

JANUARY 1941 ~ NO. 4



THE PALETTE & BRUSH

The Palette and Brush is a magazine by, for, and in the interest of the employees of the Chicago Plant of the Sherwin-Williams Company.

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A. W. STEUDEL BECOMES SHERWIN WILLIAMS PRESIDENT

The Sherwin Williams Co. announced on Dec. 10th the election of Arthur W. Steudel as President succeeding George A. Martin who becomes Chairman of the Board. Both men have long records with the company and both have worked from humble beginnings to the top in the largest paint manufacturing organization in the world.

Mr. Steudel has been Vice-President and General Manager and now becomes the fourth President in the 74 years existence of the company. The new President at 48 is admirably fitted for his responsibilities, having served in various operating, selling and administrative capacities.

Mr. Steudel was born in Cleveland in 1892. After graduating from high school and business college, he entered the employ of The Sherwin Williams Co. in 1908 as office boy. In 1912 he went into the Railway Sales Dept.; in 1913 the Industrial Sales Dept. and in 1915 the fast developing Dye, Chemical & Color Dept. In 1919 he went to New York as Eastern Manager of that department. In 1923 he returned to Cleveland as Assistant to the President and Manager of the Dye, Chemical and Color Dept. In 1929 he was promoted to Vice-President of the company and in 1937 he became Vice-President and General Manager.

Mr. Martin is the dean of the Paint Industry. He was born in Montello, Wisconsin and went to work in the Chicago Stockyards at the age of 12. In 1887 he started to make Paint Specialties for railway locomotives and other railway equipment. He found himself in competition with The Sherwin Williams Co. but that did not stop him. Unable to sell to a certain customer because that customer bought from Sherwin Williams

Mr. Martin in turn sold the Sherwin Williams Co. his product. In 1891 he joined the Sherwin-Williams Co. as Manager of the Calumet Paint Co. Division in Chicago. In 1898 he became Manager of the Western District. In 1901 he moved to Cleveland in

charge of the company's mining, smelting, linseed oil and can manufacturing operations. In 1916 he became Vice-President. In 1921 General Manager and in 1922 President. He recently celebrated his 75th birthday and 1941 will be his 50th year with Sherwin-Williams.

In becoming Chairman of the Board, Mr. Martin stated that the rapid evolution of the Paint, Varnish and Lacquer Industry as a great force in the Chemical Industry has necessitated expansion and development which in turn has added greatly to the responsibilities of management. In



the interest of the company and its future management, he felt that a younger man should assume the responsibilities of the Presidency.

Mr. Martin becomes Chairman of the Board and Chief Executive Officer of the company with

appropriate powers and duties. Mr. Martin is one of Cleveland's best known figures and a Director of several corporations including Good-year, Wilson & Co. and the Cleveland Baseball Co.

Prof. E. E. Ware who has been Technical Adviser to the President becomes Vice-President and Technical Director. Mr. L. H. Schroeder, Treasurer of Sherwin-Williams, was elected to the Directorate.

In becoming Chairman of the Board, Mr. Martin leaves to his successor, whom he hired, trained and developed, a record of achievement and progress that is unparalleled in the industry.

25 YEARS OF SERVICE

William Haas, born September 5, 1886, at Kankakee, Illinois, was married to Lena Emma Burkhardt, August 14, 1914, at Knox, Indiana. Started with S-W January 11, 1916.

Has three children. Edward, 9 years old, Caroline, 20 years old, and William Jr., 24 years old, who has been married two years and whose wife's name is Martha.

Billy has been Foreman of the Steamfitters since October, 1926.

William, Jr., is also employed by S-W and works for his dad.

THE HAAS FAMILY



Bill Jr., Martha, Caroline, Bill Sr., Mrs. Haas, Edward

TO OUR CHICAGO ORGANIZATION

It gives me great pleasure to wish you a very Happy and Prosperous New Year.

With the ushering in of the New Year, we ring in the first day of our Seventy-Fifth Anniversary - 1866-1941.

This is, therefore, our DIAMOND JUBILEE, which calls for another great forward march on all fronts. So this is not only the official "call to arms" for our Diamond Jubilee Campaign, but also for Mr. Martin's 50th year with the Company, which notable event we also commemorate in 1941.

There are unmistakable indications that 1941 will be a year of unparalleled activity and the organizations trained and prepared for this great forward movement in business will rush on to new records and achievements.

It is singularly appropriate that this great Diamond Jubilee Campaign should be heralded in the very beginning of the Nation's greatest expansion of industrial activities in a generation, and should, therefore, unqualifiedly assure the success of this great new undertaking.

Never before has the Company been so Magnificently prepared. Our sales organization has been trained and strengthened - our products, ever the highest standard of the industry, have been further improved - our manufacturing and distributing facilities are unmatched - and our merchandising plans are the most comprehensive and effective ever devised, being unequalled in any industry today.

Never have we reached a higher degree of supremacy and never has our timing for the use of this tremendous strength been synchronized more accurately to the great industrial expansion now getting under way.

Our prestige, reputation and past records are recognized everywhere - but the inherent strength

and power has never, in recent years, been fully tested; and I am confidently of the opinion that the greatest selling force anywhere will carry the business to new and greater heights in this campaign.

I know you will be restless and eager to take up your activities in the new year, refreshed in the assurance that never before have we been so strong to take advantage of the opportunities that will develop in the months to come.

