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EDITED BY JOHN L. WALTON AND GEORGE R. FISHER

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11 Offices Represented At Eastern Sales Meeting Held in Rye, New York

Members of eleven eastern sales offices of Fisher Governor Company gathered at Rye, New York March 20th and 21st for a Fisher sales meeting. A similar regional meeting was held in November for Mid-western sales offices, and another is scheduled at Colorado Springs next month for the Mid-Continent area agents.

General discussions were held on business potentials, local production facilities, governmental problems and priorities, advertising, new equipment and engineering planning, the mobile gas display, and gas regulator equipment in general.

Attending the meeting from Marshalltown were Glenn Brockett, Lyle Figg, Paul Elfers, Bill Fisher, and Ken Wolfe.

Fisher sales offices represented at the meeting were Malcolm W. Black & Co., Inc., New York City; Clifford B. Ives & Company, Narberth, Pa.; W. H. Kidd & Company, Richmond, Virginia; Robert E. Mason & Company, Charlotte, N. C.; Rhodes Controls Company, Baltimore; Ralph C. Schwarz, Rochester; W. T. Sommers Company, Buffalo; W. A. Stoeltzing, Pittsburgh; Wickersham, Petty & Co., Boston; George W. Beecroft & Co., Toronto; and Cachapelle and Archambault, Montreal.

Sick Benefit Payments

Feb. 1952	Jan. 1952	Dec. 1951
$3,738.11	$4,995.29	$2,542.24

Total Sick Benefits..... $11,275.87

Hospitalization Payments

Feb. 1952	Jan. 1952	Dec. 1951
$3,719.06	$3,516.83	$1,479.89

Total Hospitalization.. $8,712.78

Unreported Absences Over Three Days To Result In Dropping From Payroll

In an organization of the size and complexity of Fisher Governor Company, it is essential that production and office supervisors know each day what employees will be absent, approximately how long they will not be at work, and that absent employees do expect to return. It is impossible to properly schedule production and be fair to all employees when a job is held open indefinitely for an employee who does not plan on returning to work.

Coupled with this fact is the tendency of some employees to absent themselves for extended periods without making any report to the company as to their reasons for absence or their intentions on returning.

For this reason it has become necessary to institute a new rule that any employee who is absent from work for more than three consecutive days without reporting to the company will be dropped from the payroll. Of course, in an emergency such as a flood or storm knocking out telephone lines and roads, exceptions would be made. Otherwise, the new rule must be adhered to and if an employee is absent over three consecutive days without reporting to the company, he will be dropped from the payroll.

730 With Picture Window Made for Gas Customer

Bob Kothenbeutel in the display department has just completed a Special Type 730CDU which has glass windows set into the sides of the well in the lower casing so that the lever action can be studied while the regulator is under pressure.

The regulator has the internal parts chrome plated and interior surface is painted bright yellow for higher visibility. The exterior is hand-rubbed and painted with black lacquer. It is 1" size and has cast iron casings. All the parts are standard with the exception of chrome plating and finishing.

The windows are double-pane safety glass about one & four inches and are set in both sides of the casing well. The regulator was built especially for one of Butler-Sweiven's customers and is to be used by them for instructing their employees in the operation of the 730's.

H. R. Walton Named London Sales Manager

Announcement has come from Fisher Governor Company, Ltd., in London of recent appointment of H. R. Walton as sales manager.

Mr. Walton was formerly sales director of a prominent London manufacturer of process control equipment, and has a very good knowledge of American instrumentation.

Who Has Hatten's Hat?

Elmer Hatten was the unwilling participant in a hat-exchange at the bowling alley last Wednesday evening. If the man who picked up Elmer's topper will bring it to the Personnel Office he can trade it for his own. Both hats are the same size, Elmer says, but his is almost new. Elmer's original hat is light gray, the one he has is light tan. Both are size 7-¼.

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PLAINTIFF'S EXHIBIT
8

DUPFISHER03423



It was our original intention that the Attitude Survey would have been completed by the middle of March, after which time I could release this interesting program in a general assembly. However, there is considerable delay which we did not anticipate.

