

The Mueller Record

Vol. III

DECEMBER 13, 1912

No. 30

THE ANNUAL MEETING.

Outline of Program for Gathering Beginning Monday, December 30th.

The Annual Meeting of the salesmen will begin Monday, December 30th, at 8 a. m., in the old Advertising Department and will end with the annual meeting of the '49 Club, Saturday evening, January 4th.

This convention will last just six days. They will be crowded full of work morning, afternoon and evening. We want all salesmen to come to this meeting filled with the idea that it is wholly, solely and entirely a business gathering, and that every moment of the time is to be utilized to the profitable advantage of the firm and the salesmen.

Some of the salesmen have given us valuable pointers for discussion. Some have not. Every one of you should have some idea to offer, and we would thank you to make these suggestions now. We are just finishing up the program. In general the catalogue will be the guide, beginning with section A and finishing with section R. It is proposed to finish each subject complete as it is taken up and not revert to it again except at a stated time which will be assigned as a review of the whole.

The following is a tentative outline of the program:

Section A.

Tapping Machines.

Devices for helping out in tapping.

Large Tapping Machines.

Water Tapping Machines, light weight, but well and strongly built.

Changing cylinder of No. 2 machine to prevent cutting of gasket.

Sections B, C and D.

(To be filled.)

Section E.

Inverted key curb cocks.

Short pattern laundry tray bibbs. Could we make same with shoulder cast on body larger than cap so that in screwing bibb into fitting there would be something to take wrench?

Compression stop and waste.

Section F.

Rapidac.

Booklet for architects.

Getting orders on Rapidac. (Prices cited as an obstacle.)

Furnishing salesmen and trade better catalogue or pamphlet.

Rapidac basin cock suitable for a fine pedestal lavatory.

Plumbers claim that as there are only about two threads on stem, of basin cock bearing against those in the body of the cock, when shut off, same will wear out in time.

Loose flange Rapidac bibb.

Stop & Waste cocks. Pushing sale.

Compression Stop & Waste. Is price too high?

D. C. Compression Stop & Waste.

Section G.

Fuller.

Prices to meet competition in Milwaukee.

Section H.

Self-closing.

Having our self-closing work specified in connection with contracts specifying vitreous ware and brass goods.

Prices on extra parts of self-closing work.

Better adjustment of top nuts and handle.

Sections I, J, L and M.

(To be filled.)

Section N.

Flexible Gas meter connection tubing.

Section O.

High pressure gas cocks.
Use of service clamps.
Kind and style of service cocks and curb boxes.

Size of hole in cock necessary to supply $\frac{3}{4}$ ", 1", $1\frac{1}{4}$ " and $1\frac{1}{2}$ " service pipe under a certain pressure.

Styles of regulators and what the different styles of regulators are for, and where are they located?

Section P.

Discussion of service boxes, especially comparisons with the Peerless.

2" extension box, same as Mueller box adopted by the City of Decatur, No. $1\frac{1}{4}$ " top shaft with inside rod $1\frac{1}{4}$ " pipe on D-22000 boxes.

Section Q.

Adapters for water meter testers.
Demonstration of testers. Mueller testers. Competition.

Section R.

Traps, Business in sight at Indianapolis for a good anti-syphon trap.

Miscellaneous.

Bubbling Fountains.
Next catalog to be arranged so that customers can more easily locate different styles of goods.

Bell supplies.
Prices to mill and supply houses.
Interviewing hotel managers on self-closing work.

Samples for architects, regular and cut open.

Form for mailing customers whom salesmen were unable to see.

Importance of keeping in touch with consulting and constructing engineers of water works plants.

Bracket cocks.
Prices on bath cocks.
Delays in shipments.
Mail missent, etc.
Collections, statements, etc.
Architects' printed forms.
Good of the Order ('49).

Question of allowing longer than 10 days on quotation to plumbers. (The claim is frequently made that the plumber is not in

a position to promptly ascertain whether he secured contract.)

Mailing letter from office to take place of advance cards.

Meter box. Using meter box instead of service box or both.

Relation between sales and collections end of the business. Should the Sales Dept. secure information direct from prospective customer and then make report to salesmen?

Architects-Salesmen. Should we have salesmen to call on architects exclusively, thus allowing regular salesmen more time for calling on the trade.

Contracts with plumbers and water works for year's supply. Form of contract to be discussed.

Eliminating jobbers, especially on water trade.

Defective goods.

City ordinances.

Gas Valves $\frac{3}{8}$ " lock shield and $\frac{1}{4}$ " square stem pattern. Would it pay us to job a line of these patterns.

Of course demonstrations and lectures will form a part of the program. If you can help with a suggestion do it now. We want to complete the program.

**THE DECEMBER RECORD.**

This issue of the Record is smaller than usual this month for the reason that we will have a special Christmas number with an illuminated cover.

**IN A BANK.**

We are advised by H. F. Clark that 46 of our self-closing basin cocks are being installed in the National Bank Building at Boone, Iowa.

**SAMPLES.**

All salesmen have been notified to send their samples in by December 21st. Please don't forget this. It is important.



Most girls imagine that the bridal path is the air line to a life of ease.

REMEMBERED BY '49 CLUB.

The members of the '49 Club remembered Mr. H. M. Flemming on the occasion of his recent marriage and he voices his appreciation as follows:

"We are indeed grateful for and appreciate the check which was handed to us by the members of the '49 Club. as a wedding gift.

"With same we purchased a sitting room outfit, consisting of a table, rocker and settee.

"A cordial invitation to call on us. is extended to all the members, should they at any time come to Brooklyn.

"(Signed) H. M. FLEMMING."



WHIT'S SIDE LED.

Had Best of November Inning In Tapping Machine Contest.

Whit's team led the way in the November inning of the tapping machine contest. placing 16 machines as against 14 by Caldwell's Sluggers, but they are still a long way behind.

With only half a month to go on Caldwell's men lead by 42 machines, and if there was any similar organization in the country with which to arrange a world's championship series. Mr. Caldwell would already be busy.

The bright particular star in November was David Rowley. who succeeded in placing four machines—a clean home run. Billy Ford was next with three. while a number of others tied on two each. This number included the redoubtable Hans Wagner Cobb Hennessy. whose total is now fifty-two machines. twice as many as the next highest man.

We are going to fall far below our mark of 1000, and will not likely reach our second choice of 700, unless Hennessy pulls off a few miracles.

In the few days remaining get out and boost the game for all you are worth. Make every effort to sell tapping machines and help boost the total for the year 1912. The record to date follows:

	MS.	1b.	2b.	3b.	HR.	Po.	E.
Whitney, c.	5	1	0	0	1	0	2
Morrow, lf.	7	0	0	1	1	0	3
Sippell, rf.	6	0	1	0	1	1	1
Brown, cf.	6	0	1	0	1	0	0
Tranter, 2b. ...	16	0	0	0	4	0	2
Smith, 1b.	15	0	0	1	3	0	0
Rowley, 3b. ...	12	0	0	0	3	1	4
Pilcher, ss.	5	1	0	0	1	1	2
Stebbins, p. ...	20	0	0	0	5	1	5
Hastings, p. ...	11	0	0	1	2	2	1
C. T. Ford, p. ...	11	0	0	1	2	0	4
Wasson, p.	18	0	1	0	4	0	0
Dill, p.	7	0	0	1	1	0	1
White, p.	6	0	1	0	1	0	1
O'Rourke, p. ...	5	1	0	0	1	0	0
Kice, ss.	2	0	1	0	0	0	0
Andrews, p.	4	0	0	0	1	0	0
Ince, p.	2	0	1	0	0	0	0
R. E. Smith, p. ...	0	0	0	0	0	0	0
Pedlow, p.	0	0	0	0	0	0	0
Dubois, p.	3	1	0	0	0	0	1

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Caldwell, cf. ...	16	0	0	0	4	2	1
Hays, rf.	14	0	1	0	3	1	4
Jett, lf.	11	0	0	1	2	0	2
McCormick, 2b. ...	8	0	0	0	2	1	2
Cameron, 3b. ...	9	1	0	0	2	0	2
Leary, ss.	12	0	0	0	3	0	5
Hennessy, c. ...	52	0	0	0	13	0	2
W. B. Ford, p. ...	24	0	0	0	6	1	5
Kirkwood, p. ...	10	0	1	0	2	0	3
Clark, p.	6	2	0	0	1	1	1
McCarte, p.	9	1	0	0	2	1	0
Heinrichs, p. ...	13	1	0	0	3	0	5
Harte, p.	0	0	0	0	0	0	0
Thornton, p. ...	12	0	1	0	2	1	1
Cash, p.	2	0	1	0	0	0	0
Alexander, p. ...	0	0	0	0	0	0	0
Powers, p.	1	1	0	0	0	0	0
Arnold, p.	0	0	0	0	0	0	0
Aubinger, 1b. ...	4	0	0	0	1	0	0

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Decatur sales	135
New York sales	63

Grand total 562



Some dope fiend has said that Heaven is the Coney Island of the soul.

SOME GOOD NEW YORK ORDERS.

About a year ago W. F. Hennessy was successful in having Messrs. Ewing, Baker & Henry, architects, specify our goods for the Royster Bldg. at Norfolk, Va., and an order has now been received for the following: 2 1" No. 2 D-13160 regulators, 1 ½" same, 2 ⅝" D-8702 Rg. N. P. sill cocks, 2 ⅝" D-9022 same.

G. A. Caldwell landed a nice order from the East Boston Gas Co. of Chelsea, Mass., the same including the following:

1500 5-lt. D-17011 Meter Connections, 6 inches over all.

1000 5 lt. D-17011 Meter Connections, 5 inches over all.

1000 5-lt. D-17011 Meter Connections, 4 inches over all.

500 3-lt. D-17001 Meter Connections, 4 inches over all.

500 3-lt. D-17001 Meter Connections, 5 inches over all.

500 3-lt. D-17001 Meter Connections, 6 inches over all

500 3-lt. D-17001 Meter Connections, 7 inches over all.

500 3-lt. D-17011 Meter Connections, 7 inches over all.

The Montana Apartment Building, which will be one of the largest in New York City when completed, will be equipped with Mueller Goods. W. F. Hennessy secured the order through Lasette & Murphy. It includes the following:

378 4" N. Y. Regulator Ferrules.