In conclusion, may I add just this personal word. As your new President, I am deeply conscious of the honor and the responsibilities of the position. I pledge myself heart and soul to carry on to the utmost of my ability the traditions and high principles established by our founder Mr. Sherwin, and by Mr. Cottingham and Mr. Martin. What they have built is a priceless heritage left to us, and with your support and cooperation I am sure we will all go forward and do our part in keeping this great institution out in front as worthy and respected leaders. In this institution there are just two requisites - merit and hard work. Both should and will be recognized.

Sincerely yours,

W. H. Hendel
PRESIDENT.



The New Warehouse

JUST IN CASE

Every driver considers himself a safe driver. Even if he has an accident he usually blames the other fellow. Just in case you may have some doubts about whether you know all the rules, look over this list, issued by our Company Insurance Carrier. The procedure specified after an accident occurs applies regardless of who carries your insurance.

RULES FOR SAFE DRIVING

- 1 Be alert. Most accidents are the result of inattention.
- 2 Slow down in traffic and at intersections, and have your foot ready for the brake.
- 3 Keep your brakes, lights, horn and steering mechanism in good working order.
- 4 Don't pass on hills, curves, intersections or when another car is dangerously near.
- 5 Use intelligible hand signals.
- 6 Govern your speed by the condition of the weather and the road. **ALWAYS PLAN YOUR TRIPS SO IT WILL NOT BE NECESSARY TO HURRY AND TAKE CHANCES.**
- 7 Be courteous.
- 8 Obey traffic signals and the rules of the road.
- 9 Don't drive or permit any one else to drive while under the influence of liquor.
- 10 *Many accidents that result in costly claims against the owner of a car occur when some one else is driving the car. Be sure that only properly qualified individuals drive your car with your express permission.*

WHAT TO DO IN CASE OF AN ACCIDENT:

- 1 STOP.
- 2 Get license and registration numbers of all parties and names and addresses of all occupants and disinterested witnesses.
- 3 Make no committals; give out no information except such as is required by the authorities; sign no statements for any one other than a representative of this Company properly identified as such.
- 4 Make *immediate* written report to the Company's nearest claim office, representative or agent. In case of *serious accident or fatality*, *immediately* telephone or wire the nearest claim office, representative or agent. *The name of the nearest Hartford agent can be obtained anywhere at any time by calling Western Union Telegraph Company or Canadian National Telegraphs; or ask any insurance agent for the name of the local Hartford representative.*
- 5 In case of accident involving serious personal injury or fatality, call a doctor or an ambulance.
- 6 Be courteous. Engage in no controversies at the scene of the accident, but leave the entire handling of the claim to the Company's representative.

CONGRATULATIONS CLEVELAND

Our Cleveland Plant has just won the Inter-Plant Safety contest plaque given each year by our Company for the outstanding safety record for the preceding years. Cleveland's award was for the larger plants and a similar award was made to Pittsburgh for being the winner among the smaller plants.

Cleveland was not content with winning the Sherwin-Williams award,

but was chosen as the grand prize winner for the entire Greater Cleveland Campaign. They should be complimented on their record for the past year and we wish them continued success in safety for 1941.

Just because Cleveland is the home office is no reason for them to be able to win this trophy over Chicago. Our Safety Flag has been Flying for the full month of December and let us keep it flying all next year.

STYLE IN FURNITURE 2000 B.C. TO 1689 A.D.

(This is the first of three articles from the Furniture Technical Service Department explaining the advancement of furniture styles through the ages.)

Nearly all of us at sometime in our lives become furniture conscious and the more we observe and acquire for ourselves the more interested we become in its origin and the explanation of its design. We soon form definite likes and dislikes and grow to appreciate fine craftsmanship. A short history of furniture design will help us to understand how these various styles originated and we will grow to recognize by its design the period in which a piece of furniture was created or from which it was copied.

Archaeologists claim that the Egyptians were the first to make furniture as we understand it today. This was somewhere between 2000 and 500 B.C. Their furniture was naturally very crude and the decorations were copies of things they discovered in Nature---the lion's paw, the pine cone, the bull's hoof made into chair feet, ram's head shown at the ends of the arms of chairs, horses for chair sides and symbolism of all kinds. The woods used were mainly Walnut, Cedar and Ebony. Pieces were stools, beds, couches and caskets.



Egypt. Chair

The Greeks and the Romans carried on where the Egyptians left off and developed in the period of about 500 B.C to 500 A.D. a severe type of design that was highly ornamented. There were arch chairs in the form

of a curved X, tables with tripod legs and marble tops, many backless chairs built low like stools. Much of it was highly decorated and ornamented. The woods used were Cedar, Elm, Ash, and Beech inlaid with Holly, Cherry, Ivory, Horn, Tortoise Shell, Gold and Silver.



Curved X Chair

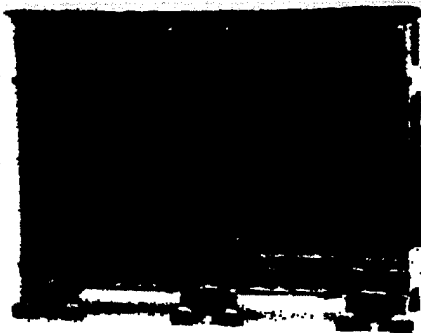
During the Dark Ages, 500 to 1200 A.D. there was practically no development in furniture design. Culture was kept alive only in the monasteries and as the Cathedrals grew up and Gothic Architecture developed, it reflected its influence in furniture design. The



Gothic Chest, Showing Architectural Carvings.

construction and contours were crude and bulky but it was beautifully ornamented with carvings. Much of this was Christian Symbolism. This style spread rapidly over Europe and became modified into Dutch Gothic, French Gothic, English Gothic, etc. Walnut was used extensively in Italy, Oak in England and Chestnut in France.

