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M. Sieplein



The Chameleon.

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No. 1.

FOREWORD.

ONE evening early in December last, in a sleeping car on the way from Cleveland to New York, the General Superintendent of our Company, who was with me, suggested that the representatives of this Company, especially those who see the executive officers only once a year, could be kept more in touch with the live issues and up to date features of the business if the President would occasionally and more or less regularly communicate with them.

The suggestion met a hearty response on my part and led to much thought and conversation with others on the subject, the result of which is the little sheet now in your hands.

It must be apparent to you that prompt and direct information on subjects more or less vital to the business will be helpful. None of us can know too much about his own business and I believe it is the duty of the officers of this Company to give all the help of this kind that is possible. The purpose will be to do as much as is practicable through this publication, but it is not the only way such means of communication may be valuable.

Perhaps the larger value may be in the interchange of thought, information and inquiry. Every person who receives a copy of this paper is respectfully requested to speak freely through its columns. If for any reason you do not wish your name attached to your contribution say so, and

it will be withheld, but no anonymous communications will be admitted.

Perhaps we have taken upon ourselves too much in starting this paper; but never mind, we do not promise at present any regularity of publication or its size. We will do the best we can with it.

The Executive Committee have elected me Editor-in-chief, promising they will become my editorial staff. Thus, with your help, we may make a go of it.

The list of subscribers has already been made up and only includes the traveling representatives of the Company in the United States and Canada, the principal officers and heads of departments in our offices and factories.

The number reaches about sixty. No extra copies will be printed and each copy will be numbered and receipted for so we may by a simple system see that none are miscarried.

The above is by way of explanation, other matter in this and in following issues I will not sign.

With the hope of your approval and my best wishes always, I am,

Yours very truly,

H. A. SHERWIN, Pres't.

THE SHERWIN-WILLIAMS CO

Some who read this may not understand the meaning of our reference to the Executive and other committees. By way of a brief explanation: Early in January of this year we succeeded in starting what has for a long time been contemplated, the

organization of committees in each of our departments and centralizing them in an Executive Committee, which meets daily in the Cleveland office.

It would take too much space here to explain the objects to be attained by this method of business management, but in the main it is to get the advantage of more heads than one on the more important daily routine of business, and unifying the work of the principal officers of each department.

We can already see very much that has been gained, and are encouraged to keep on with it.

We clip the following from the *Canadian Hardware Journal* of a late date. It explains itself:

"The Walter H. Cottingham Co., Ltd., having accepted an offer from The Sherwin-Williams Co., Cleveland, to consolidate the Canadian business with the American, in order to facilitate the increased trade, the business in Montreal will in future be carried on by The Sherwin-Williams Co.

Mr. Cottingham has been appointed a director of The Sherwin-Williams Co., and will manage the Canadian business. By this arrangement The Cottingham Varnish Co. is also acquired by The Sherwin-Williams Co., so all will be under one management.

Mr. Cottingham says this arrangement has been consummated to enable them to enlarge their growing business, and that their future operations will be pushed forward even more vigorously than in the past.

The Vice President of our Company, Mr. E. P. Williams, with his wife and two daughters, sailed from New York for the Mediterranean Saturday, Feb. 15th. They expect to land at Genoa, and will be absent several months, returning by way of England.

S. W. P. IN CANADA.

It may be of some interest to the readers of *THE CHAMELEON* to hear something of our progress in the Dominion of Canada. We have so far this season added 106 new agents, and almost every day this number is being increased. Better than this, the agents we secured last year are all with us, and in most cases with larger specifications, and in every case with greater confidence and enthusiasm. The outlook for a good sale in all of our lines is very encouraging, notwithstanding the fact that general business is not thriving.

We have a department here which you have not—our "French Department." Two-thirds of the population of the Province of Quebec is French, and in order to do this trade efficiently we have had all of our advertising matter printed in French. We might mention we are the first house here to do this. To thoroughly appreciate the mighty "F" you must see it in French. Our French representative, Monsieur Jos. Lacasse, says you cannot half express in the English language the great merits of S. W. P., and to properly describe its many excellent points it requires the eloquence of the French tongue. We can assure you M. Lacasse can put it very forcibly, and as a consequence we have many active and successful French agents.

The "Covers the Earth" poster is now as familiar in Canada as it is in the United States. We intend that the Paints shall be as largely sold here at a very early date as they are on your side. It's only a matter of time—a short time.

Speaking of the "Covers the Earth" poster, at one of our fancy dress carnivals here this winter, at our principal rink, we had a young man dressed to represent the poster, and he was a great success, both

as an advertisement for us and entertainment to the onlookers.

Keep your eye on Canada. It is a good country and we're proud of it. True, she has suffered in the past for the want of paint good paint. That has been remedied. We have supplied this need, and now she will go on and progress and be prosperous and S. W. P. goes with her. We'll attend to that.