50 2" N. Y. Regulator Ferrules.

17 3" N. Y. Regulator Ferrule..

200 2" D-25354 Female Soldering Nipples.

100 1½" D-25354 Female Soldering Nipples.

100 1½" D-25353 Male Soldering Nipples.

100 1½" D-25353 Male Soldering Nipples.

6 4" D-25306 H. S. Brass Ferrules.

368 ½" Fin. D-9073.

366 ½" Fin. D-8303.

106 ⅝" Fin. Plain Bibb.

106 ⅝" Fin. 8428 Hose Bibb.

11 ⅝" Fin. 8403 Plain Bibb.

106 ½" Fin. 8419 Bibb.

11 ⅝" Hose 8403 Bibb.

106 ½" Fin. 8420 Bibb.

478 D-9161 Special Low Down Basin Cooks.

From G. A. Caldwell for 300 D-12907 for the Phillips Lead and Supply Company, Providence, R. I.



ORDERS FROM DECATUR TERRITORY.

Among the recent orders which possess more than average interest, the following from Decatur territory are noted:

From E. S. Stebbins for 88 D-11904 Basin Cocks, 12 D-11703 Bibbs, 16 D-8193 Stops, and 84 D-8185 Stops. These goods go to Berryman Bros., Billings, Mont., for use in the Northern Hotel of that city.

From H. J. Harte for 14 D-12902 Colonial Self-closing basin cocks to be shipped to Robinson & Walters, Uniontown, Pa., to be used in St. John's Parochial School of that city.

From R. M. O'Rourke for 100 D-12902, hot and cold, for Herman Pechman, who will install them in the Signal Inn Hotel, Walden Ridge, Chattanooga, Tenn. Messrs. Adams & Alsop are the architects who specified these goods.

From James Smith for 6 pairs of Rapidac basin cocks for J. C. Kuetemeyer who will install them in the Milwaukee Gas Light Company's Building. Schnetzky & Son are the architects.

From C. H. DuBois for 250 D-11902 Self-closing basin cocks for White & Hanson, Mattoon, Ill., who will install them in the Dole House.

From H. J. Harte for 48 D-11901 Self-closing basin cocks for the W. N. Sauer Co., 804 Chestnut St., Pittsburg, Pa., for installation in the Bloomfield Apartments. In this case the Bashlin line of goods had been specified and Mr. Harte had some little difficulty in securing the change. From H. J. Harte for 6 pairs of D-12902 Self-closing basin cocks for Clyde Brand, Morgantown, W. Va., for installation in the Brown Apartments.



NEW BRANCH.

The N. O. Nelson Company will open a new branch at Houston, Texas.



The Mueller Record



Christmas
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DECEMBER 25, 1912

CHRISTMAS, 1912

CHRISTMAS GREETINGS

A Merry Christmas to all our Employees!

It's an old, old wish but it's meaning is always new, and its ring always should be vibrant with sincerity. We want you to feel the earnestness and sincerity of our greeting.

May it be the merriest, happiest, brightest and best Christmas that has ever gladdened your life, and the lives of those who are closest to you. We cannot make this so, but we can wish it most heartily, and we do.

On this day when all of the civilized world echoes and re-echoes with the sentiment of "peace on earth, good will toward men," let us get our share of it and diffuse it so that others may feel that magic touch and glow of Yuletide which makes all the world akin.

Forget the sordid, selfish side of humanity with its ostentatious display of gifts, too frequently unnecessary and unappreciated, and too frequently the mere discharge of an obligation. Instead light afresh the fire of good cheer in your heart, letting its glow radiate to your family, your fellow workmen and your fellow men.

And let each do his part in making every day happier and better by keeping alive throughout the year the thought of "peace on earth, good will toward men."

How much better this toilsome old world would be if we opened wide each day the better part of our natures, instead of selfishly contracting and squeezing them within our narrow little selves for 364 days and putting them on dress parade only on the 365th day.

The good cheer and good fellowship which this best of all holidays provokes, if carried into your daily task and daily life, will go far toward making you feel when you look back through the vista of departed years, that Christmas of 1912 was indeed a merry one.

Once more we wish it to you, and a happy, contented, prosperous New Year to follow.

THE NIGHT HAWK

The night hawk is so called because it hunts its prey at evening.

The Mueller "night hawks" are men who seek their livelihood after sundown while the rest of the Muellerites are enjoying long, refreshing hours of "tired nature's sweet restorer."

The preceding sentence is purely allegorical, fictitious and imaginative. It's what they should do.

Be that as it may it's what the "night hawks" would do if they had the chance, or at least while they are "hawking" they think they would.

These "night hawks" are an important part of the factory organization, and perhaps we do not give them the thought or the recognition as part of our organization, which we should do as fellow operatives.

When the day force lay down their daily cares, these "night hawks" move into the vacant places and throughout the hours of darkness maintain the Mueller standard of activity. Most of them have been doing this for eleven years, and the majority of them have come to like it, or at least to accept this custom of necessity as their portion.

"That monster, custom, who all sense doth eat,

Of habit's devil, is angel yet in this;
That in the use of actions fair and good,
He likewise gives a frock, or livery,
That aptly is put on."

And for the "night hawks" we want to record the fact that they wear their "livery" gaily and are properly imbued with the Mueller spirit.

Luckily nature has so fortified man that he can adapt himself to almost any condition, else "night hawks" would be an unknown specie of the industrial world. Night work is arduous and the men who engage in it are entitled to our appreciation and encouragement.

If we thought it deleterious to the health of those engaged in it, we would be deeply concerned, but when we look at Barney Marty and then at Loren Burleigh, we sometimes feel that the night man has the

best of the argument after all, and that Barney might with becoming magnanimity trade places with Loren and give him a chance.



THE FOREMEN'S CLUB.

The monthly meeting of the foremen's club was held Monday evening, December 2nd. The attendance was the largest since the club was organized.

Messrs. Adolph, Philip and Robert Mueller were present, also Mr. F. L. Hewitt.

There were two practical talks—one by W. B. Burke, electrician, on the use of electricity, and one by W. T. Mason on the sprinkler system.

Members of the firm also spoke on topics affecting the business. All of the addresses were freely discussed. The meetings of this club are growing in interest and they are productive of a better understanding all around.



WITH APOLOGIES TO HOOD.



With fingers weary and worn
With eyelids heavy and red,
They rub, and rub and rub
The hairless spots on their head.

THERE'S LASTING CLASS IN MUELLER BRASS

It does no harm to occasionally size ourselves up and find out who we are. It should do us good.

We are an organization of nearly 900 persons, making water, gas and plumbing goods, equal to or better than the best in the world. Don't hesitate to claim that any time or any place. Our faith is shown in our Unconditional Guarantee, which means that every user of Mueller Goods is protected against any defect in any article of ours which is traceable to our neglect or error.

It's this guarantee that makes us so particular in our demand that every little detail of manufacture be kept up to the highest standard.

We believe every employe can help advertise these facts by mentioning them in correspondence with friends. Advertising in its simplest form is merely spreading the news, doing it truthfully and persistently, until those whom the news reaches, consciously or unconsciously become convinced. Once convinced they become our friends and once our friends they become our patrons. Lines something like this in your correspondence, will do us good:

"I am one of 900 persons employed by the H. Mueller Mfg. Co. making brass plumbing goods, which are equal to or better than the best in the world. Our confidence in them is shown by our Unconditional Guarantee. 'There's Lasting Class in Mueller Brass'."

Now don't assume the position that it's not your business to advertise Mueller Goods even if you do help make them. Stop and think a moment.

It is your business because it vitally concerns your welfare as a Mueller employe.

We don't care what your position with the company is—whether you are pushing a wheelbarrow or acting as head of a department—you are a vital, active, necessary part of the organization, otherwise you would not be on the pay roll.

And the interests of this company are your interests. It's our united efforts—from President Adolph down to the hum-

blest messenger boy which make the Mueller Company. And an organization is only perfect and effective when every component part is pulling together toward one common goal. The Company's stability, permanence, growth and success is wholly and solely dependent upon its ability to market its product. Your position is wholly and solely dependent upon our ability to do this.

Without our ability to sell our goods we would fall back in the line. Just as we fell back the Mueller employes would fall off in proportion.

As we grow in volume of business the number of employes grows with us and the faithful, interested loyal employe will find his condition improved. From the foundation of this business to the present day an established policy has been the recognition of loyal and faithful service. It was a tenet of the faith of our father, Hieronymus Mueller, and we have not departed from it.

With this knowledge in your possession don't you think that it is to your interest to keep telling all your friends by written and spoken word that—

"There's Lasting Class in Mueller Brass."



DID HE MEAN IT?

Two lawyers were engaged in a heated discussion and the debate became so acrimonious that the lawyers indulged in personalities. One lawyer said, speaking to the other, "Sir, you are an unmitigated liar!" The other lawyer retorted, "Sir, you are an infernal scoundrel."

The judge, who was a model of politeness and decorum, leaned over the bench and said: "Gentlemen, kindly address your remarks to the court."



HIS IDENTITY

"I presume you never quarrel with your wife?"

"Certainly not," replied skimpy Mr. Hennepeck. "I am merely a husband, not a lion tamer."—Judge.

CHRISTMAS GIFTS

She needed pots and a new floor broom,
 And window shades for the children's room;
 Her sheets were down to a threadbare three
 And her table cloths were a sight to see.
 She wanted scarfs and a towel rack
 And a good, plain, useful dressing sack,
 Some kitchen spoons and a box for bread,
 A pair of scissors and sewing thread.
 She hoped some practical friend would stop
 And figure out that she'd like a mop,
 Or a bath room rug or a lacquered tray
 Or a few plain plates for every day.
 She hoped and hoped and she wished a lot,
 But these, of course, were the things she
 got:

A cut glass vase and a bonbonniere,
 A china thing for receiving hair,
 Some oyster forks, a manicure set,
 A chafing dish and a cellaret,
 A boudoir cap and a drawn-work mat,
 And a sterling this and a sterling that;
 A gilt-edged book of a lofty theme,
 And fancy bags till she longed to scream;
 Some curling tongs and a powder puff
 And a bunch of other useless stuff.
 But though she inwardly raged she wrote
 To all of her friends the self-same note,
 And said to each of the crazy host—
 "Just how did you guess what I needed
 most?" —Ella Bentley Arthur in "Life."