With the succeeding period of peace after the barbarous wars of the Dark Ages, there was a revival in all lines of art, literature and science. The furniture design of the Greeks and the Romans was further developed into highly decorated, rich and colorful pieces.



Italian Renaissance
Sideboard or "Credenza"

This Classic Revival in furniture design (1450 - 1650) started in Italy and spread to the other countries. Italian Renaissance design was characterized by its angular contours, lyre shape, and colonnade supports for tables, fluted columns upholding the bed canopy, chairs in curved X shape. Common decorations were the scroll, the claw and block foot, the rosette acanthus leaf and a profusion of inlay.

The Spanish Renaissance Style was very similar in design to the Italian except that it was influenced by Moorish architecture. There were leather seats, large brass nails, and ornamental curved and twisted iron bracings. It was highly decorated in color and inlay and red velvet. The Vargueno is

the most typical Spanish piece of furniture and we see frequent reproductions of it today. It serves the double purpose of desk and cabinet and consists in the upper part of a rectangular box the face of which hinges down, revealing a

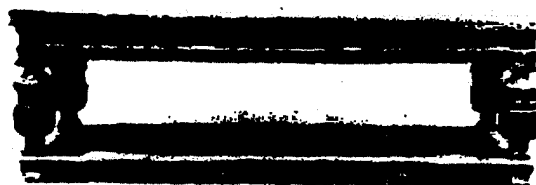


Spanish Vargueno

face of which hinges down, revealing a

multitude of little drawers and doors.

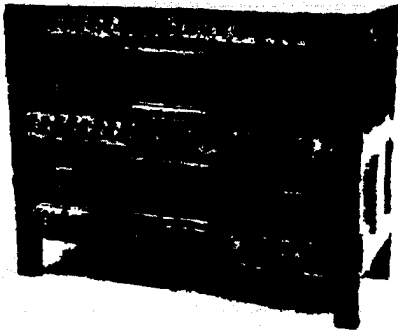
English Renaissance architecture developed under the House of Tudor. Henry VIII is credited with first importing Italian artists and artisans to influence furniture design. There were no radical changes, however, until the reign of Queen Elizabeth when Flemish Woodworkers fled to England from the persecutions of the Spanish Alva and made a distinctive impression on furniture design. This design of furniture, known as Elizabethan, was similar to Italian and Spanish Renaissance designs but not as highly decorated and kept more closely to the Gothic style. Oak was the predominant wood and outstanding features were the melon bulb leg and rose pattern.



Elizabethan Melon
Bulb Table

Elizabeth died in 1603 and then followed the dictatorship of Oliver Cromwell, a period of simple living and a tendency toward straighter lines and simpler designs in furniture. With the ascension of James I followed by James II and his son, Charles I, we come to the Jacobean period in English furniture. They carried over the Elizabethan style but from Dutch sources came the ball or bun foot. Chair backs were perpendicular, wide and generally low, either carved, railed or spindled. Seats were high for use with foot stools and were plain wood or padded with leather. Charles I, who spent his early life in exile in France, brought over more refined taste in furniture and his cabinet makers introduced carved Walnut and Chestnut where there had formerly

been the heavy straight lines of Oak.
This French influence was called



Jacobean Cupboard

the Restoration or Carolean Period (after Charles I). Jacobean was some of the first furniture to be imported to the United States in colonial times.

Cannibal King: What am I having for lunch?

Cook: Two old maids.

Cannibal King: "Ugh! Left overs again!"

Most people aren't a bit superstitious. They walk right under the ladder of success.

Patient- "I'm going to have another one of my dizzy spells, nurse."
Nurse - "You do, and you'll get your face slapped."

There's no place like home if you haven't the money to go out.

Mother - "Well, Son, what have you been doing all afternoon?"

Son - "Shooting Craps".

Mother - "That must stop. Those little things have as much right to live as you have."

ANNOUNCING A SNAP SHOT CONTEST

The Palette and Brush is offering three cash prizes for the three best Snap Shots submitted. The contest opens Jan. 10, 1941, and ends the 10th of April, 1941. The winners will be announced in the May issue of the Palette and Brush-

Prizes - \$7.50 - \$5.00 - \$2.50



All pictures entered must be on glossy paper not larger than 3½ x 5½". Do not write on the back of the picture. Clip a piece of paper with your name and department on the picture.

As the pictures are received, they will be given a number and turned over to the Judges. Pictures entered will not be returned. The contest is open to all employees of the Sherwin-Williams Co., Chicago.

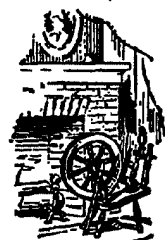
Send all entries to:

Jere Compton
Dry Color

FOR WOMEN ONLY

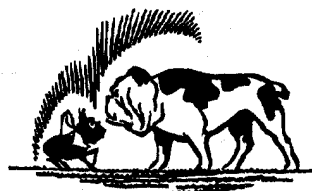


One of the endless questions which seems to bother the housewife of today is, "What kind of meat shall we have for dinner". While there are many kinds of meat on the market from which a selection can be made, it is true that there are a few things to be remembered. The cost, the tenderness and the proper method for cooking it are all to be considered. If you have to watch your pocket book, you will prefer to buy the cuts from off the rump, round or flank. This type of meat requires slower cooking with liquid added. The higher priced cuts such as chops and steaks require no liquid but should be broiled at a high temperature. While roasts are considered a higher priced meat, they also require a slow process cooking in a moderate oven. Placing a roast in a scorching hot oven and keeping the temperature high serves to have the meat finished quickly, but it also reduces the size of the meat and causes the roast to lose some of its flavor and juiciness. If you really want to be on the safe side and know what you are getting in the way of quality and tenderness, keep an eye open for the stamp on the meat which is put there by the government, grading the meat from high to low as, "Prime", "Choice", "Good", "Commercial", and "Utility".