Apparently there was a whole-hearted response and interest amongst all of our employees and the voluntary requests for interviews beyond that number of interviews which seemed to be a reasonable cross section of our personnel was really very large and required an additional two weeks time to complete. Frankly, I was pleased over your response. The additionally requested interviews were, I think, nearly all accommodated. If there were a few who remained unanswered, I am indeed sorry but since their staff had already extended their time in Marshalltown it was not reasonable to expect them to extend it beyond the additional 100 interviews.

This last week I have been in the East during which time I had only a brief visit with our surveyors. Their work is not yet completed and so it will quite likely be the middle of April before we can become acquainted with the results of our many interviews.

This last week's eastern trip was also the occasion for a fine sales meeting. The group present at this sales meeting was from the eastern territory offices. The attendance and interest was excellent throughout the meeting and of course this annual event is a splendid and worthwhile occasion.

J. H. Fisher

First Aid Suggestions

Cancer is a complex disease. A cancer is composed of normal cells which have developed in an abnormal manner, owing to some other stimulus whose exact nature is not yet known. This overgrowth produces a mass of cells which has no useful function in the body and which continues to grow.

With the increased use of vaccination and immunization to prevent disease, and the effectiveness of the sulfa drugs and antibiotics, such as penicillin, people are now living longer. Since cancer is a disease especially of middle-aged and older people, with the death rate rising sharply after the age of 40, it is important that people in this age group have regular and thorough physical examinations.

The mental attitude of every individual toward cancer is an important factor in the control of the disease. Too often the word cancer itself arouses unwarranted fear about the disease.

Often the question is asked: What can I do to guard myself from cancer or to discover it in its early stages?

First—Train yourself to overcome fear by disciplining your mind to face and consider the possibility of cancer before it becomes an actuality.

Second—Train yourself to overcome all sense of false modesty and oversensitiveness which might prevent the prompt reporting to your physician of intimate personal symptoms.

Third—Develop the habit of periodic health examinations. These should be at least annual. Insist on an adequate physical examination.

Fourth—Form the habit of reading about cancer, thus familiarizing yourself with the subject and the progress that is being made.

Hazle Gardiner, R.N.

Cash and Trophies Both Bowling Tourney Prizes

Bowling prizes in the Fisher handicap tournament this year will include utility prizes in addition to cash awards for winning teams and individuals.

First Team prize winners will each receive a leather belt, embossed with bowling insignia in addition to a share in the cash prizes. First place Doubles men will each be awarded an ash tray and cigarette lighter combination. Top Singles and All Events winners will each receive ash trays mounted with a bowling figure. Each of these winners will also receive cash awards.

Total prize money comes to $345. Of this about $85 will go into the utility prizes. The balance will be awarded in cash. All winners below first place will receive cash. The prize list will be divided between approximately eight teams in the team event, 14 places in the Doubles, 25 Singles winners and five All Events leaders.

Entry fee was $2.70 of which $1.20 pays for bowling and $1.50 is entered against the prize money. Fisher Governor Company adds to this sum $3.60. Of this, $1.50 matches the employees' prize money and $2.10 pays two-thirds of the bowling fee. Tournament bowling began March 22nd and will continue through April 16th. This year 113 men entered the tournament.

Congratulations to Our Newlyweds

Nicle E. Winter—Loretta J. Darnell
February 11, 1952
William E. Decker—JoAnn Ralf
February 23, 1952
Audrey Lee Smith—Gerald R. Dewey
March 1, 1952
Corwin F. Keuler—Dorothy J. Thomas
March 2, 1952
Charlotte M. Peterson—Glen Hart
March 8, 1952

Twenty-Five Year Club Holds Election of Officers

Twenty-Five Year Club members held a dinner and their annual election of officers at Hotel Tallcorn March 11th and named new club officials for the coming year. New president is Earl LeFevre, who succeeds Harry Loft. Ann Nolan is new vice-president and secretary-treasurer. Members of the entertainment committee are Ray Wildman and Bill Olman.

A special feature of the evening was the welcoming into the club of Ken Wolfe, who became eligible for membership on January 31st.

DUPFISHER03424

Sales Seg . . .

