

**YOUR BUSINESS TOO!**

“Turn Over” plagues workers as well as management.

- Like an infected tooth that causes neuritis,
- Like disease germs in foul water that cause typhoid.

“Turn Over” cannot be seen; nevertheless it is real.

Some separations (quits and discharges) are unavoidable. But every time an unnecessary “quit” walks out of a factory, he, in effect, shouts a curse or a wage cut on all the workers who are left. It is turn over—**breaking in new workers on old jobs**—that keeps wages down, lowers production quality, and contributes to **less work, fewer jobs.**

In 1948—with everyone’s help—Melrose made the best record in years. We have proven to ourselves that this thing **CAN BE CONTROLLED.** Further gains can be made.

It required 679 persons last year to keep approximately 500 jobs going. It took 803 in 1947 and in past years it took two to one (or 1000 persons to keep 500 jobs going). If such a good record had not been maintained in 1948 the year could have been far worse.

These facts are published for your study. IF turn over could be defeated in any plant it would be the best place in the world to work. It is not a casual thing when a worker leaves Melrose. **You can help**, because there are scores of workers on the SAME jobs who have stayed and are permanent employees. **IF under reasonable circumstances GOOD** workers can be held it is a gain (It often happens that a worker quits thinking he is improving his condition, only to learn afterwards that he did not have all the facts and returns seeking employment). Would it not be well to consider “everything from all angles” first? **IF open jobs** could be filled by serious minded applicants, it would be better than to fill jobs with irresponsible people who seem to only “sample” jobs and then go on their way. (In 1948 this number was reduced from 76 to 14). **IF ‘quitting without notice’** could be eliminated it would help EVERY worker as well as the company. In the most surprising way, some workers do not realize the seriousness of laying out or quitting without notice to the foreman.

The “no notice” employee leaves everything and everyone up in the air. It means inconvenience, waste, loss of time for supervisors and a whole train of evil consequences, as well as the worker implying that he does not hold the job with respect.

Think these things over. Talk about it. Ask questions.

The following figures are for the Seamless Plant. A similar pattern can be shown for the other two mills.

**SEPARATIONS**

	1947	1948
Compelling Personal Reasons	0	8
Retired	1	3
Deceased	2	1
Going to Army or Navy	2	5
Care for children	8	13
Out sick, but now back in shop, separated and rehired	12	4
Still out sick	13	0
Going to school	4	2
No Transportation	1	0
Left Town	14	18
Maternity, will not return	8	6
Over stay leave of absence	0	3
Transfer to another mill	6	1
Discharge for cause	11	5
Constructive discharge	0	3
Discharge (work unsatisfactory, not getting production)	17	9
Sick and quit	0	9
Quit under protest	0	2
No notice (more than 3 months tenure)	15	25
No notice (less than 3 months tenure)	75	14
<b>Due Largely to Curious Incident:</b>		
Lay off—job closed	27	24
With notice—		
get better job, other shift		
other work, work for self, etc.	28	34
<b>Totals</b>	<b>303</b>	<b>179</b>

**“Rocking Chair”**

Listed below are social security numbers and benefit payments from N. C. Unemployment Commission to Melrose employees for the period ending Dec. 31. These checks secured through unemployment commission must be paid from some source. How? The Melrose corporation is taxed. The checks are paid out of the Melrose reserve account with the commission. Of course, the law requires the tax, but the tax becomes an operating expense the same as wage payroll; in a sense the checks are “indirect” wages paid through unemployment tax. In the long run, everyone would rather work for wages and have steady employment—get paid for work performed—than to get “indirect” wages through unemployment checks.