A WISE NEGRO.

A negro was in jail awaiting trial on the charge of stealing a calf. His wife called to see him. On the way out the jailer asked her if she had a lawyer for Jim.

"No sah," said the negress. "Ef Jim was guilty I'd get him a lawyer right away; but he tells me he ain't guilty and so of co'se I ain't call'ating to hire none."

"Mr. Jailer," came a voice from the cells above, "you tell dat nigger woman down dar to get a lawyer—and get a ——good one, too."



Asbestos is said to be the white hope of those who lose out in the hereafter.

REMOVING SAFETY APPLIANCES.

Employee Who Does This Is Liable to Fine.
 That is the Law.

The law makes it obligatory upon the company to safeguard health, limb and life of employes, in so far as such precaution is possible.

The company is amenable to the law in these and other particulars, and is constantly under the surveillance of authorized inspectors of the Department of Labor. These inspectors are given free access to all departments. They may come and go as they please, and the company cannot direct or restrict their actions. These inspectors under authority of the law may pay us a visit at any hour. They have never harassed us because we have always manifested a disposition to work with them, obey all their instructions and the spirit and intent of the law.

The result of this has been to our benefit. Our factory is held by the inspectors to be a model in this particular. In fact the last inspector who paid us a visit said that in regard to compliance with the law, which is wholly for the benefit of employes, we stood at the head in this state. We were pleased to hear this. Aside from the plain duty of observing the law, municipal, state or national, which every good citizen owes, we are glad indeed to safeguard the physical well-being and safety of our employes.

Having complied with this law we have fulfilled all legal obligations on our part, and the responsibility of maintaining the safety appliances as we have placed them, rests wholly with employes. Our responsibility was discharged the moment we installed the safety devices to the satisfaction and approval of the state agents.

Under the law any employe who removes or changes these appliances is subject to a fine of \$25.00. It is you and not the company now liable to a fine.



Mrs. Snoozer—Henry, the alarm clock has just gone off.

Snoozer—Thank goodness! I hope the thing'll never come back.—"Popular Mechanics."

MR. PEPYS' CHRISTMAS IN 1662

The following is from the diary of Samuel Pepys, December 25, 1662. Mr. Pepys was a miscellaneous English writer, modest, simple and straightforward. He believed in putting his thoughts on paper. His diary published 250 years ago is still the delight of many students of literature.

25th (Christmas Day). Up pretty early, leaving my wife not well in bed, and with my boy walked, it being a most brave, cold and dry frosty morning, and had a pleasant walk to White Hall, where I intended to have received the Communion with the family, but I came a little too late. So I walked up into the house and spent my time looking over pictures, particularly the ships in King Henry the VIIIth's Voyage to Bullen; marking the great difference between their build then and now. By and by down to the chappell again, where Bishop Morley preached upon the song of the Angels, "Glory to God on high, on earth peace, and good will towards men." Methought he made but a poor sermon, but long, and reprehending the mistaken jollity of the Court for the true joy that shall and ought to be on these days, he particularized concerning their excess in plays and gaming, saying that he whose office it is to keep the gamesters in order and within bounds, serves but for a second rather in a duell, meaning the groom-porter. Upon which it was worth observing how far they are come from taking the reprehensions of a bishop seriously, that they all laughed in the chappell when he reflected on their ill actions and courses. He did much press us to join these publique days of joy and hospitality. But one that stood by whispered in my ear that the Bishop himself do not spend one groat to the poor himself. The sermon done, a good anthem followed, and then the King came down to receive the Sacrament. But I staid not, but calling my boy from the Lord's lodgings, and giving Sarah some good advice, by my Lord's order, to be sober and look after the house, I walked home again with great pleasure, and there dined by my wife's bed-side with great content, having a mess of brave plum-porridge and a roasted

pullet for dinner, and I sent for a mince-pie abroad, my wife not being well to make any herself yet. After dinner sat talking a good while with her, her pain being become less, and then to see Sir W. Pen a little, and so to my office, practicing arithmetique alone and making an end of last night's book with great content till eleven at night, and so home to supper and to bed.



THE NIGHT SCHOOL.

We, the undersigned students in the courses which have been offered during the past ten weeks in the night school, wish to bring to the attention of others who may themselves be interested, or are interested, in behalf of friends, the advantages offered in these night school courses.

The undersigned have had beneficial experience in the commercial course which included arithmetic, spelling, business English and writing; in the stenographic course which included shorthand and typewriting, and in mechanical drawing which allowed each student as rapid progress as possible upon the basis of previous knowledge.

We found the physical conditions, such as light, desks and equipment, all that could be desired, and the instructors efficient and interested in their work.

The tuition per term of ten weeks is \$2.50, meetings being held one hour per evening, two evenings per week. If the hours are doubled, that is two hours per evening two evenings per week, the tuition is \$5.00 for the course. We urge this upon your attention because we feel there are many who probably do not know of the advantages of this plan and its possibilities to the students, who should avail themselves of the advantages offered.

Any additional information will be freely given by either of the undersigned, or by Mr. H. B. Wilson, superintendent of city schools.

(Signed) O. HATFIELD,
M. E. HENDERSON,
J. J. VOELCKER.

ON FILE

"If an unkind word appears,
File the thing away.
If some novelty in jeers,
File the thing away.

If some clever little bit
Of a sharp or pointed wit,
Carrying a sting with it—
File the thing away.

If some bit of gossip come,
File the thing away.
Scandalously spicy crumb,
File the thing away.

If suspicion comes to you,
That your neighbor isn't true,
Let me tell you what to do—
File the thing away.

Do this for a little while,
Then go out and burn the file."
—John Kendrick Bangs.



WANTED TO OBLIGE.

They were giving a big dinner, and the coachman had come in to help wait on the table. Several persons had suffered from his lack of experience, and in serving peas he approached a very deaf old lady and inquired:

"Peas, mum?"

No answer.

"Peas, mum?" (Louder.)

The old lady saw that someone was speaking to her, and she lifted her ear trumpet to the questioner. The coachman, seeing the large end of the trumpet directed toward him, thought:

"It must be a new way o' takin' 'em, but I s'pose she likes 'em that way."

And down the trumpet went the peas.



NOVEMBER QUOTA.

The following is the quota of salesmen in the Decatur territory for the month of November:

1. M. T. Whitney.
2. C. H. DuBois.
3. J. H. McCormick.

SARNIA SHOWING OFF.

Coming of Mueller Factory Occasion of
Numerous Unusual Happenings.

(Sarnia Correspondence.)

We have come to the conclusion that the people of Sarnia appreciate the fact that we have established our factory here and they seem determined to celebrate it on every possible occasion.

The day that Mr. Oscar arrived in town to carry on the final completion of the work there was a little private celebration by the Imperial Oil Co. which has a large refinery at this point. They were so enthusiastic over his arrival that they blew up one of their oil tanks.

Then just to show that there were no hard feelings, on that same week the electric light and power plant was burned down which, we think, was a very good way of showing their friendship as it not only gave us a pyrotechnic display but also gave us a chance to see the town on our daily walks through it.

Of course, there were other companies who did not care to go to this extent in celebrating but we will have to hand the palm to the Sarnia Bridge Company. They were working on our foundry building and were drawing near the end of their riveting when they determined that the men could work a little harder and go without the riveting machine so they ran up the pressure in the air tank and there was an explosion which was heard all over town.

We are now prepared for almost anything.



LASSES.

An Alabama negro who had spent several years as a servant in a New York family, returning to his home attempted to instruct members of his family in correct usage, especially in their language.

One day at the table his brother said to him: "Gimme some 'lasses, Sam."

"You musn't say 'lasses," corrected Sam. "You must say molasses."

"What is you talkin' 'bout?" grunted his brother. "How's I gwine to say mo 'lasses when I ain't had none yet?"

THE CARE OF TOOLS

By LEN HERMAN

System is one of the greatest things man ever devised as an aid to him in climbing the ladder of success. When you set up a machine for an operation you should have a system of placing your tools in the machine so that in operating you will have the shortest cut from one tool to another.

You should have a system of setting your tools quickly and accurately and then be sure your work is in accordance with your gauge and the blueprint. If there is any doubt of this, call your foreman's attention to that fact. If for any cause tools do not finish work according to gauges and drawing the foreman should be notified and a written report sent the drafting room, so an investigation of the trouble may be made. In cases of this kind we may change the tools to match the drawing or vice versa, but in all cases tools and drawings must match up. Do not use iron, steel or other hard material to strike a tool when adjusting it in or taking it out of the turret. If you can't move the tool with your hand use a lead mallet. Tools are expensive and should have the same care you would give a piece of furniture in your home. You should have the same regard for a tool that you would if you had paid your own money for it. No more time is required to use proper precautions to prevent battering a tool than to hit it with a wrench or anything you can get your hands on. You might in some instances save a little time while adjusting a tool in the turret, by striking the tool with the wrench you had used to loosen a set screw, but this time would be lost when it came to figuring the expense of the upkeep of repairs of these tools. In setting up tools we frequently get a new geometric die head, and in the course of one week this die head is so battered it must go to the tool department for repairs.

The little blows you give a tool with a wrench may not in your estimation amount to much, but don't forget that hundreds of people in the factory are using the same

tools, and if each of these strikes the tool with a wrench or other hard substance it will not be long until the tool is in an unrecognizable condition.

Another system every workman should adopt is to do a certain quantity of every part between the times of trying his gauges and templets. Never throw your work directly into a large hand box. Have a small box which will hold just the right quantity of the part on which you are working. This will act as a measure, showing you when full that it is time to try the gauges and templets. You should use gauge and templets on the last piece and if they do not fit go over all the pieces in the small box. Such pieces as are wrong lay aside, and such as are correct put in the large box. This is a check on yourself, and you know that all goods in the large box are correct. It will save you time in not having to go through the large box to check up the incorrect pieces.

Another system a workman should adopt is speed—a time saver and an invigorator. Time flies when your machine is speeded up to a point where it works in unison with your pulse. If you have never tried this, do so at the first opportunity and see if the days do not go faster than when you are working your machine at low speed.

