this end, that it is required that we devote our time and interest to answer the charges of Mr. Williams, who is not an employee of this company. However, we have no alternative and we will take such action as may be necessary to protect Ecusta and no effort will be spared to bring the true facts of this entire situation before the authorities concerned.

We want our employees to know that, irrespective of the outcome of this hearing, we will continue our efforts to provide jobs for all employees, and to give everyone working an equal and honest deal.

I shall keep you fully advised, from time to time, concerning all developments of any importance in this matter.

HARRY H. STRAUS,
President.

HUNDREDS OF FINE LETTERS RECEIVED FROM OUR FRIENDS

Congratulate Ecusta On Fifth Anniversary And The Progress Accomplished.

During the past month, hundreds of letters have been received congratulating Ecusta, President Harry Straus, other officials and employees upon the fifth anniversary of this new American industry that has saved the cigarette industry during this critical war period and brought employment and prosperity to this section of North Carolina.

Today letters are still pouring in and the total number is expected to reach the one thousand mark before the next issue of The Echo is published.

These letters are from state and national public officials, bankers, judges, lawyers, manufacturing executives, librarians, newspaper editors, teachers, doctors, labor officials, and people in other walks of life from all parts of the United States and Canada.

All of them are high in their praise of the beautiful "Fifth Anniversary Book" which was recently published.

—Turn To Page Five

ANNUAL RED CROSS APPEAL IS MADE

Company To Match Contributions Made By Employees. Drive Starts Now.

The response of the Company to the current appeal of the American Red Cross was disclosed last night in an interview with Mr. Harry Straus.

The Company has promised the Red Cross that for every dollar contributed by the employees of Ecusta, the company will make an equal contribution.

This program of matching contributions on a dollar-for-dollar basis is believed to be a unique one, since the quota for the employees of Ecusta is apt to be quite large.

"Regardless of how much money is involved," Mr. Straus said, "we will keep our pledge. The Red Cross has served humanity with unswerving devotion, and I hope that everyone in the Ecusta organization will dig down deep and contribute as much to the Red Cross as he possibly can. The more money this pledge costs us, the better I'll like it."

The annual drive starts on March 1.