When entering orders for DMV's to be furnished with a travel stop, it should be clearly indicated whether a diaphragm casing or a blind flange type is required. This is particularly true for 1½" valves and larger since the list price is the same for both casing and blind flange type stops and we are unable to identify the style desired by your price build-up.

* * *

Your attention is called to our Master Price sheet on Extra for Welding Ends. The extra list for butt or socket welded ends up through 2" is to be applied to the screwed steel body price. For sizes 2½" and larger the extra list should be applied to 150 or 300 lb. flanged price. In connection with welding end specifications, we must always have the pipe schedule that is to be used in the line when butt welded ends on the body are required.

* * *

We all want to keep the number of cancellations of orders to a minimum because it not only means a loss in dollars and cents to the factory and representative involved but it frequently promotes ill will and strained customer relationships.

To relieve this unpleasant situation and help reduce the number of cancellations we would like to make the following suggestions:

(1) When a customer seriously threatens to cancel because of the scheduled delivery date, request the factory to make a check. If material involved contains "A" body castings the chances are we can not improve date. However, units such as strainers, liquid level controls etc., might be moved up to meet the customer's requirements.

(2) When a customer definitely cancels an order, wire or Twx the cancellation notice. Do not rely on the scheduled delivery date as the basis for determining the mode of sending the cancellation notice to the factory. Many of you have undoubtedly had the experience of sending in a cancellation notice only to learn that the material was shipped even though the scheduled date was a month or so away.

The above should not be construed to mean that our delivery situation has improved and we are in a position to better shipping dates. We offer the above suggestions only where cancellations are imminent for the expressed purpose of satisfying the customer if possible, and to curtail expense and ill will.

FISHER SALES ORGANIZATION

March 1, 1952

		1952	1951	1950	1949	1948
Malcolm W. Black & Company	New York City	1	3	2	1	1
Vinson Supply Company	Tulsa	2	1	1	1	2
Puffer-Sweiven Company	Houston	3	2	5	2	3
Vinson Supply Company	Dallas	4	5	4	3	7
A. E. Ehrke & Company	Cleveland	5	8	6	13	...
Carter-Jones Company	Los Angeles	6	9	8	7	4
W. A. Stoeltzing	Pittsburgh	7	13	5	8	10
John H. Carter Company	New Orleans	8	12	7	6	9
General Meters & Controls Company	Chicago	9	10	10	5	5
Clifford B. Ives & Company	Philadelphia	10	13	9	9	...
DuBois-Webb Company	Detroit	11	6	12	10	2
R. S. Stover Company	Marshalltown	12	16	14	12	8
Sullivan-Mears Company	Kansas City	13	14	11	11	5
H. T. Porter Company	Cincinnati	14	15	19	16	6
Barber Engineering & Supply Company	Calgary	15	22	33	29	43
Joy & Cox, Inc.	Denver	16	4	21	13	13
George R. Friederich & Company	San Francisco	17	19	24	17	...
Wickersham-Petty Company	Boston	18	30	13	32	...
Ritte meyer & Company	Atlanta	19	18	15	18	14
Joseph W. Fehelman & Company	Birmingham	20	21	29	30	11
Steam Plant Equipment Company	Milwaukee	21	7	17	17	7
George W. Beecroft & Company	Toronto	22	35	36	25	12
Bell & Elss, Inc.	Minneapolis	23	17	23	19	21
W. J. Sommers Company	Buffalo	24	31	20	36	24
Johnson & Scott	Memphis	25	34	25	26	28
George S. Thomson Company	Phoenix	26	39	38	32	38
Acme Engineering Agency	Indianapolis	27	25	16	14	29
W. H. Kidd Company	Richmond	28	29	31	38	...
Robert E. Mason & Company	Charlotte	29	26	22	23	22
Allan K. Cook Company	Louisville	30	28	30	31	26
The Rhodes Controls Company	Baltimore	31	32	27	22	31
R. H. Brown & Company	Portland	32	24	28	27	27
R. C. Schwarz	Rochester	33	16	26	20	25
Williams, Gritton & Wilde	Salt Lake City	34	37	35	35	35
Lachapelle-Archambault, Ltd.	Montreal	35	33	37	34	39
J. H. Liddle & Epstein	Sydney	36	47	47	45	17
Barrett & Yost	Seattle	37	23	32	28	33
Sinclair Spence	Caracas	38	41	...	...	...
Babcock & Wilcox de Mexico	Mexico, D.F.	39	36	39	39	30
Langley y Cia.	Buenos Aires	40	44	45	37	42
Lignite Combustion Engr. Corp.	Bismark	41	43	43	40	41
H. S. Gray Company	Honolulu	42	40	45	42	38
W. P. Bryant	Havana	43	42	46	41	36
E. A. Ortiz & Company, Ltd.	San Juan, P. R.	44	46	40	45	15
H. D. Hale & Company	St. Louis	45	...	...	...	...