S. S. Account	Benefits Paid
241017155	10.50
246016415	11.50
240031353	260.00
240031513	20.00
240031613	20.00
240031717	20.00
240031758	14.50
240031933	20.00
240032193	12.00
240032959	17.50
240033008	20.00
240033055	18.00
240033391	17.50
240033667	13.50
240034169	20.00
240034820	9.50
240034866	20.00
240035081	11.50
240035223	17.50
240035285	15.50
240035339	17.50
240035354	17.00
240035420	18.00
240035422	20.00
240035458	17.50
240035476	17.00
240035548	13.50
240035690	17.50
240036111	20.00
240036117	16.00
240036264	20.00
240036794	20.00
240036877	20.00
240037216	20.00
240037449	10.50
242037211	13.00
241058306	72.50
242051549	17.50
242051875	17.50
237076561	16.50
237076755	20.00
241073795	14.50
241075066	20.00
242070684	13.50
242070983	20.00
242071852	15.00
242071991	14.00
242072102	15.50
242072392	14.50
242072492	18.00
242072519	12.00
242072523	13.50
242072952	13.50
242073118	20.00
242073538	15.00
242073593	20.00
242074417	13.50
242074512	8.50
242074699	16.50
242074758	13.50
242074769	11.50
242074770	10.00
242074772	11.00
242074794	14.00
242074796	17.50
242074825	11.50
242074827	16.00
242074828	15.50
242074830	14.00
242074831	12.00
242074832	16.00
242074844	9.50
242074885	12.50
242075151	20.00
242075167	19.50
242075168	19.00
242075299	13.50
242077131	10.00
242077180	20.00
242077345	12.00
242078043	8.50
242078636	9.50
242078795	17.00
242079070	14.00
242079257	14.00
242079362	15.00
242079390	12.50
245071171	20.00
237092121	16.50
239099062	13.50
227105715	16.00
237103647	12.50
238105519	32.00

241101869	5.50
287103977	7.00
718100019	15.50
126124842	10.50
258126235	14.00
243126257	101.50
246125750	20.00
237143279	13.50
237143707	6.50
246148574	19.50
237169679	18.50
239189501	14.00
240180323	15.00
240183110	73.50
240183340	15.00
240183921	9.00
241181209	19.50
241186436	11.50
241186638	6.50
241186638	12.50
241189117	16.00
241189212	20.00
241189518	12.50
242184707	13.50
242185717	16.00
242187685	12.00
244184590	13.00
239202371	13.50
237222428	15.00
244223017	8.50
239245899	27.00
241249782	15.50
245245685	13.50
238261598	14.00
238261626	8.00
246267619	12.50
246268184	17.50
246268329	13.00
246269030	18.50
246269323	15.00
239288478	17.00
241285572	72.00
24381669	105.00
243281904	18.50
243286656	10.50
244281571	13.50
244281648	11.00
244282704	13.00
244283112	10.00
244283462	20.00
244283906	156.00
244284383	130.50
238300376	13.00
238302402	12.50
238302412	14.50
238302467	16.00
245309203	70.00
245323490	11.00
245323753	13.50
245324396	20.00
241341227	99.00
241341796	28.00
577347905	8.50
237368900	18.50
237369787	88.00
238360196	8.50
239388493	10.00
245380936	11.00
246383303	5.00
241401566	8.50
<b>Total</b>	<b>\$2,807.10</b>

**IT'S A JOKE, SON**

(Continued from page 1)

A man telephoned his doctor asking him to come over as soon as possible, that his wife had appendicitis.

The doctor replied, “Nonsense! I took your wife’s appendix out two years ago and I never heard of anyone having a second appendix.”

To which the worried husband replied, “Did you ever hear of anyone having a second wife?”

**Meaning of Words**

A pretty young lady traveler took the pen from its holder on the hotel’s front desk. But before she could use it, the young and harried clerk shook his head sadly and said, “I’m sorry.”

“Don’t I register with you,?” she said.

“Lady, you sure do,” he replied with frank admiration, “but it doesn’t matter how I feel. There’s still no room.”

The man who wrote “Every Picture Tells a Story” had never been to a movie.

Height of Confusion: The guy who shouts, “Thank God that I’m an atheist.”

—J.H., Chicago, Ill.

The two stones most commonly associated with marriage are the diamond and the grindstone.

He: “Love was born with that kiss, darling.”

She: “O. K., but hurry and wipe off that birth-mark. Here comes Dad!”