Every workman naturally desires the highest rate of wages his skill will produce. To attain this rate a workman must show his foreman that he has attained accuracy and speed.

In putting false jaws in box chucks care should be taken that the false jaws are properly blocked up with paper at the front end, so that in chucking up a piece of work the jaw will clamp the casting the full length of the surface supposed to be chucked on. I frequently find that workmen do not keep their false jaws blocked up in this way. When it is not done you may expect on many jobs to have the end of the casting which goes back of the end of the jaw crushed, as the

OUR CHRISTMAS

We all know what the firm gave us for Christmas but we do not realize what it means in the aggregate.

The majority of employes took ham and bacon as their gift. To meet this demand the firm bought 850 hams and 850 pieces of bacon—a total of 13,000 pounds of meat.

In addition to this the magazine subscriptions amounted to 143 periodicals.

Quite a few men took cigars and some employes specified handkerchiefs as their gifts.

The employes remembered the firm as usual with suitable articles for the directors' room.



THE CARE OF TOOLS.

Continued from page 7

jaws will clamp harder there than in front. You will unknowingly spoil a great deal of work in this way. Also your work will run truer without having to hit the casting to center up, if your false jaws are clamping the desired surface of the casting.

Another bad fault of workmen is the manner of tightening screws in the false jaws. On every chuck throughout the factory, if you examine these screw heads, you will find the slots cut and rounded out by reason of the screw driver slipping out of the slot while these screws were being tightened. This will be overcome by observance of the following rule:

First—See that your screwdriver has a good square point with sides not too tapering and then see that your master jaws are clean of chips. Insert your false jaws and with your fingers tighten the screws down against the head. Next put on your box chuck wrench and turn your right and left screw until the false jaws come together. With a block of lead drive the front of the jaw back until both are even with each other on the face. Then take your box chuck and screw the chuck together with considerable force, and then take your screwdriver and set each of these screws up against the head firmly. Don't try to tighten the screw

so tight that your screw driver will slip and jump out of the slot under the strain exerted on it. Remember you have already set your jaws very tight against the master jaw by screwing the chuck together with your chuck wrenches. Much force on the screw driver is therefore, not necessary.

Workmen should not attempt to grind tools. Having no measure to go by they cannot tell if they are keeping the correct lengths. In some instances this might not cut any figure, but that is no excuse. The workman does not know how many parts a tool may be used on, and therefore does not know what effect a shorter or longer length might have. Therefore a tool put away too short or too long might cause considerable expense on some future operation. The regular grinding department maintained by the firm have correct records and know exactly how this grinding should be done.

We try to carry enough stock of different tools to make exchanges for dull ones. In case we can't do this notice should be given and the question of having the drafting department make extra tools will be considered.

Too much care cannot be taken of gauges and templets. Bear in mind that these are delicate instruments and should be handled accordingly. Placing a ring gauge on the set screw of a turret is a bad habit. The vibration of the turret causes the ring to dance about, and the ring is soon so battered that it is not true. Forcing a piece of work into a gauge will quickly wear the gauge and unfit it for use.

The ways of your machine should be protected. Keep a board on the ways, and lay your files or other tools on this. There are a number of machines in the factory which have raised ways, and some of these ways are badly worn as a result of continually laying files on them. The average person might not think this possible, but it shows nevertheless on some of the older machines.

Let us begin the New Year resolved to overcome some of these little faults which if permitted to go uncorrected will add to the upkeep expense of the factory. A little thoughtfulness on our part will not only eliminate this item of upkeep, but it will make us better workmen.

AN ENGLISH CHRISTMAS DINNER

In his sketch book Washington Irving gives us an excellent insight to the good cheer of Yuletide in Old England. His description follows:

"The dinner was served up in the great hall, where the squire always held his Christmas banquet. A blazing, cracking fire of logs had been heaped on to warm the spacious apartment, and the flame went sparkling and wreathing up the wide-mouthed chimney.

The great picture of the crusader and his white horse had been profusely decorated with greens for the occasion, and holly and ivy had likewise been wreathed round the helmet and weapons on the opposite wall, which I understood were the arms of the same warrior. I must own, by the by, I had strong doubts about the authenticity of the painting and armor as having belonged to the crusader, they certainly having the stamp of more recent days; but I was told that the painting had been so considered time out of mind; and that as to the armor, it had been found in a lumber room and elevated to its present situation by the squire, who at once determined it to be the armor of the family hero; and as he was absolute authority on all such subjects in his own household, the matter had passed into current acceptance.

A sideboard was set out just under this chivalric trophy, on which was a display of plate that might have vied (at least in variety) with Belshazzar's parade of the vessels of the temple; "flagons, cans, cups, beakers, goblets, basins, and ewers," the gorgeous utensils of good companionship that had gradually accumulated through many generations of jovial housekeepers. Before these stood the two Yule candles, beaming like two stars of the first magnitude; other lights were distributed in branches like a firmament of silver.

We were ushered into this banqueting scene with the sound of minstrelsy, the old harper being seated on a stool beside the fireplace and twanging his instrument with a vast deal more power than melody. Never

did Christmas board display a more goodly and gracious assemblage of countenances; those who were not handsome were at least happy, and happiness is a rare improver of your hard-favored visage.

I always consider an old English family as well worth studying as a collection of Holbein's portraits or Albert Durer's prints. There is much antiquarian lore to be acquired, much knowledge of the physiognomies of former times. Perhaps it may be from having continually before their eyes those rows of old family portraits, with which the mansions of this country are stocked; certain it is that the quaint features of antiquity are often most faithfully perpetuated in these lines, and I have traced an old family through a whole picture gallery, legitimately handed down from generation to generation, almost from the time of the Conquest. Something of the kind was to be observed in the worthy company around me.

The table was literally loaded with good cheer, and presented an epitome of country abundance in this season of overflowing larders. A distinguished post was allotted to "ancient sirloin," as mine host termed it, being, as he added, "the standard of old English hospitality and a joint of goodly presence and full of expectations." There were several dishes quaintly decorated, and which had evidently something traditional in their embellishments, but about which, as I did not like to appear over curious, I asked no questions.

When the cloth was removed the butler brought in a huge silver vessel of rare and curious workmanship, which he placed before the squire. Its appearance was hailed with acclamation, being the Wassail Bowl, so renowned in Christmas festivity. The contents had been prepared by the squire himself; for it was a beverage in the skillful mixture of which he particularly prided himself, alleging that it was too abstruse and complex for the comprehension of an ordinary servant. It was a potation, indeed,

A FEW DON'TS

Don't crowd bolts too near ribs.

Don't think the company cannot do without you.

Don't think a checker has a cinch; try it yourself.

Don't be close-fisted with your data. Swap with your associates.

Don't use a monkey-wrench for a hammer.

Don't be too important to do insignificant jobs.

Don't wait until Monday morning to fill your oil can.

Don't use a vise more than a mouth without oiling the screw collar.

Don't ask your neighbor for instructions; go and ask your foreman.

Don't leave brass or emery in your eyes over night.



AN ENGLISH CHRISTMAS DINNER.

Continued from page 9

that might well make the heart of a toper leap within him, being composed of the richest and raciest wines, highly spiced and sweetened, with roasted apples bobbing about on the surface.

The old gentleman's countenance beamed with a serene look of indwelling delight as he stirred this mighty bowl. Having raised it to his lips, with a hearty wish of a Merry Christmas to all present, he sent it brimming round the board, for every one to follow his example, according to the primitive style, pronouncing it "the ancient fountain of good feeling, where all hearts met together."



THE '49 CLUB.

The annual dinner and reunion of the members of the '49 Club will be held on Saturday evening, January 4th.

This event is always pleasantly anticipated by the members of this organization.

CAUGHT IN CURB BOX.

The Danger That Threatens Water and Gas Companies.

Uncovered service boxes are a menace to the public. They might easily be the cause of expensive lawsuits, as gas and water companies, and municipalities are liable for damages.

A learned lawyer, after careful investigation, gives it as his opinion that this liability exists. That the danger of injury and of damage suits exists, is shown by the following from the Kansas City Star, December 8, 1912:

"Henrietta McGrew, 5 years old, daughter of Homer McGrew, a realty dealer, and granddaughter of Henry McGrew, a capitalist on the Kansas side, stood on the sidewalk in front of 827 Minnesota Avenue last night for twenty minutes while workmen with chisels cut away the top of an iron curb box that held her prisoner.

"The child stepped from the motor car of her father and her foot slipped into an open curb box, a pipe four inches in diameter, level with the sidewalk. The opening has an iron lid which had slipped off. A "trouble man" from the water department was summoned. With a chisel he cut away the top of the pipe while a patrolman held a lantern. Aside from a slight sprain the child was uninjured. A crowd gathered to watch the rescue."