Sales Standings LPG Equipment Agents

		Mar. 1	Feb. 1	Jan. 1
Walter H. Hoagland	Westport, Conn.	1	1	1
Glenn Eige	Marshalltown	2	2	2
Squibb-Taylor	Dallas, Texas	3	3	5
Fine Products Company	Chicago, Ill.	4	4	3
Selwyn-Linders Company	Los Angeles, Calif.	5	7	4
Odell Glas	Atlanta, Georgia	6	5	7
C. H. Schuller	Kansas City, Mo.	7	6	6
C. P. Hofel	Mexico, D.F.	8	8	9
Barber Engineering & Supply Company	Calgary, Alberta	9	11	8
G. W. Beecroft & Company	Toronto, Ontario	10	9	10
Lachapelle & Archambault, Ltd.	Montreal, Quebec	11	10	11
Alfred R. Johnson	Dorchester, Mass.	12	12	12

DUPFISHER03425

Package Department Eff

A great quantity of miscellaneous small parts such as screws, washers, bolts, stampings and fittings must be stored ready for use in production of the various products manufactured by Fisher Governor Company. Up until about four years ago, this material was stored in bins in bulk lots, making handling difficult and necessitating difficult recounts for inventory verification. It was then decided that for purposes of economy in handling and convenience in inventory control, these small bulk items should be packaged in boxes of standard capacity and handy size. In this way it would be possible to stock "box lots" of packaged parts, immensely simplifying inventory and making possible open shelf storage.

The people who count and package the material make up the Packaging Department. Special "counting scales" make packaging of unit lots easy and rapid. These are scales sufficiently sensitive that a specified weight will always contain an identical number of parts.

The move of the Packaging Department to the lower floor near the elevator of the new building, below the Inspection Department, eliminates much of the handling and trucking of goods formerly necessary. The flow of finished material coming into the factory is from the Receiving Room to Inspection to Packaging to Stores. Before the new departmental moves, material

* * *









1. Clarence Lopley and Lea Flowers fill orders from the shelving areas. Many small items are stored in standard size boxes to facilitate handling and inventory.

2. Wayne Ferguson, head of the Packaging Department, discusses parts on a material list with Paul Fry. Wayne also has charge of the repair department and gas regulator stock room.

3. Cornelia Vest counts out a standard box of material with the counting scales. When she has filled a box, she has both the count and the weight.

4. Josephine Drury fills a supply order from shelf. Cards on the boxes show contents, with drawing numbers and quantity.

DUPFISHER03426

...ently Stores Small Parts

had to be moved from one side of the building to the other three times. Now incoming material enters the building at the northeast corner, the Receiving Room, goes right to a central location, the Inspection Department, then down the elevator to the Packaging Department. Stock shelving and storage areas take up most of the lower floor of the building and form a logical unit with the Packaging Bench.

Material which must be processed here after its receipt, such as rough castings and bar stock, is stored close to the Receiving Room upon its arrival in our plant. It is sent to the shop for machining or handling, as required, and when the part is completely finished it follows the same path through the Inspection, Packaging and Stockroom Departments as prefabricated material above.

Following the decision to store bulk goods in packages, our Kardex inventory control system was revised to take advantage of the changed handling. As each box is packed upon the receipt of stock, it is marked with a detachable label showing box contents and quantity. As each box is opened, its label is detached and sent to Kardex, where a corresponding deduction from the stock on hand account is made. This makes possible accurate inventory control and permits re-ordering of stock at the proper time.

