

# TOMLINSON NEWS



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## Here Is How the Tomlinson Incentive Bonus Plan Works

In the course of his remarks to all Craftsmen at the plant-wide meeting held last Friday noon, William A. Tomlinson, our executive vice-president, said:

"In the next few days our time-study engineers will start in some departments taking new, careful studies to check all time values.

"The purpose of this re-study is to see that time values are right, so that every Tomlinson Craftsman is assured the opportunity of just pay in relation to his production. This to our Craftsmen will result in better working conditions, better and easier methods, and a system of time values so carefully studied, so accurately made, that they will have your whole-hearted confidence.

"What I am going to say now is very important to all of you, so please listen carefully. The point I wish to make is this—the management guarantees to each and every employee that **THE NEW TIME VALUES DEVELOPED THROUGH THESE STUDIES WILL NOT IN ANY WAY REDUCE YOUR EARNINGS FOR EQUAL EFFORT.**

"I wish to make this point very clear, because it is the policy of the Tomlinson management to pay the highest wages possible, consistent with being able to succeed in business and offer steady jobs."

For the better understanding of all Craftsmen, here is how the Tomlinson Incentive Bonus Plan works—

The Tomlinson incentive bonus plan has been in effect for more than 16 years. It provides that a Craftsman be paid in accordance with the skill and effort with which he applies himself to his job. It makes possible for skilled Craftsmen to earn wages well in excess of those possible on a straight day work basis. It is known as the Standard Minute Plan because it is based upon the number of minutes in which an average Craftsman working under normal conditions can reasonably be expected to accomplish one unit of production.

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To Tomlinson War Veterans:

**WE'RE GLAD YOU'RE BACK!**

Recently, I have spent some time talking with many Craftsmen who have returned to Tomlinson from the services.

In many cases, it is apparent there is confusion concerning the benefits to which the veteran is entitled and the manner in which the veterans' program in general is administered. There have been cases of men suffering disadvantage through having filed the wrong form with the Veterans' Administration or through some slight error in record. This program is so new and so extensive that a certain amount of confusion will exist until it is well under way.

We cannot eliminate this confusion nor avoid it entirely. In many cases, results depend on the interpretation given to the various bills and directives by the individual Veterans' Officer handling the case.

We can, and will, however, do everything within our power to help Tomlinson Veterans secure any and all benefits under this program. If we at Tomlinson do not know the answer to your particular question, we will make every effort to get that answer for you and to secure for you maximum benefits in the line of your interest.

Many have returned, taken up their former jobs. There are many others yet to come back. Our Company personnel policy has been designed from the beginning of hostilities to help and benefit Tomlinson veterans in every way possible. You will recall the continuation of your group life insurance at Company expense, constant contact maintained with the veteran through the NEWS, letters, questionnaires, and the general interest shown throughout the entire war period. Tomlinson has a keen interest in you and will make every effort to help you fit yourself for growth and advancement within the Company.

If there is anything about the national, state or Tomlinson veterans' programs that presents a question to you, drop in at the Personnel Office. They'll be glad to help you.

*William A. Tomlinson*

Executive Vice-President.



Pfc. Oscar W. Kirkman

**From Hitler Palace  
To Wimpy Wagon**

"There's no place like home," says "Wimpy" Kirkman, back on the Canteen Wagon last Monday morning after 25 months with Uncle Sam's Army.

And "Wimpy" knows because all the time he was serving in the battle of the Rhineland, in the battle of Central Germany, and while with the occupation troops at Hitler's palace in Berchtesgaden and on the Austrian border—he was thinking of the United States, North Carolina, his home and his job at Tomlinson.

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**These Suggestions  
PAID!**

L. O. STUTTS of U-7 gets \$10.00 for his improvement in making the pillows for the Parks Sofa.

LETHA BOTTOMS of U-7 is richer by \$5.00 for an idea which also concerns the Parks Sofa pillows.

NOTICE—Will the holders of stubs for Suggestions C-1018 and C465-D please get in touch with John Bagwell or the Personnel Office.