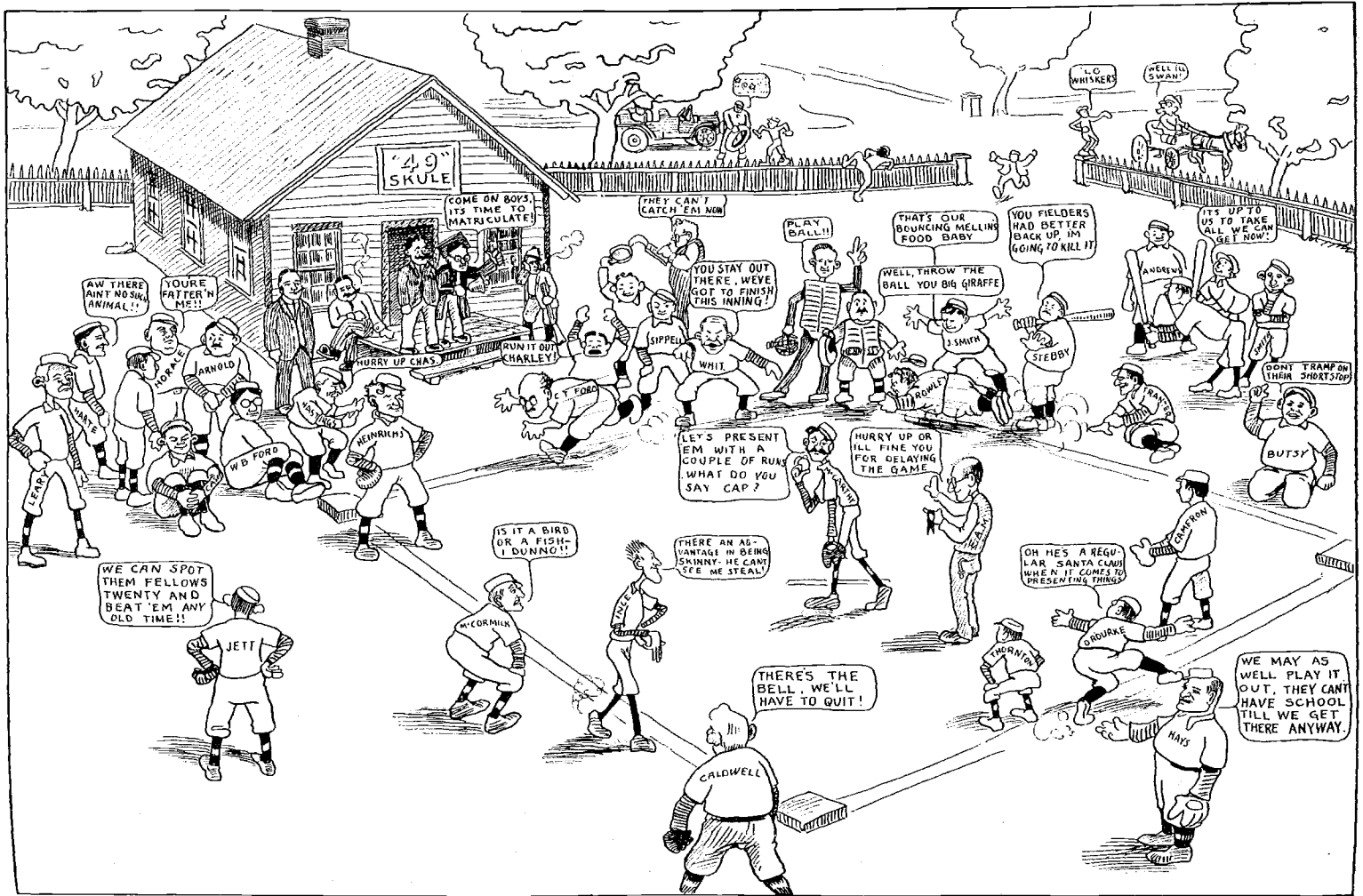


W. L. JETT MARRIED.

Through an oversight no mention was made last month of the marriage of W. L. Jett and Miss Lena Pritchett, a charming Decatur girl.

Immediately following the ceremony Mr. and Mrs. Jett left for Los Angeles, Calif., where they are now happily located in St. Cathryn's Apartments, No. 404, at 725 Bixel St.

The young couple visited Denver, Salt Lake City and other points of interest, en route west. Owing to the great distance from Decatur Mr. Jett will not come in to the salesmen's meeting.



CLOSE OF OUR "BASEBALL" SEASON.

LIKE A GREAT ARTIST

"The business man, like the great artist, is truly in love with his work."

We came across this sentiment the other day, and were impressed with it. It tells a story of success, for every man in love with his business will succeed. You can't head them off.

The man who does business simply because he is compelled to in order to make a living is not apt to succeed. In the same ratio the employe who works simply to earn his salary is not apt to advance.

It's the man who works because he loves his work that will finally win out in the race for preferment. Faithfulness and devotion to duty, and to an employer's interests will frequently win a man recognition, over those better equipped mentally but who give their efforts grudgingly, seeking to return not an iota more in service than they receive in wage.



ACCIDENT AT SARNIA.

A distressing accident occurred at the Sarnia plant Tuesday, November 19th, when the compressed air tank used in riveting on the foundry building exploded on account of excessive pressure.

One man who was in a stooping position near the tank at the time was seriously injured, and may lose an arm as a result. He also sustained an injury to the eye, and one ear, but neither his sight nor his hearing will be permanently affected.

The Mueller men were quickly on the scene and an ambulance was called, but before it arrived the victim was placed in Mr. Oscar's car and hurried to the hospital.

The company is in no way responsible for the accident as the work was being done under contract.



LETTING HIM OUT.

She—"Excuse me, but tobacco smoking is prohibited here."

He—"Well, that doesn't affect me. I smoke cabbage leaves."—Fliegende Blaeter.

FOUNDRY AND CORE ROOM.

Firm Meets Employes at Supper in Old Advertising Department, Monday Evening, December 16th.

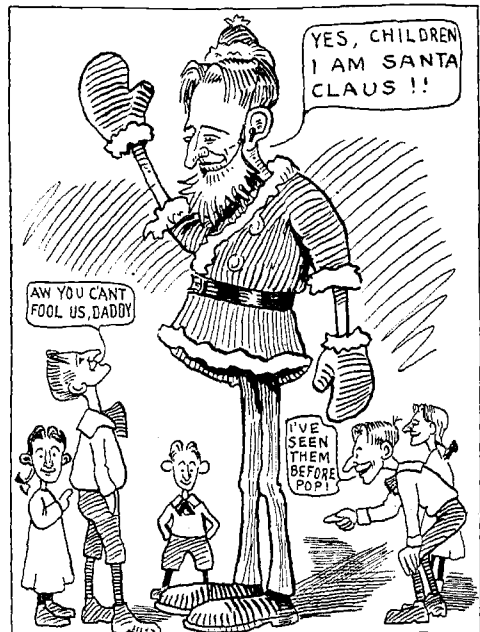
On Monday evening, Dec. 16th, the firm gave a supper to the male employes of the foundry and core room. The spread was served in the old Advertising Dept. and about eighty persons sat down to a good dinner of roast beef—the roast weighed 62 lbs.—browned potatoes and gravy, and many other good things. When the remnants had been cleared away cigars were passed and the meeting was called to order by Mr. Adolph, who explained that the gathering was for an interchange of ideas.

Chris Hendrian foreman of the core-room and Frank Schutz foreman of the foundry, spoke of their work in their departments and there was a general discussion on the part of members and employes.

The best of good fellowship prevailed throughout the evening and the meeting was certainly one of the most beneficial yet held.



A "BURLY" SANTA CLAUS.



BROKEN TAPPING MACHINE TOOLS

By J. J. VOELCKER AND GEO. COLES

To understand why tapping machine tools are sometimes broken, a knowledge of the process of manufacture which may or may not cause a defective tool, is necessary.

The teeth of all our taps are "relieved" or "backed off" as it is sometimes designated. This means that the face or cutting edge of the teeth is larger in diameter than the back or heel of the teeth. This clearance varies with the size of the tool and is measured with a thread micrometer. The proper clearance for each size tool is determined by actual cut and try methods. It was found that all tools cut more freely with lots of clearance but if they had the least bit too much, a leaky joint resulted when the cock or pipe was screwed into the tapped hole. The idea, therefore, is to get as much relief as possible with a certainty of having a good joint. It's very seldom a tool gets out of the shop that is not relieved properly.

In tempering tools they are first heated to a certain temperature which is determined by a pyrometer. Then they are dipped in a hardening solution consisting chiefly of salt water, which gives them a glass hardness. The next step is dipping them in oil heated to a certain temperature which is gauged by a very accurate thermometer. The complete apparatus is called an oil tempering furnace.

All tools are tested with a Shore scleroscope, a scientific instrument of great sensitivity for determining the hardness of metals. In addition to this painstaking process one of every ten tools is given an actual working test.

The proper temper for these tools was determined by a series of actual working tests which were carried out to an elaborate degree.

The principal cause of broken teeth in taps is hard spots in cast iron pipe in the case of water tapper tools and lack of lubrication in dry tapper tools.

We have found spots in cast iron pipe as hard as flint. The tool may pass through these spots but becomes wedged in the hole

and in backing out the teeth are pulled off. The breaking usually takes place at the moment of reversing the tool. An experienced operator will note the fact when a pipe is unusually hard from the increased pulling power required. If he is careful in manipulating the tool when ready to reverse the machine he can oft times prevent breaking of the teeth. Lard oil or a good heavy oil or grease makes an excellent lubricant, and should be put on the threads of the tool before it is placed in the machine.

Sometimes the extreme end or lips of the drill are broken. This is caused by having the pressure of the feed on the tool, just when starting to drill and then turning the tool backward. There is no tool made that will stand such treatment.

We have been asked why drills for Nos. 19 and 20 machines break. These drills are usually used on wrought iron or steel pipe. The crucial moment for any drill is just when the point goes through the metal, and this is much harder on the tool when drilling through a curved surface, especially if the pipe is of small diameter.

The tendency of the operator is to feed the drill through faster than it can cut the metal and unless he is very careful he will twist the tang off the drill. This is particularly true of the small spiral fluted drills, the spiral flutes acting as an automatic feed unless held back.

We know the firm is imposed on in about nine cases out of ten when it comes to the so-called defective tools.

We find in some cases the tools were not put into the boring bar correctly, and the countersink in the taper shank of the tool is often chewed up and distorted, due to the thumb screw not being screwed up firmly into the countersink. As a result of this we also find the valve seats in many machines chewed up, and a burr raised on them so that the valve will not shut off. The owner condemns the machine for a thing the carelessness of the operator is

AMERICAN CURRENCY

A man entered a cigar store, selected a five-cent cigar, bit off the end, lighted it and then tendered a dollar bill in payment.

The attendant said that he could not make change for a dollar.

The purchaser remarked that he was sorry, but that the only other money he had was a five-dollar bill and was astounded when the attendant asserted that he could furnish the exact change for the five dollar bill, and proceeded to hand the purchaser four dollars and ninety-five cents.

This is a very simple problem, with no catch in it whatsoever, and yet comparatively few Americans to whom it is stated will be able to tell how it was done.

The change furnished was a two-dollar-and-a-half gold piece, a two-dollar bill and forty-five cents.



BROKEN TAPPING MACHINE TOOLS.

Continued from page 13

responsible for. It is very important that the thumb screw of the boring bar be screwed firmly into the countersink in the shaft of the tool.