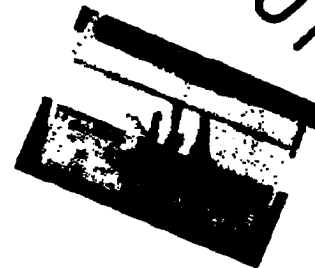
Furniture, whether expensive or otherwise, is one of the possessions which we like to keep in a good condition if we possibly can. Following are a few simple rules which if

practiced, should keep your furniture looking well. Dust the furniture daily, using a cheese cloth. Keep furniture as much as possible away from the windows, direct sunlight and heat. When washing furniture, use lukewarm water into which green soap has been dissolved. Wash again with clear warm water. Polish after drying. Always remembering to rub with the grain of the furniture. This also applies to washing the furniture.



Instead of printing a cooking recipe this month, here is a recipe which is regarded as infallible if you have a desire to be perfectly miserable: Think and talk constantly about yourself, using the word "I" as much as possible. Listen greedily to what people say about you, expecting always to be appreciated. Be suspicious, jealous and envious, insisting on consideration and respect. Never forgive a criticism, being very sensitive to slights, and be a firm believer that you are the one who must be shown a good time. Make yourself realize that you do more for others than anyone else and that no one can really be trusted but yourself. And if you'll not forget to be completely selfish and be sure to demand an agreement with everything you say, you can be sure that the world will be anything but a pleasant place to live in.

MODEL BOAT BUILDING IN LILLIPUT



Edward Clark

This model boat of the Clipper Ship "Flying Cloud" was built by Edward Clark of the Dry Color. It is $2\frac{1}{4}$ inches from bow to stern, $2\frac{3}{4}$ inches from keel to top of main mast, and has a beam of $\frac{3}{4}$ ". It is encased in glass.

The boat was whittled from cedar in 1938 during a recuperation period after an illness. A knife, razor blade, some airplane glue, paint and linen were used.

Model boat building has always been an ambition of mine. It is a hobby requiring patience, a lot of time, and a lot of money. The blue prints and material of some of these model boats will run up to \$100.00.

The "Flying Cloud" took three weeks to build, and is a first crude attempt at model boat building. The original rigging was complete,

but was so badly damaged by a small boy that it had to be replaced. The new rigging is far from being complete. It is mounted on a map of South America to give an idea of the routes the Clippers travelled.

The original "Flying Cloud" was built by Donald McKay in 1851 and was the most famous of the old Clipper Ships. The record of 89 days, 18 hours from New York to San Francisco around Cape Horn has been equalled but never broken.

I am now working on a larger model of a Clipper Ship.

Tuesday morning dawned with all members of the Allied Lab. loaded down with food fit for a king. Each and every member contributed something different and all kept his or her food on their desks. Imagine the rapid transit between desks during

the day. No one was hungry by noon and by two o'clock all were groggy. Some people say it was Schantz's idea but no one can prove it. Anyway, everyone enjoyed the treat and Thursday found everyone willing to keep this Feast Day as a permanent annual fixture.

**SAFETY CARTOONS WANTED**

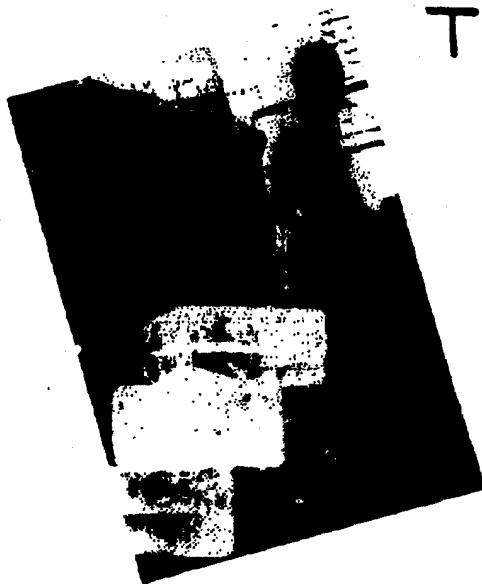
Here is one sent in by John Prescott, Cleveland. Why not have a Safety Cartoon of the month? Cut one out that you like or draw one yourself. Send it into the Safety Department who will pick the best one received each month.

FIRE-BRIGADE SMOKER

Captain Ball of the 108th Street Fire Station played host again this year to our gang on December 12. Safety films, pinochle, and eats were featured. Those attending:

G. E. Wagner, H. Weibke, C. E. Colebourn, J. Playle, C. Magnabosco, W. O'Kleshin,

F. Morritti, R. Thompson, F. Cooper, T. Pasquarella, R. Leonard, G. McDonald, E. Madden, and C.E. Gunderson, F. Monneck. Best eater-- G. McDonald, Best pinochler--Weibke.



THE OLD
and
the
NEW

**ICE HANDLING**

When a fellow broke his toe handling ice the old way, it was time to design a new truck and here you have it. Handles 2 cakes instead of 1-1/2 easier and safer.

SPORTS

GIRL'S BOWLING

Seems the Polishes are still on top, with Enamels and Lacquers struggling for second place.

Looking forward to Santa Claus the Girls really went to town on the night of the 16th, with Norma Francis bowling 214 - Eleanor Brower 210 - and Eleanor Hohmann 203. Keep it up girls.....