* * *

5. Margaret Biess handles requests to and from other departments concerning material and requests for information.

6. Material is moved to and from the benches and lifted up and down for the girls by Bob Darnell. Here he is using a new lift truck which has a hydraulic elevator to ease lifting of heavy packages.

7. Thelma Coffman places a standard package on one side of the scales and uses it as a balance to measure filling of rest of similar boxes.

8. Emma Connley labels boxes with two-piece labels showing contents and quantity in boxes. Each time a new box is opened, the detachable half of the label is sent to Inventory Control.









DUPFISHER03427



Fisher Governor Company has just received delivery on a compact display booth for LP-Gas equipment from Ad-Craft, Inc., of St. Louis. This very attractive unit has been prepared as a self-contained unit which is known as "Tom Thumb" construction. The two halves of the booth fold in together to form the shipping crate and no elaborate set-up procedure is required.

This construction was considered advisable since the booth is being made available to Fisher LP-Gas equipment representatives for local, state and regional meetings and displays.

Dinner Party Held By Assembly Line Women

Women employees on the assembly line joined for a dinner party together at Jax Club March 13th, following which they attended a dance. Nadine Nichols and Hazel Coffman made the arrangements.

Those attending, besides Nadine and Hazel, included Dorothy Stewart, Mabel Moody, Clara Shimek, Emma Johnson, Virginia Nelson, Vera McCreery, Bess Walatka, Doris Reese and Margaret Stanley.

Personnel Office Finishes Filing Income Tax Returns

Appreciation has been expressed by Personnel Office employees over the fine manner in which Fisher employees cooperated in the preparation of their income tax returns this year. Nearly all returns were made before the March 17th deadline and almost every one brought with him the necessary material for successful completion of his return.

Over 1200 employees took advantage of the service offered by Gilbert Chinn and his assistants, Paul Savage, Jack Clemens and Merle Hildebrand. Total income from the small fee charged totaled nearly $4000. This amount all goes into the treasury of the Ten Year club to return to Fisher employees through the benefits of that organization.

Tool Boxes Now Available Through Personnel Office

For the past six or seven months tool boxes have been in short supply and the Personnel Office has not been able to keep up with the demand from employees in the machine shop for boxes. Recently an ample supply has been obtained and all of those men who need tool boxes may buy them in the Personnel Office.

New metal boxes cost $18 each, used ones which have been traded in on new ones run somewhat less, depending upon their usage. Wooden tool boxes are also available which cost about $35 each. These, however, are not kept on hand and must be ordered.





Above are pictures of the new office building of H. S. Gray Company, Fisher Governor Company representative in Honolulu, Hawaii. On the left is a shot of the building, showing some of the rugged mountains behind it. On the right is shown one of the offices with Fred Koch and Mr. Carson at their desks. The address of the new office is 758 Puuloa Road. Mailing address remains the same as before, P. O. Box 3016.

DUPFISHER03428



Party Held At Tallcorn By Employees In Production, Cost, Inventory Control and Personnel

1. Mr. and Mrs. Dehnel and Mr. and Mrs. John Kjormoe.

2. Mr. and Mrs. Bob Studts and Pearl Wehrman.

3. Al and Lucille Knoll, Karl and Mrs. Skramovsky and Kenny and Helen Randall.

4. Mrs. Don McKee, Stan Cozzi, Collette Nutter, Donna Howard, Red Wansley and Don McKee.

5. Mr. and Mrs. Gilbert Chinn, Mr. and Mrs. Merle Hildebrand and Mrs. Duane Medbury.

6. Ed Haworth, Mr. and Mrs. Les Bartlett, Mr. and Mrs. Perrin Drew and Mrs. Haworth.

DUPFISHER03429



Ella Harris ..... 15 Years Kenneth A. Judge ..... 15 Years
Ronald C. Beyers ..... 5 Years



Whom Heaven Protects

By Francis L. Winham



Francis

Since Alwin is not exactly the studious type, I was somewhat surprised to come home the other night and find him surrounded by dictionaries and reference books, and scribbling furiously on a pad of paper. "What are you up to now?" I asked, with a degree of suspicion which would have been unwarranted in dealing with anyone but Alwin.