We have tools returned to us showing wrench marks on the shank, and have learned that these tools were used in various ways as hand taps, etc. This is an extremely bad practice, and should be discouraged, because in using a pipe wrench on a tool the strain is all on one side, and no tool should be expected to stand such abuse.

Repeated tests of these so called defective tools have shown us that they were as perfect in manufacture and temper as is possible to make them. In testing these so-called defective tools we measure all the dimensions and the relief, and if correct we test the temper with the scleroscope. If we find the temper right we then make an actual working test.

It will save us time and trouble if we are given definite information as to what the supposed defect of a tool is, when the tool is sent in. Please remember this. We have

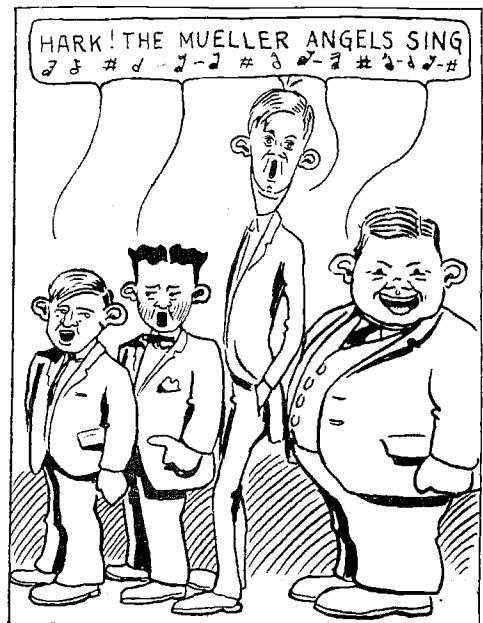
tested new tools in almost every conceivable way, abused them in fact. We have tapped with the cap loose on the cylinder and also with the machine loose on the pipe. We have fed the tap through the pipe by means of the feed nut and in some cases actually forced the tap through the pipe, tearing out the thread in the pipe with the teeth of the tap. Barring hard spots in the pipe we succeeded in breaking only one tool and that was done by shifting the machine on the pipe without removing the tool after the hole was drilled and partly tapped. These tests were made in dry pipe.

The Mueller tapping machines are nearer fool proof than any other machines on the market. We have found many, however, that have been greatly abused, especially by being thrown into the dirt and sand and then not being cleaned before using again. The dirt or sand soon grinds out the threads and wearing surfaces of a machine.

Therefore the real cause of so-called defective tools—lack of lubrication, hard spots in pipe and carelessness of operators—should be called to the attention of claimants and impressed upon their minds.



THE FACTORY QUARTET.



THE CRATCHIT CHRISTMAS DINNER

By CHARLES DICKENS

In seeking to give a Christmas hue to this number of the Record, Dicken's "Christmas Carol" naturally came to mind. Many of you have read it, and wept over it. Every one should read it. To those who know and appreciate Dickens it is always welcome, always new. In making the selection there was some hesitation as to which portion to reprint, "the Cratchit dinner" or the redemption of Old Scrooge. Both breathe a glorious Christmas spirit, but perhaps "the Cratchit dinner" is the finer of the two. It is here reproduced:

THE CRATCHIT CHRISTMAS DINNER.

By Charles Dickens.

Then up rose Mrs. Cratchit. Cratchit's wife, dressed out but poorly in a twice-turned gown, but brave in ribbons which are cheap and make a goodly show for sixpence: and she laid the cloth, assisted by Belinda Cratchit, second of her daughters, also brave in ribbons: while Master Peter Cratchit plunged a fork into the saucepan of potatoes. And now two smaller Cratchits, boy and girl, came tearing in, screaming that outside the baker's they had smelled the goose and knew it for their own; and basking in luxurious thoughts of sage and onion, these young Cratchits danced about the table and exalted Master Peter Cratchit to the skies, while he (not proud, although his collar nearly choked him) blew the fire until the slow potatoes, bubbling up, knocked loudly at the saucepan lid to be let out and peeled.

"What has ever got your precious father, then?" said Mrs. Cratchit. "And your brother, Tiny Tim! And Martha wasn't as late last Christmas Day by half an hour!"

"Here's Martha, mother!" said a girl, appearing as she spoke.

"Here's Martha, mother!" cried the two young Cratchits. "Hurrah! There's such a goose, Martha!"

"Why, bless your heart alive, my dear, how late you are," said Mrs. Cratchit, kissing her a dozen times, and taking off her shawl and bonnet for her with official zeal.

"We'd a deal of work to finish up last night," replied the girl, "and had to clear away this morning, mother!"

"Well! Never mind so long as you are come," said Mrs. Cratchit. "Sit ye down before the fire, my dear, and have a warm. Lord bless me!"

"No! No! There's father coming," cried the two young Cratchits, who were everywhere at once. "Hide, Martha, hide!"

So Martha hid herself, and in came little Bob, the father, with at least three feet of comforter, exclusive of the fringe, hanging down before him: and his threadbare clothes darned up and brushed, to look seasonable; and Tiny Tim upon his shoulder. Alas, for Tiny Tim, he bore a little crutch, and had his limbs supported by an iron frame.

"Why, where's our Martha?" cried Bob Cratchit, looking around.

"Not coming," said Mrs. Cratchit.

"Not coming!" said Bob with a sudden declension in his high spirits; for he had been Tim's blood horse all the way from church and had come home rampant. "Not coming upon Christmas Day!"

Martha didn't like to see him disappointed, if it were only in joke: so she came out prematurely from behind the closet door, and ran into his arms, while the two young Cratchits hustled Tiny Tim, and bore him off into the wash house, that he might hear the pudding singing in the copper.

"And how did little Tim behave?" asked Mrs. Cratchit when she had rallied Bob on his credulity, and Bob had hugged his daughter to his heart's content.

"As good as gold," said Bob, "and better. Somehow he gets thoughtful, sitting by himself so much, and thinks the strangest things you ever heard. He told me, coming home, that he hoped the people saw him in the church, because he was a cripple and

"TEN DEMANDMENTS"

For gross wordly wisdom it would be difficult to surpass the "Ten Demandments" hanging in one of the many salmon canneries at Steveston, in western Canada:

1. Don't lie. It wastes my time and yours. I am sure to catch you in the end, and that is the wrong end.

2. Watch your work, not the clock. A long day's work makes a long day short; and a short day's work makes my face long.

3. Give me more than I expect, and I will give you more than you expect. I can afford to increase your pay if you increase my profits.

4. You owe so much to yourself you cannot afford to owe anybody else. Keep out of debt, or keep out of my shops.

5. Dishonesty is never an accident. Good men, like good women, never see temptation when they meet it.

6. Mind your own business and in time you'll have a business of your own to mind.

7. Don't do anything here which hurts your self-respect. An employe who is willing to steal for me is willing to steal from me.

8. It is none of my business what you do at night. But if dissipation affects what you do the next day, and you do half as much as I demand, you'll last half as long as you hoped.

9. Don't tell me what I'd like to hear, but what I ought to hear. I don't want a valet for my vanity, but one for my dollars.

10. Don't kick if I kick. If you're worth while correcting you're worth while keeping. I don't waste time cutting specks out of rotten apples.—Toronto Globe.



THE CRATCHIT CHRISTMAS DINNER.

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it might be pleasant to them to remember upon Christmas Day who made lame beggars walk and blind men see."

Bob's voice was tremulous when he told them this, and trembled more when he

said that Tiny Tim was growing strong and hearty.

His active little crutch was heard upon the floor, and back came Tiny Tim before another word was spoken, escorted by his brother and sister to his stool before the fire; and while Bob, turning up his cuffs—as if, poor fellow, they were capable of being made more shabby—compounded some hot mixture in a jug with gin and lemons, and stirred it round and round and put it on the hob to simmer. Master Peter and the two ubiquitous young Cratchits went to fetch the goose, with which they soon returned in high procession.

Such a bustle ensued that you might have thought a goose the rarest of all birds, a feathered phenomenon, to which a black swan was a matter of course—and in truth it was something very like it in that house. Mrs. Cratchit made the gravy (ready before hand in a little saucepan) hissing hot; Master Peter mashed the potatoes with incredible vigor, Miss Belinda sweetened up the apple sauce; Martha dusted the hot plates; Bob took Tiny Tim beside him in a tiny corner at the table; the two young Cratchits set chairs for everybody, not for-

Continued on page 20

H. HUNT SECONDING THE MOTION.



INCREASING THE EFFICIENCY OF A BRASS MANUFACTURING PLANT

By P. W. BLAIR

Efficiency in a manufacturing plant is the developing of new methods and how to do better work in less time at lower cost of production. The principles of this science of business have only just begun to be formulated.

If production costs have been high the manager's method of attacking the problem in the past has been simply to try to lower wages or to add new machinery. If selling costs have increased he has tenaciously tried to increase selling prices, and in all of his movements he has usually been guided by accounting that was merely historic, not prophetic, and standards based on past performances, not carefully analyzing possible performances.

But a changed mental attitude suggests a new approach under efficiency methods. If costs of production are high, the business man will study the equipment that he has and make comparison with the latest on the market. He will study workmen and ascertain just what is a full day's work for these workmen, and what will help and will induce them to perform this full day's work. When selling expenses rise he will look first to the men who by words of mouth or by written words sell his products, and he will examine the standards against which these men are working, and the exact methods they use. In this way the manager will gain; the workmen will benefit and the customer will profit. For the reduced cost to make the increase in wages, the reduction in prices comes from the application of principles of efficiency, not by skimping material or quality, but by finding how to use the least amount of the best—not by increasing the workman's pace, but by cutting his lost motions and applying his energy intelligently—not by increasing prices, but by increasing profits and by reducing costs.

In every brass manufacturing plant, whatever their line of work is composed of, it is possible to classify methods into two gen-

eral divisions: First, those employed by the experts in the factory or office; second, those used by the ordinary routine worker. The latter class is almost certain to be many times larger than the first, and the methods developed by the expert should be adopted as standard. Standardization consists in reducing to written rules the best methods and prescribing them for general use, but, prescriptions are of no value unless they are used; so standardization amounts to nothing unless means are devised to put it into practice. Reduced to a broad table of classifications, efficiency resolves itself into the following program:

1st. Investigation by an expert of each department in the shop, to ascertain whether there is waste of any sort and how that waste may be minimized. In the foundry or shop, labor is the chief concern, and his instructions should be in his investigations in determining how the waste of time and energy may be reduced. This may often involve rearrangement of benches or machinery and the determination of the best methods for doing the work. These best methods to be adopted as standard and the efficiency of the foundry or shop gradually brought up to them.