WALTER H. COTTINGHAM.

In an article which appeared in *The Cleveland Leader*, of January 28, 1897, regarding the great Bicycle Exhibition in Chicago, we note the following: "The Sherwin-Williams Company have a display in the north end of the room, showing bicycle enamel in more colors than there are letters in the alphabet."

APHORISMS.

When prices are lower, expense accounts look larger.

Of all cheap things, cheap paints are truly dear at any price.

A good window display of Paint will help catch Paint Buyers.

"Lead and oil" was known to the ancients but the world has moved since then.

A. M. P.

HOW LONG WILL THE STEEL FRAMES OF TALL BUILDINGS LAST?

From Cassier's Magazine, New York.

What is occurring or what will occur to the metallic portions of the many tall buildings that are in process of erection at the present time, under great dissimilarity as regards temperature, humidity, and other climatic conditions, but of one characteristic sameness, viz., being sealed in

solid masonry or other coverings beyond the ken of inspection?

Probably no engineering question today is entitled to more serious consideration than this one.

In discussing it recently before the American Society of Mechanical Engineers a member maintained that while inspection of some of the buildings now in progress, as well as some of those lately erected, reveals possibly a slight improvement in the means of preservation adopted over those apparent a short time ago, yet the improvement is a hollow mockery, and will bear fruit for repentance before many years have passed. These structures, though more carefully painted than those erected before, with more and heavier coatings of some kind of stuff called paint, do not appear in a single case to have received any attention or consideration as to the condition of the metallic surfaces before applying the protective coating beyond a possible sweep with a dirty broom to get rid of the rough dirt from the workshop yard, and a possible wipe with a piece of old sacking to remove the grease due to machining processes. There has been nothing like a washing down of the parts with soda ash or lye water to remove the grease, and then pickling with weak acid to remove the mill scale, and a subsequent washing with lime water to neutralize the acid bath, warming the work before painting it, and taking care to apply the paint only on clear, bright days, when no sweating can occur, or applying the paint in warm paint rooms. It is safe to say that not in a single case out of the many skeleton structures of modern sky-scrapers can this be found to have been the procedure.

There would seem to be no better possible assurance than all this of trouble ahead for coming generations.

THE SHERWIN-WILLIAMS EMPLOYEES'
MUTUAL BENEFIT SOCIETY.

Editor "The Chameleon"

In accordance with your request for information regarding THE SHERWIN-WILLIAMS EMPLOYEES' MUTUAL BENEFIT SOCIETY, I beg to submit below a brief summary of facts pertaining to this organization:

The Society was formally organized December 24, 1887.

The object of the Society, as stated in preamble to Constitution, is to aid members in case of sickness, accidental disability or death.

The members of the Society shall consist only of employees of The Sherwin-Williams Company, the only other qualification necessary being that the applicant shall be in good health when received into the Society, and free from any physical infirmity that would tend to make him a burden to the Society.

The benefits paid by the Society are fifty per cent of wages of any member, providing the average wages of any member do not exceed ten dollars per week; (the average to be taken according to the four week's record on pay roll previous to dating of a benefit.) In case the wages of any member should average more than ten dollars per week, benefits will be paid for ten dollars only. No benefits however, are paid for less than one week, nor for more than twelve weeks within a year. Accidents or illness occurring to members of the Society from intoxication, immoral conduct, or from any disease or disability contracted previous to joining the Society shall not entitle them to benefits. No person shall be entitled to benefits until such person has been a member two weeks. The Society also pays a death benefit of twenty-five dollars, to the heirs or assigns of any person, who dies while a member in good standing. In case of death The Sherwin-

Williams Co. makes an additional payment of seventy-five dollars, thus making the total death benefit one-hundred dollars.

The dues of the Society, as stated in the Constitution, shall be one cent on each dollar of the weekly wages of a member, providing the wages do not average more than ten dollars per week. All dues payable in advance. Should the wages of any member average more than ten dollars per week, dues are collected for ten dollars only. All dues are collected by the paymaster of The Sherwin-Williams Co., in accordance with the list furnished by the Secretary.

The total receipts from all sources during the nine years ending December 31, 1896, were \$3,236.26. The number of benefit certificates issued for this period of time was 380, aggregating a total amount of benefits paid \$2,787.34, leaving a balance in the treasury, January 1, of the present year, \$448.92. This has been increased up to the present writing to approximately \$500.00. The highest sick benefit to any one member was paid to John Bradley for ten weeks illness, \$50 00. Since its organization there have been three deaths of members connected with the Society, as follows:

Henry Varnes, March, 1890.

Chas. Tatro, August, 1894.

Emil Goldbach, November 16, 1896.

The membership of the Society is now one hundred and thirty-five, and at the present writing the affairs of the organization are in a very satisfactory and flourishing condition.

Yours truly,

A. W. FRANK,

Treas. The S.-W. E. M. B. S.

February 15, 1897.