"I have gone into politics," he replied, "In a small way, of course. The Cheerful Doers Pitch and Poker Club, of which I am secretary, is about to elect a new president, and I am obsoletely revolved that Harold McSwag, who is president now, shall not be re-enacted. I have a bright new hope for the club in my candidate, whom I intend to nominate tonight. Just put your feet upon the cossack and relax, and I'll read you my numination speech."

He poured himself a gluss of water from a pitcher, took a sip, and began to read: Fellow Club Members and Friends: Once more I stand here and look out at this extinguished audience, as I have done nonce, but many times."

"Hold on a minute," I interrupted, "I can stand 'extinguished,' but what gives with this *'nonce'?*"

Alwin looked pitying. "Contraction of 'not once'—if it's 'no one—none,' why not 'not once—nonce?'"

I couldn't seem to answer that one, and he continued to read.

"Before I make my nomination for the presidency of this club, I ask you gentlemen to look at the record. Have we seen, I ask you, an increased membership, redecorated club rooms, or one really worthwhile civet project during the term of office of the encumbrancer?"

I felt impelled to interrupt again. "You mean *incumbent.* An encumbrance is a burden that impedes action."

"That's Harold," said Alwin. "And besides, he drinks too much. Half the time he's so innoculated he can't conduct the business meeting. Shall I go on?"

"Please do," I murmured meekly.

"Now I ask that you consider my nominee: He is a man of honor, a man whom we all look upon with gleam and infection, a man who is intelligent, forthright and couth."

"Couth?"

"The opposite of *uncouth.*" He took a sip of water and went on:

"In contusion, gentlemen, not only do I wish to *nominate* my candidate, but I wish to *denominate* Harold McSwag."

"I think I'm catching onto it now," I said. "You don't want McSwag's name on the palate at all."

"That's right—I'm always denominating somebody," Alwin said modestly. "You might say that I am the club's most common denominator."

"Another thing," I continued. "You haven't mentioned the name of your candidate. Who is it?"

Alwin looked hurt. "I'm nominating myself, of course. I'm surmised that you didn't reconcile me from the subscription." He sulked a moment, then, "Well, anyway, what do you think of the speech?"

I took a sip of water myself. "You might say it obsoletely admonishes me."

Alwin tried to look diffident without much success. "Well, I think it's good," he said, "But I'd be glad to listen to any congestions for improving it."

I took my feet off the cossack and reached for my chateau. "I haven't a single congestion. In fact, anything I might say would only implicate matters further, and heaven knows they are infused enough already!"

Hale and Farewell

Presentation of a brief case to Hugh Hale, just prior to his leaving here last month to represent Fisher Governor Company in St. Louis, was accompanied by this letter:

H. D. Hale & Co.,
1133 Brentwood Blvd.,
St. Louis 17, Missouri

Attention: Mr. Hugh D. Hale, President, Executive Vice-President, Secretary-Treasurer, Director, Bookkeeper, Chief Stenographer, Ass't to Chief Stenographer and Janitor (pro tem)

Dear Mr. Hale:

As you stand with reluctant feet on the brink of a new life, we in the home office want you to know that we are fully cognizant of the difficulties, trials and tribulations involved in the opening of a new sales office, from which line you will endeavor to foist Fisher equipment onto an innocent and unwary public.

With this in mind, and with the sincere desire to lend every effort towards furthering your designs, we, the undersigned, do hereby guarantee to ship any of the equipment listed below to your customers within two days after receipt of your priority rated order:

1—Type 61R
1—Type 4000G Pilot
1—Type WU Tank Wagon Unloading Valve
1—Type 50C
1—3201 Governor
255—Goat Skin Lined Valves (Left over from the 1950 Sales Meeting).

We are sure that with this unprecedented concession, you can do no less than take the Missouri territory like Houston took the Alamo.

Sincerely yours,
FISHER GOVERNOR COMPANY
By Ed Long, John Burton, Wilton Lathrop, Junior Board of Directors

DUPFISHER03430