2nd. Following the establishment of standards, the development of a mechanism for carrying them into effect. Such mechanism in the plant will enable the different foremen to assign each day a specific amount of work to each worker to accomplish; to also supply him with all the materials and appliances he needs to accomplish it.

3d. Finding and training workers to follow these standardized methods.

4th. Providing for adequate compensation of the worker when he attains the standard of efficiency. Neither the average superintendent or foreman or mechanic knows off hand the best method for doing

EARLY MORNING TRIPS

During the last few weeks Mr. Adolph has made a number of early morning trips through the factory. He made some discoveries of which he advised heads of departments in a general letter.

The results of his trips were also discussed at the meeting of the foremen's club and a better understanding was the result. No doubt that much good will follow.



INCREASING THE EFFICIENCY OF A BRASS MANUFACTURING PLANT.

Continued from page 17

any new piece of goods the firm has adopted to manufacture, and place on the market, whether that work is at a bench or machine. They have not as a rule made a study of each and every detail and tried different methods or equipment for the elimination of lost motion in the manufacture of same. By allowing the expert in each department that will manufacture these goods to experiment on same and devise the best ways and means and record same on all the different operations that take place in the course of manufacture when these goods are delivered in large quantities, a standard has then been adopted and can be followed out in place of the old methods that some one has inherited or followed for years.

All wage payments under efficiency are based on four principles:

First, a large daily task for each man in the establishment. This task not vague or indefinite, and is circumscribed carefully and completely.

Second, standard conditions. Each man's task should call for a full day's work. At the same time the workman should be given such conditions and appliances as will enable him to accomplish his task with certainty.

Third, high pay for success. Every man should be sure of large pay when he accomplishes a task.

Fourth, when he fails he should be sure that sooner or later he will be loser by it.

But, this is the point. In no case should

an attempt be made to apply these principles unless an accurate and thorough time study has been made of every item entering into the day's work.

Take the subject of detail operations. There is quite a number of people who sneer at the mention of motion studies. It is just the matter of simple common sense of taking the short cut of saving work and time. The fact that the saving is made in minutes, scraps, seconds, fractions, etc., is what often leads them to think that motion studies are petty triflings and theoretical. If they would look at the matter from an efficiency standpoint they would be surprised. The majority of the employes in the factory are doing the same identical thing over and over, day after day, year after year. If they lose one second on a motion, that second grows into hours, days and weeks of wasted time that costs hard money. There is the easiest and quickest and best way to do every operation that takes place in a brass manufacturing plant, and that is by introducing efficiency and finding out in a common sense and deliberate study instead of leaving the workmen to blunder upon it or to miss it.



WHERE IS LUCY PAGE GASTON?



SOME GOOD OLD PROVERBS

Here are some proverbs which have an almost daily application:

DISCIPLINE.

I must be cruel to be kind.
 Bend the willow while it is young.
 He that loves his child chastises him.
 As the twig is bent the tree's inclined.
 The best colt needs breaking.
 Spare the rod and spoil the child.

RESTRAINT.

A mischievous cur must be tied snort.
 To put a spoke in his wheel.
 To turn over a new leaf.
 If you can't make a man think as you do,
 make him do as you think.
 It never troubles the wolf how many the
 sheep be.
 Fetters even of gold are heavy.
 There is no grace in a benefit that sticks
 to the fingers.

WORK.

Men's work is from sun to sun,
 Woman's work is never done.
 The result tests the work.
 We cannot all be noblemen. There must
 be some to do the work.
 Work first—then rest.
 Learn to labor and to wait.
 Better to beg than steal, but better to
 work than beg.
 By the hands of many a great work is
 made light.
 Labor conquers all things.
 Love labor, for if thou dost not want it
 for food, thou may'st for physic.
 The laborer is worthy of his hire.
 Men must work and women must weep.
 A man must plow with such oxen as he
 hath.
 A work ill done must be twice done.
 Work has a bitter root but a sweet fruit.

WORKMEN.

A workman is known by his chips.
 At the workingman's house hunger looks
 in but does not enter.
 A bad reaper never gets a good sickle.
 As is the workman, so is his work.
 A bad workman quarrels with his tools.
 He is not the best workman who makes
 the most chips.
 He never wrought a good day's work who
 went grumbling about it.
 The work praises the workman.

WORRY.

It is not work that kills men, it is worry.

TIME.

They that make the best use of time have
 none to spare.
 Time enough is little enough.
 Time is money.
 Time works wonders.
 To save time is to lengthen life.
 Employ thy time well, and since thou art
 not sure of a minute, throw not away an
 hour.
 Sufficient unto the day is the evil thereof.
 Never is a day long.
 One hour today is worth two tomorrow.
 Lost time is never found again.
 Troy was not taken in a day.
 There is no appeal from time past.
 Time moves slowly to him whose employ-
 ment is to watch its flight.
 What greater crime than loss of time.

**STILL ANOTHER QUESTION AND ANSWER.**

"Tommy," the schoolma'am asked, "why
 are you scratching your head?"
 "Cause nobody else knows just where it
 itches."—Everybody's Magazine.

FOUND THE WATCH

When Pat McKenna lost his watch he went right down to his friend, the police sergeant. "Don't worry about your watch," said the sergeant; "we'll leave no stone unturned in New York until we find it."

Pat returned home greatly comforted, only to find his watch under his vest. As he was going back to tell his friend that he need not trouble to look any more he saw men digging in the street to lay a sewer. Pat rushed up to the foreman. "Nivver mind turnin' up the stones any more," he cried. "I've found it."



THE CRATCHIT CHRISTMAS DINNER.

Continued from page 16

getting themselves, and mounting guard upon their posts, crammed spoons into their mouths, lest they should shriek for goose before their turn came to be helped. At last the dishes were set on, and grace was said. It was succeeded by a breathless pause as Mrs. Cratchit, looking slowly all along the carving knife, prepared to plunge it in the breast; but when she did, and when the long-expected gush of stuffing issued forth, one murmur of delight arose all round the board, and even Tiny Tim, excited by the two young Cratchits, beat on the table with the handle of his knife and feebly cried "Hurrah!"

There never was such a goose. Bob said he didn't believe there ever was such a goose cooked. Its tenderness and flavor, size and cheapness were the themes of universal admiration. Eked out by apple sauce and mashed potatoes, it was a sufficient dinner for the whole family; indeed, as Mrs. Cratchit said with great delight (surveying one small atom of a bone upon the dish), they hadn't ate it all at last! Yet every one had had enough, and the youngest Cratchits in particular were steeped in sage and onion to the eyebrows. But now, the plates being changed by Miss Belinda, Mrs. Cratchit left the room alone

—too nervous to bear witnesses—to take the pudding up and bring it in.

Suppose it should not be done enough! Suppose it should break in turning out. Suppose somebody should have got over the wall of the back yard and stolen it while they were merry with the goose—a supposition at which the two young Cratchits became livid. All sorts of horrors were supposed.

Halloo! A great deal of steam. The pudding was out of the copper. A smell like a washing day. That was the cloth. A smell like an eating house and pastry cook's next door to each other, with a laundress' next door to that. That was the pudding. In half a minute Mrs. Cratchit entered—flushed but smiling proudly—with the pudding, like a speckled cannon ball, so hard and firm, blazing in half of a quarter of ignited brandy, and bedight with Christmas holly stuck into the top.

Oh, a wonderful pudding! Bob Cratchit said, and calmly too, that he regarded it as the greatest success achieved by Mrs. Cratchit since their marriage. Mrs. Cratchit said that now the weight was off her mind, she would confess she had had her doubts about the quantity of flour. Everybody had something to say about it, but nobody said or thought it was at all a small pudding for a large family. It would have been flat heresy to do so. Any Cratchit would have blushed to hint at such a thing.

At last the dinner was all done, the cloth was cleared, the hearth swept, and the fire made up. The compound in the jug being tasted and considered perfect, apples and oranges were put upon the table and a show-elfful of chestnuts on the fire. Then all the Cratchit family drew round the hearth, in what Bob Cratchit called a circle, meaning half a one; and at Bob Cratchit's elbow stood the family display of glass. Two tumblers and a custard cup without a handle.

These held the hot stuff from the jug, however, as well as golden goblets would have done; and Bob served it out with beaming looks while the chestnuts on the fire sputtered and cracked noisily. Then Bob proposed.

"A Merry Christmas to us all, my dears. God bless us!"

Which all the family re-echoed.

THE DECATUR SALESMEN

The following is a list of Mueller traveling salesmen covering the Decatur territory. New York is not given at this time because of lack of data.

Decatur Territory.

No. 1.—D. J. Mueller, headquarters Dallas, Texas. Covers part of the state of Texas.

No. 2.—E. B. Cameron, headquarters Detroit, Mich. Covers Southern Michigan and part of Ohio.

No. 3.—H. F. Clark, headquarters Des Moines, Ia. Covers part of Iowa.

No. 4.—Parke W. Scribner, headquarters North and South Dakota, parts of Wyoming and Montana.

No. 5.—W. B. Ford, headquarters Birmingham, Ala. Covers Louisiana, Alabama, Mississippi, part of Georgia and part of Florida.

No. 6.—E. G. Ince, headquarters Minneapolis. Covers Minnesota.

No. 7.—H. G. Miller, headquarters Denver. Covers Colorado, New Mexico, Utah, part of Wyoming and part of Texas.

No. 8.—E. E. Pedlow, headquarters St. Louis. Covers part of Missouri.

No. 9.—J. H. McCormick, headquarters Huron, Ohio. Covers most of Ohio.

No. 10.—C. H. Du Bois, headquarters Decatur. Covers Central and Southern Illinois.

No. 11.—D. E. Rowley, headquarters Indianapolis, Ind. Covers Indiana.

No. 12.—T. E. Beck, headquarters Chicago. Covers part of Chicago and suburbs.

No. 13.—H. J. Harte, headquarters Pittsburg, Pa. Covers Western Pennsylvania and part of Western Virginia.