INDIVIDUAL AVERAGE

Lois Peters

Norma Francis	153.10
Loretta Borst	152.18
Eleanor Brower	151.30

Loretta Borst

INDIVIDUAL HIGH 3 GAMES

Eleanor Brower	524
Norma Francis	522
Loretta Borst	511

INDIVIDUAL HIGH GAME

Norma Francis	214
Loretta Borst	213
Eleanor Brower	210

TEAM STANDING

	Won	Lost
Polishes	25	17
Enamels	22	20
Lacquers	22	20
Waxes	21	21
Varnishes	21	21
Leads	20	22
Shellacs	20	22
Stains	17	25

BOWLING NOTES

The Mixed Doubles have been postponed for want of enough girl bowlers. A months postponement, however, should bring out enough since the new bowlers will have much more confidence by then.

BASKET BALL

The Y.M.C.A. Industrial Basketball, as it now exists, is composed of nine teams, namely: Pullman Car Works; Ingall Shepards; Acme Steel Company; State Lubritorium; Beverly Auto Service; Great Lakes Forge; Ingersoll Steel; Burnside Steel; and Sherwin Williams.

To date, seven games have been played, the first three games were played Saturday, December 14, at the Y.M.C.A. Gym. The first game started at 7:00 P.M. The results were as follows; (1) Ingall Shepard 24, Pullman Car Works 12; (2) Acme Steel Co. 35, Beverly Auto 34 (overtime); (3) Sherwin Williams 27, Great Lakes Forge 15. The second night's games were played Saturday night, December 21, the first game starting at 6:30 PM. The results were; (1) Ingall-Shepard 34, State Lubritorium 19; (2) Sherwin-Williams 24, Beverly Auto 20; (3) Acme Steel 48, Buda A.C.

MEN'S BOWLING

POS.	TEAM	WON	LOST
1	Floor Seal	28	17
2	Semi Lustre	27	18
3	Mar-Not	25	20
4	Scar-Not	25	20
5	Flo-Wax	24	21
6	Preparite	24	21
7	Kem Namel	24	21
8	Ptr. Craft	23	22
9	Floor Wipe	23	22
10	Rexpar	23	22
11	Save-Lite	22	23
12	Flat Tone	22	23
13	Flaxoap	21	24
14	Enameloid	21	24
15	Polish-01	21	24
16	Opex	20	25
17	Glazkalk	20	25
18	Taxite	20	25
19	Flat Rite	19	26
20	S.W.P.	18	27

Bernie Orwig

Art Nyberg

Basketball

19 (practice game); Pullman Car Works 31, Great Lakes Forge 25.

Play is suspended for one Saturday evening, namely December 28, but resumes January 4, 1941 with four games, the first one starting at 6:30 P.M. Sherwin-Williams draws a bye for that night.

The S.W. team is composed of the following men; Eddie Gemler, Tom Bartelli, Augie DeBoer, Pat O'Brien, Jimmy O'Hearn, George Buckley, Porter Smith, Ed Boege, Mike Estrada, Hubert Thompson.

This is the first year that John Ertzman has been absent from a Sherwin-Williams team lineup and after some of the things he's done for the team in the past, his absence will no doubt be keenly felt. Gerard DeLion is also missing so that makes 6 ft. 4 in. and 6 ft. 6 in. missing, which is a considerable handicap to overcome. However, where Sherwin-Williams teams in the past have been more or less relying on height, this year they are making up for the lack in height by employing speed and take it from me, they have just that.

THE BIG FIVE

POS.	NAME	TEAM	AVERAGE
1	J. Calderone	K	185.21
2	E. Glick	PO	182.7
3	G. Antonopulos	SWP	181.28
4	R. Johnson	E	180.11
5	G. Mundo	FW	178.33

Basketball

Come and see them play, you'll not regret it. Admission to the night games is twenty cents which includes four games, the first starting at 6:30 P.M. All games are played on Saturday nights.

HANDBALL

Handball activity will begin in earnest after the holidays providing of course there is enough interest in the sport.

Badminton is getting some play, also swimming. The "Y" memberships are even more popular, and with the girls being allotted the same privileges as the men, it now looks like S.W. employees will keep healthy for another year.

Leonard Bean says —

The yuletide season has departed, leaving in its wake most of us breathing that ancient prayer: "forgive us our Christmases, as we forgive those who Christmas against us."

Old man Winter, in all his glory, has dropped in for several months visit. If winter comes, can flu be far behind? And since you brought up that subject, did you ever hear the story about Jerk Pill Peter?

Well, Peter, his wife, and six children lived on a small farm in Indiana that fateful winter of 1918. The dreaded flu struck that neighborhood, leaving hardly enough well persons to take care of the sick. For awhile Peter's family was spared the scourge; but evidently all the children did not cooperate to the fullest extent by wearing asafetida bags around their necks day and night as they had been ordered. At last the entire family with the exception of Peter, was stricken with the flu.

Peter drove into town to see the doctor. The Doc was down with the flu. He went to the drugstore to buy some flu medicine. The druggist was completely out of flu pills. No, wait a minute. There in the bottom of a bottle was one, lone pill left.

Peter purchased that pill and drove like Jehu for the old homestead. He rushed into the house, tied a length of string around the middle of the pill and started the rounds of his errand of mercy. In chronological order, he caused his wife and then each of the children to swallow the pill. As soon as this was done, Peter jerked the pill out by means of the string and proceeded to the next patient.

Around and around he went, stopping his therapeutic efforts only long enough to mulch the cows night and morning. He kept this grind up for two solid weeks; giving the pill, then jerking it up again. Peter, himself, nearly died from exhaustion and overwork, but all the family got well.

