

BONUS AND INSURANCE PAYMENTS AMOUNT TO \$42,000.00 FOR YEAR

It is the policy and function of the Personnel Department to act as a two way channel between management and employees. On the one hand, to bring problems and attitudes of workers to the attention of management. On the other hand, to bring policy and company information to the attention of workers as they show interest and responsibility.

Few workers in receiving individual bonus of 2 or 4% of annual earnings will be able to guess the aggregate sums of these individual checks. This past year the bonus to Melrose and Glenn employees amounted to \$23,000.00.

At the same time it may be well to interpret the group insurance cost to Melrose during 1945. When an employee has seventy-five cents deducted from his pay to apply on group insurance, the company puts one dollar and fifteen cents with that sum to buy hospital, sickness and death protection. The group insurance for Melrose employees during 1945 cost the company \$19,000.00.

In a sense this means a total outlay of \$42,000.00 in addition to the payroll. This money could have been kept by the company, but Melrose on its own initiative was glad to share this sum of money with the employees.

As the two-way channel of partnership develops there are other things the company would like to share with employee "associates."

Service Pins To Be Presented To Many Melrose Employees

An attractive Melrose emblem is in process of preparation for employees who have been with the company five, ten, fifteen and twenty years. The company was organized in July, 1922, so it will be 1947 before a twenty-five year pin can be presented.

There will be approximately 200 pins in the first presentation.

The design of the emblem is an irregular edged button about the size of a dime with the words "Melrose Hosiery Mills" around the border and the number of years service in the center—5, 10, 15, 20, 25. The five year pin will be of silver, the ten year of gold, the fifteen and twenty year with a different colored gem and the twenty-five year with a small diamond. The pin for men will have a post with screw cap to fit into coat lapel and the women's pin will have a clasp.

The pins will be ready in about 90 days. For convenience in keeping records the bonus period of October to October will be used to measure the time. Hereafter it may be possible to present pins at the annual Christmas Party.

Below is a TENTATIVE list of eligible employees. This list is published at this time with the request that individual employees check the list for accuracy and report any errors to the Personnel Department.

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AFTER ONE YEAR

The Melrose Glenn Credit Union is established. The North Carolina officials state that credit unions seldom pay their own way the first year. Our organization has paid its way and probably will be ready to offer a small dividend. The amount of dividend, of course, depends upon the interest earnings.

The positive thing about our organization is that it has helped a large number of people at small cost and at the same time established a strong credit union. We have handled nearly \$8,000.00. There have been no losses.

This means that YOUR credit union now has built a fund with which to do business. As goods become available in the shops you can borrow from your credit union, pay cash and save paying carrying charges. This will be a great help to our people when they understand how the credit union works.

We now have insurance protection so that if a borrower dies, his loan is paid in full. There is a further feature that we can secure when enough of our people belong and cooperate to get the maximum results. We can secure a general policy that, in event of death of a borrower, the entire loan will be paid, and in addition the Credit Union will pay twice the amount of shares, or savings. What could beat that? For instance, if a borrower who dies owes \$250.00 and has \$200.00 in savings, his credit union cancels the \$250.00 and pays the \$200.00, PLUS an additional \$200.00. This is made possible thru the national organization which has thousands of members. We do not have this feature, as yet, but it is attractive enough for us to consider.

Your money is SAFE. All records are examined by N. C. officials. It will pay you to get acquainted with the credit union IDEA.

Ortho-Rater To Be Used In Plants

On the basis of a suggestion from a Melrose employee, consideration has been given to the Ortho-rater and it is to be installed. This modern device enables employees to test their vision. It is a service to Melrose employees in keeping with progressive management. Mr. Boyd is scheduled to go to Purdue University, West Lafayette, Indiana, February 10-22 for special training in the use of the Ortho-Rater.

PAYROLL STAFF



RACHEL GARNER MARY MOORE BEATRICE MOORE
BEE BRATON CAROLEEN BYERLY SUE ALLRED

The payroll office in Melrose is a busy place. An enormous amount of detail is handled. The recording of tickets used in piece-rate payments, the preparation of semi-monthly payrolls, insurance records, payroll deductions of several kinds, withholding tax data, permanent records of hourly earnings, and bonus payments are some of the items. Reports to various branches of government are processed for purposes of tax, unemployment compensation and social security. Because of the volume of work handled it is easy to understand why these office employees must work according to set schedules and why it is not possible to interrupt these schedules for exceptional personal requests. When it is necessary for some request to get to the Payroll office it can be handled at an opportune time through the Personnel Department.

OUR NURSE SAYS

We have teeth because solid food must be chewed and mixed with saliva before it can be swallowed easily and digested properly. Unless this work is well performed the health of the whole body suffers. A much better job of chewing can be done by a perfect set of strong, sound teeth than by a set of decayed, crooked teeth.

Decayed teeth are a menace to health not only because they do their work badly but also because they are centers from which infection may be carried to other parts of the body.

Sound, even teeth make a large contribution to good health and good looks. They are worth taking care of properly.

Strong, even teeth in a healthy mouth depend largely upon good general health, upon foods which give the teeth the nourishment and exercise they need, upon skilled

dental care, and upon cleanliness.

The foods which promote general good health are also the foods which help to build strong, sound teeth. The teeth are like other tissues in the body in that they require especially those food substances of which they are largely composed. Tooth building materials are the minerals, calcium and phosphorus, and vitamin A. From tomatoes and citrus fruits, such as oranges, lemons, and grapefruit, come the needed supplies of vitamin C. While these elements are also contributed in varying amounts by additional foods which are important for health—other vegetables and fruits, meat, cheese, eggs, and breads and cereals (especially those made of whole grain)—it is difficult to get enough calcium, phosphorus and vitamins A and C without using liberal amount of milk and either citrus fruits or tomatoes. Vitamin D is made by the body when the skin gets enough sunshine. It is also present in milk, egg yolk, and in a few other foods, but it is not found in large amounts except in

MEL-ROSE-GLEN '46

Suggestions are welcomed for making Mel-Rose Glen interesting and serviceable. This paper belongs to all of us and can be adapted to meet readers' suggestions.

With this issue pictures scheduled for 1945 are complete. Group pictures have been presented of all departments in each of the three plants.

Do you want a SWAP AND TRADE column that can be kept live with bargains that may be offered?

Do you want a QUESTION AND ANSWER department? Questions on government agencies that affect workers, questions of information of any kind? Answers can be solicited from competent sources.

Do you want a HOW I DO IT column which will carry recipes on anything from how to bake a cake to how to put away your favorite home cured ham?

Do you want more jokes? More poems?

Would you want brief personal story on oldest employee, employee from farthest distance, employee with special skill? Are there human interest stories among our people that could be featured?

NO LOSSES

One reason a credit union has such low losses is because money borrowed is "sacred." It is the savings of fellow-employees. There may be some people who will delay or jump payments to an impersonal firm or store, but few people will take advantage of their own fellow employees.

cod-liver and halibut-liver preparations and in foods in which the vitamin D content has been increased by irradiation or some other process.

Teeth must be taken care of properly and repaired when necessary if they are to do good work and escape destruction. No one is capable of caring for the teeth properly without the help of a dentist. He alone has the knowledge and skill necessary to keep all the teeth "functioning normally and with comfort."

A decayed tooth is an infected tooth. If the progress of decay is not checked, nerves and other soft tissues inside of the tooth become exposed and infected.

Costly and painful repair work, the loss of permanent teeth, and serious root abscesses may be avoided by going to the dentist every six months or at such intervals as he may find necessary.

Nature does the building of good teeth, but we must provide the materials and arrange for the proper up-keep.