No. 14.—E. S. Stebbins headquarters Omaha, Neb. Covers Nebraska and Western Iowa.

No. 15.—F. L. Hays, Jr., headquarters Oklahoma City. Covers Oklahoma and Northern Texas.

No. 16.—M. T. Whitney, Manager Chicago office. Covers Northern Illinois.

No. 17.—R. M. O'Rourke, headquarters Louisville. Covers Kentucky, Tennessee,

part of North Carolina, part of South Carolina and part of Virginia.

No. 18.—L. M. Cash, headquarters Chicago. Covers part of Chicago and suburbs.

No. 19.—S. Thornton, headquarters Wichita, Kan. Covers most of Kansas.

No. 20.—James Smith, headquarters Milwaukee. Covers Wisconsin and Northern Michigan.

No. 21.—L. A. Bland, headquarters Kansas City, Mo. Covers Arkansas, Western Missouri and Eastern Kansas.

San Francisco, Pacific Coast Branch.

No. 40.—T. F. Leary, Manager, headquarters 589 Mission St., San Francisco. Covers Northern California.

No. 41.—W. L. Jett, headquarters Los Angeles, Cal. Covers Southern California, Arizona and Nevada.

No. 42.—C. J. G. Haas, headquarters Portland, Ore. Covers Oregon, Washington, Idaho and part of Montana.

W. C. Heinrichs will devote his entire time next year traveling Western Canada in the interest of H. Mueller Mfg. Co., Ltd., Sarnia, Canada.



AS HE UNDERSTOOD IT.

A young Canadian came to Washington last winter and was making a Christmas call upon a very pretty young woman whom he met for the first time.

"Do you have reindeer in Canada?" asked the young lady.

"No, darling," he answered, "at this season it always snows."—Ladies' Home Journal.



DOWN FINE.

"Now Willie," said the superintendent's little boy addressing the blacksmith's little boy, who had come over for a frolic, "We'll play 'Sabbath School.' You give me a nickel every Sunday for six months, and then at Christmas I'll give you a ten-cent bag of candy."—Woman's Home Companion.

TRUE POLITENESS

Tallyrand, when carving at dinner parties, says the author of "How to Be Happy though Civil," graduated his manners to rank of his guests in this way: To a prince of the royal blood: "May I have the honor of offering your Royal Highness a little beef?" To a duke. "Monseignor, permit me to offer you some beef?" To a marquis: "Marquis, may I cut you a little beef?" To a viscount: "Viscount, have some beef?" To a baron: "Baron, some beef?" To an untitled gentleman: "Some beef?" To his secretary: "Beef?" When there was a person present even inferior to his secretary, to him Talleyrand did not say so much as a word; he simply looked at the man, and pointed to the beef interrogatively.



HIS LIMIT.

"I love you!" he cried, throwing all restraint to the winds.

"Do you really and truly love me?" she answered, still unyielding.

"I swear I do!"

"How much?"

"How do I know how much? With all my heart and soul and strength and mind and——"

"Wait. Couldn't you love me any more?"

"Dearest, if I loved you any more I don't think I could stand it."

"Why not?"

"I might want to marry you."—Cleveland Plain Dealer.



THE WRECK.

Ross: I hear a burglar got in your house while your wife was away.

Cory: Yes: I'm so glad. My wife won't know how much of the wreck is me and how much is him.—Harper's Bazar.



DON'T KNOCK.

Consider the ten penny nail—the harder you knock, the faster it gets there.

TAPPING MACHINE CONTEST.

During the past year or more the salesmen have been divided into "two base ball teams" to see which could sell the greatest number of machines. The contest is now over.

The team captained by G. A. Caldwell was victorious.

Each month during the contest Mr. Plate has given pictorial expression to his idea of the game. This month, as will be seen on another page, he has shown President Adolph calling the players in to the Annual School of Instruction.



THE BEST TIME TO GO.

"Aye vant to buy a ticket to Sweden," said the blond young person to the clerk at the booking office. "Aye vant a ticket to Gothenburg."

"When do you want to go?" asked the clerk in an impatient tone.

"Aye vant," she said with simple directness, "to go van the boat starts."



THE "WATCH DOG" OF THE STATIONERY DEPARTMENT.



MRS. STANTON'S REPLY

There was once a passage at arms between Elizabeth Cady Stanton, the eminent woman suffragist, and Horace Greeley on the occasion of a discourse by the former on the right of women to the ballot. In the midst of her talk Greeley interposed in his high pitched, falsetto voice:

"What would you do in time of war if you had the suffrage?"

This seemed like a poser, but the lady had been before the public too long to be disconcerted by an unexpected question and she promptly replied:

"Just what you have done, Mr. Greeley—stay at home and urge others to go and fight."—Westchester County Magazine.



POLICING WITH LIGHT.

A practical psychologist who superintends a western factory has this rule that keeps his plant relatively immaculate. If a corner tends to dirt he hangs an incandescent lamp in it. Where there is light, he finds there is less clutter.

"Daylight" windows down to the floors, white paint and better general illumination all have been tested with similar results. If it's easy to see under benches and over cabinets, if hall ways are painted white above the contact line, if stockrooms and basements are brightened with water paints, the entire factory or store grows cleaner and more orderly automatically.



AN ABSENT-MINDED PROFESSOR.

A very absent-minded professor was busily engaged in solving a scientific problem when the nurse hastily opened the door of his library and announced a great family event.

"The little stranger has arrived, Professor."

"Eh?" said the professor.

"It is a little boy," said the nurse.

"Little boy, little boy," mused the professor. "Well, ask him what he wants."—La-

KISSING UNDER THE MISTLETOE.

The mistletoe was held in great reverence by the Druids. It was believed to be particularly and divinely healing; in fact it was given this attribute for centuries. It had special significance as the cause of the death of Balder, the Norse Apollo, who was killed by an arrow made from its branches. Subsequently Balder was restored to life, the mistletoe tree was placed under the care of Friga, and from that time until it touched the earth was never again to be an instrument of evil.

The present custom of kissing under the mistletoe is the outcome of an old practice of the Druids. Persons of opposite sexes passed under the suspended vine and gave each other the kiss of love and peace in full assurance that, though it had caused Balder's death, it had lost all its power of doing harm since his restoration.



RESEMBLANCE.

A story of the late Sir Lawrence Alma-Tadema concerns the close resemblance which existed between the great painter and George du Maurier. A lady sitting beside the latter at dinner one night refused to acknowledge any resemblance.

"You know, Mr. Alma-Tadema," said she, "I think it is absurd to say that you and Mr. du Maurier are so awfully alike. There is really no resemblance at all. Don't you agree with me?"

"Quite," replied the author of "Trilby," "but you see I happen to be Mr. du Maurier."—Argonaut.



AN ORDER.

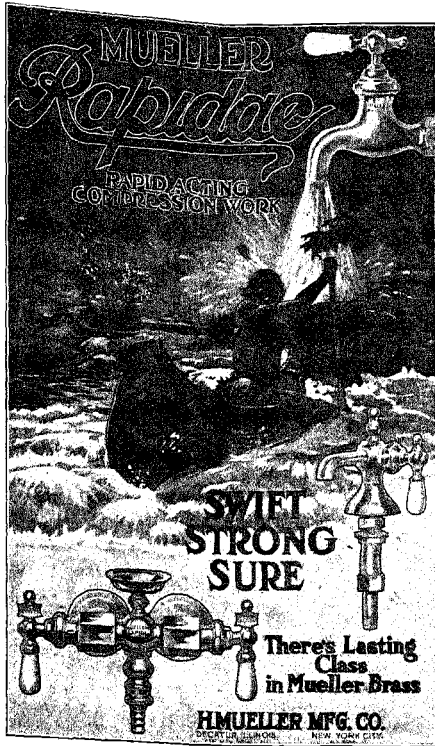
Young lady art student (entering a ten-cent store). "Do you keep camel's-hair brushes?"

Salesman (aside: "Ikie, bring up dose lion brushes dat we ordered for de circus people." (To lady): "And, madam, would you like a toothbrush?"

Art student (indignantly): "What for?" "For de camel!"—Life.

BEAUTIFUL HANGER

This picture will give you an idea of our beautiful Rapidac hanger, which we send to the plumbing trade. It is printed in eight



colors and with the light behind it has a transparent effect. It is pronounced the handsomest piece of advertising we have ever sent out.



GIFT TO THE FIRM.

Following the custom of years the employees gave the firm a present suitable for the directors' room. This year the present consisted of an electric lamp 30 inches high, with a beautiful art glass shade and a leather desk mat upon which the lamp will stand. No subscriptions to this present exceeded ten cents per individual.



Genius is the art of taking pains.
Never act without full information.

THE CURE THAT KILLS.

As to the official dog catcher of Denver, who had been bitten two thousand times and is still hale and hearty, Dr. J. W. Hodge says:

"Had this much-bitten dog catcher of the big city of Denver on receiving a dog bite become rattled and acted upon the advice of some rattle-headed doctor by hiking away to the nearest Pasteur institute for 'preventive' treatment, he would in all probability long ago have taken his departure from this mundane sphere to that unknown realm from whose bourne no traveler has ever returned, and wherein there are neither biting dogs, Pasteur fakers nor squirtgun doctors.

"Keepers of big, metropolitan dog pounds in which many thousands of dogs are annually confined, superintendents of big canine hospitals and dog shelters wherein thousands of sick and homeless dogs of all descriptions are annually confined and cared for, all have the same report to make, namely, that they have never seen a dog or human being suffer from 'rabies' or 'hydrophobia.'"



THE ONE MAN.

Lord Marlborough, admiring a French grenadier taken prisoner at the battle of Blenheim, for he was a man over six feet and with martial looks, told him: "If there had been 50,000 men like you in the French army, it could not have been beaten." To which the grenadier replied: "There were plenty of men such as I, but we lacked one man like you."



A CHRISTMAS PETITION.

'Tis Christmas time! Though we regret
Its many forced expenses,
We pretend to like the gifts we get,
And our friends make like pretenses.

Both, for ourselves, be this our plea,

And those who recompense us—

Forgive us our Christmases as we

Forgive those who Christmas against us!

—Harper's Magazine.