From that day to this, he has been known all over that part of the country as, "Jerk Pill Peter".

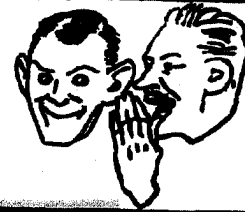
S. W. TALENT

It is becoming a well known fact that Sherwin-Williams can boast of fine musical talent among its employees and this was proven again during Christmas week when a mixed chorus under the direction of Goldie Asklund sang in the General lunchroom on Monday, and in the Dry Color lunchroom on Tuesday. The chorus was also invited by the Roseland Business Men's Association to broadcast Tuesday afternoon from Jansen's Furniture Store over the loud speaker system that is heard throughout Roseland during the holidays.

The group sang several of the well known Christmas carols, being accompanied by Miss Ella May Opal. "Silent Night" was sung by baritone Harry Opal of the Varnish Dept., and Jerry Slebos of Lacquer played the beautiful "Ave Maria" as a cello background for the reading by Don Anderson of the Christmas story from the New Testament, and at this point the program was climaxed with the stirring "Hallelujah Chorus" sung by the entire group.

Recordings of all the numbers were made which may be had for the cost of making them. It is hoped that this chorus may become a permanent feature of the Company, in view of its success this Christmas, and anyone wishing to join its ranks is welcome to do so.

Club News



WILL-SHER-WIN CLUB



After a delicious dinner, accompanied by Wally Johnson's "Hot Shots", "Santa Claus came to town", Tuesday, December 10, and distributed gifts to all the good little girls of the Will-Sher-Win Club to the tune of Jingle Bells and Christmas Carols. Ethel De Young and Bill Litzkow entertained us with songs and the guest of the evening, Mr. S. J. Van Clay, enlightened us on the Selective Service Draft Board, of which he is a member. The meeting was then conducted in the regular manner, after which games were played. Prizes were won by Irene Hoy, Mabel Zeder, Gerry Lawrie and Clara Aaron. Each girl present received a box of chocolates, a Christmas boutonniere, and a peppermint stick. The peppermint sticks were given us by Betty Dubbeldeman, who was absent due to illness.

JUNIOR CLUB

Color photography, which is rapidly coming into general use and of increasing importance, has long interested all of us. A very enlightening demonstration illustrating the technical theory and the procedure of taking and developing colored photographs climaxed the December Junior Club Meeting. Three of our local cameraites - Goldy Asklund and Johnny Whiteside, of the Lacquer Dept., and Charley Warrer, Fuchsine collaborated in photographing their model - Bob Schantz, and in developing actual colored

photographs. This demonstration was not only valuable from an educational point of view but also displayed the extreme interest enthusiasm, and skill that some of our amateur photographers have developed.

Following the dinner and short business meeting, Christmas Carols were sung under the direction of Pete Alford. The Safety Dept. presented a series of slides relating the causes of industrial fires and prescribing the precautions to be taken to eliminate fire hazards.

The next meeting will be held at 5:00 o'clock Tuesday evening. January 14.

PRODUCTION CLUB

The highlight of the December Production Club meeting was the honoring of the past presidents from the year 1926, who were seated at a special table, as follows:

Year	President	Years' Service
1926	M. F. Herbert	22
1927	E. P. Bolduc	22
1928	Shirley Lutes	21
1929	N. Persennaire	40
1930	J. R. Brown	33
1931	E. Reinhard	35
1932	R. B. Dobie	34
1933	W. Wurtman	25
1934	S. Dickinson	16
1935	S. Andrews	20
1936	D. Guastalli	18
1937	H. M. Caldwell	18
1938	George Holmes	21
1939	J. Zigulis	17

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CREDIT UNION NEWS

Starting from scratch in June, 1936, your Credit Union now has assets of almost \$100,000, of which about three fourths is in outstanding loans.

And we are barely scratching the surface. Barnum was right. Even our own people still buy on the installment plan instead of using the services of the Credit Union.

Our New Year's Motto:

Pay Cash & Save!

Believe it or not - the cash transactions of all kinds which cleared thru the Credit Union Office during 1940 total a million dollars.

The 5% per annum dividend recently declared by the Board of Directors for the period ending Nov. 30, 1940, marks the eighth consecutive semi-annual dividend at that rate.

Remember the Annual meeting, Thursday, Jan. 16th, 8 PM in the 4th floor lunchroom. Election of directors - a short business meeting and entertainment.

As our share in the National Defense program, the Board of Directors at its last meeting voted a moratorium for the period of enlistment on the principal and interest of any loan outstanding to a member who enters the military services of the United States.

Mother-in-law: I don't know how you ever came to marry a good girl like my daughter!
Son-in-law: Say! Then you must have come to the wedding just as drunk as I was.

CLUB NEWS

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Mr. Stuart Dickinson, past president in 1934 was among the guests. Mr. Bolduc presented a new member, Mr. George Colmarr from "C" Dept. Mr. Joe Doyle of "B" Dept., reporting for Chairman D. Chiaro, said that no one was sick but the Sick Committee and that he had gone home.

Pres. O'Rourke questioned Mr. Errington as to the rules of the Benefit Ass'n. regarding a member sick for 8 or 9 months. He replied that a member does not pay beyond 26 weeks; but if receiving a salary, the member does pay dues.

A discussion on tours about the plant by members of the Safety Committee brought out mainly that foremen could see the other department's errors easier than their own. These comments were made:

E. Murphy, "F" - "notices things used that he didn't".

W. Depras, Acetic Acid - "noted rags lying around in other departments and then came back and found some in his own.

E. Reinhard, Lacquer - "We got into a lot of arguments."

J. Brucker, C. P. - Wasn't talking, would not incriminate himself.

R. Jablon, Lacquer - "Appreciate the opportunity to meet department heads and learn about other departments".

O. Sidener, Beta - "Like the trips, found new departments".

G. Wagner, Safety - "This was the fourth tour in two years. Some departments had slipped back in some ways concerning safety, showing, perhaps, that they were not serious enough about safety. The purpose of the tours is just an attempt to try to find troubles and

(Con'd. on Page 20)



CUPID CAPERS

Two more of our S-W workers have decided to start a partnership of their own. They are Betty Dubbel-deman of the P & V office and George Meisinger of the Lacquer Dept.



Seems as though its fatal to work in any of the Lacquer buildings as George is the fourth one working there to become engaged in the past two months.

A Christmas announcement of an engagement was made by this couple, Miss Delma G. Pederson and Orville Webster.



Orville works in the Lacquer Department. Miss Pederson works in a Law Office in the Loop.

BITS ABOUT THEM

Mr. Huber of the Tin Can Dept. proved to be very chivalrous to a woman the other day when he had a minor automobile accident. He admitted he was in the wrong and even offered to pay the damages. For once it wasn't a woman driver's fault!

Cecil Kimbleton of the Credit Dept. was transferred to our retail Branch in Milwaukee. Lots of luck to you, Cecil.



Bob Harder of the 104th Street Warehouse, has joined the Army and leaves for Camp Fey at Tullahoma, Oklahoma, on February 26. So long, Bob, and good luck!

The C.P. has another eligible man for the army. Jimmy Holcomb celebrated his 21st birthday, Dec. 21st. Some of the C.P. boys gave a surprise party and presented Jimmy with records of a well known symphony.

Capt. Robert Frye of the C.P. Research was called by Uncle Sam on Dec. 16th and is now located at the Edgewood Arsenal in Edgewood, Maryland. Bob is on the teaching staff at the Arsenal, and assists in editing the courses issued for training officers.

Bob Lang of the P&V finishing has joined the Black Horse Troop and is waiting his call to leave for Louisiana. Good Luck Bob.

Betty Shockley, former employee of the Billing Dept. surprised the girls the other day by coming in to see them. She says she misses the girls but really is thrilled with her new housekeeping duties.

Clarence Taylor of the Flushed Color and his wife celebrated their Fifth Wedding Anniversary at a dinner at Phil Smidt's.



Mr. and Mrs. Stanley Faron who are both employed in the Tin Can Dept. are having the pleasure of living in a beautiful new home which they built recently.

Lew Knight of the Lacquer Dept. believed so strongly the Washington Redskins were going to defeat the Chicago Bears in the Professional Football Championship Game that he bet on them. The ultimate score of the game was-Bears 73 -Redskins 0.

"L.C." (the Rebel) went home to Virginia during the holidays to find out just what the trouble was that tragic day.

Ed. Clark, our southern gentleman of the Dry Color Dept. has gone home to Virginia for the Holidays. Ed. says, "we're going to have southern fried chicken and everything."

The pinochle tournament which was recently held by some of the members of the Stockkeeping Dept. proved to be quite a success and we're looking forward to the next one. The winners of the tournament were: Theresa Heemstra, 1st; Hazel Bushman, 2nd; and Helen Grentzner, 3rd. It sure looks as tho the boys who played could take a few lessons from the girls, doesn't it?

The girls of the Lacquer Stock celebrated Christmas by having their annual party, Dec. 23. The girls exchanged gifts and enjoyed a luncheon prepared by the office force.



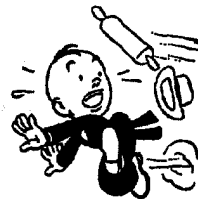
DID YOU KNOW THAT:

Mr. A. M. Simonsen rides a bike and loves to ride horses?

Lois Kueker and Mary Marzari are proud owners of their own personal bowling balls?

All members of the Factory Office Staff were surprised to find a big red apple on their desks one morning. Nobody knows whom to thank for them. P.S. An apple a day keeps the doctor away.

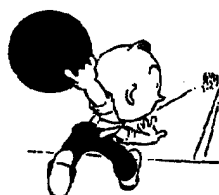
The girls in the Factory Office have a very novel idea of presenting each member of their organization with a rolling pin when they are married, painted white, on which each co-worker signs his or her name. Although the idea is swell, we question the advisability of giving the girls rolling pins - hard wooden ones at that. Glass would probably be better, and if they treasure them much, it would be some protection for the poor husbands. The boys in the Paint Test Lab. wish to thank Mary Mazari for the tokens presented them for finishing these rolling pins (we can finish the glass pins also). ED. NOTE: If the boys in the Paint Test Lab. are so worried about the rolling pins as to take precautionary steps, and there are a number of pretty and eligible young ladies in the Factory Office - how's your arithmetic?



"So you married a home girl?"
"Yes, she's at home at bridge parties, cocktails hours, movies, restaurants, and night clubs."



Margaret Palango, Helen Mixtacki, Kate Sako and Christine Maryan have found a way to have enjoyment during their lunch hour and still make it pay. Each day they play bunco and the person who is the loser has to contribute an amount to the kitty. The accumulated sum is then used to take the gals out to dinner downtown and a show afterwards. Sounds like an idea, doesn't it?



The 104th Street Warehouse holds a bowling session every Sunday morning. Although the boys are all novices, they are warming up their arms for the 1941 season.



Jack Weal of the Stock Dept. decided that the best place to spend the week's vacation that he had coming to him was at home. And who wouldn't with a new baby having just arrived. Confidentially though, we have an idea that Jack has had his dose of night floor walking and would like just a little bit more sleep.



Marie Schill's daughter, Nancy, has been ill with the flu, but we understand that she's on the mend now. We're glad to hear it and hope she is well enough now to play with all the nice things Santa brought her at Christmas time.

GOODNIGHT, KIDDIES!



One of the P & B reporters visited Stanley Romanowski of Lacquer Stock-keeping Dept., who was recovering from an operation, at Roseland Community Hospital, and found him bedded in the children's ward. He seemed to be quite contented in his temporary surroundings and was glad to see a number of co-workers who visited him. We are wondering if he preferred the children's ward because of the pretty nurses on duty there - the young ones are often quieted with a "goodnight kiss" by some nurses and no doubt Stanley had his fingers crossed, just hoping. This probably had something to do with Stanley's wife keeping a nightly vigil at his bedside. Seriously speaking, we all hope Stan recovers quickly and is able to get around O.K. soon.



Of course this may be a case for Sherlock Holmes but it does seem as tho the Factory Office Pinochle Club which met at Florence Greenburg's house recently, suffered some very queer effects after what was thought to have been a very fine meeting. Vivienne Johnson and Irene Hoy were too ill to work on Friday, Evelyn Ulrich felt the effects the following Monday and Dorothy Groot simply couldn't make it to work from Tuesday until Friday. Sounds like a case of ptomaine poisoning, doesn't it?

Mistress: Be careful when you dust around those paintings, Mary, they are all Old Masters.

Maid: Good gracious! Who'd ever think you'd been married all those times, Mum!



If a stranger were to walk into the Factory Office while the girls were eating lunch, he would immediately suspect that the girls might be deaf and dumb from all the gesticulating going on. However, after an investigation he would find that the girls were only describing which kind of movies they liked best. Alice Fredrickson likes them bloody with Indians and couple of murders thrown in; Irene Hoy and Shirley Nelson go in for the Boris Karloff type, complete with chills running up and down their spines. La Verne Christensen and Evelyn Alford insist that the romantic type are the only kind while as for Rose Hanko - she just doesn't care, since she sleeps through them anyway.

Monday, December 16, proved to be quite a welcoming home day for the Stockkeeping Dept. when Doris Carlson and Mr. Harold Adolphson both returned to the office, each having recently undergone operations. We're glad to have them back and hope they continue to enjoy good health for a long time to come.



The latest addition to the Stockkeeping Dept. is Doug Weaver who was formerly with the Billing Dept. It is rumored that the girls down there miss his presence and would like to have him come and visit them occasionally.

Paul Sytsma has recently joined the staff of the Varnish Department as clerk.

Wilford Dahl was finally hit by cupid and Jan. 1st, was his eclipse. Lots of happiness to both you and yours.

Al Albertsma a former employee of S. W. has left Chicago to assume the Assistant Directorate of Spencer Kellogg at Buffalo, N.Y. A farewell party was given for him at Parise's by the Allied Lab. and Alumni Club of which he is a member. Bob Lett, Bill Fritsch, Karl Perkins all alumni were present to send Al off in good style with a farewell gift. Good luck Al on your new adventure and we are all with you.

"Chicago Chemist makes forced landing in plane loaded with Xmas gifts," was the Tuesday evening radio flash heard round the world from WENR. In reality Santa abandoned his modern mode of transportation and continued his course by foot.

George Knudson, due to bad weather and the rapidly approaching night made a forced landing at Iola, Wisconsin 37 miles from his destination. Due to deep snow on the ground the nose went forward but the only damage done was a broken propellor.

However, how he managed to land on the front lawn of the Editor-in-Chief of the local effort is more than most people can understand. After an interview the Special was immediately sent out over the wires and soon it was World Wide news. Good plug for you George, but why didn't you tell them to mention Sherwin-Williams and prove we really cover the earth.

The Sherwin-Williams Aid Association in conjunction with the Will-Sher-Win Club presented Christmas Baskets to those employees who have been retired on pension and to those who have been off on leave of absence due to ill health or physical disabilities.

★ Personnel ★ Facts ★

AIR TRAVEL

Arrangements have been made with the airlines for employees, who desire to make personal trips by air, to receive a discount of 15% from rates for one way fares. Reservations must be made and air travel orders must be purchased at the Personnel Department to obtain the special rates.

RATING THE JOB

Job rating, or job evaluation, may be defined as a yard stick for determining the value of a job in relation to all other jobs within a company.

When the decision to evaluate hourly paid jobs in the Sherwin-Williams Co. was made, it was necessary to determine which of the plans available would best fit jobs in the paint industry. It was felt that any plan under consideration should meet certain tests. First, it should be simple, easily understood and applied. Second, it should be designed to fit all of the jobs in all Sherwin-Williams plants. Third, it should include such basic job factors as education, experience and physical effort.

Several plans were studied and from them one was selected. This plan, which is now being used to measure hourly paid jobs in the Chicago plant, meets all of the tests given and in addition has several other points in its favor. In the metal trades industries alone, over twenty thousand Classifications from two hundred and fifty companies have been covered by this plan which has also been used by companies in the electrical manufacturing industry.

The plan is simple, easily understood and easily applied. Each job is rated according to eleven factors common to all occupations in all types of manufacturing. They are as follows: SKILL, which includes (1) education, (2) experience, and (3) initiative or ingenuity. EFFORT, comprising (4) physical demand and (5) mental or visual demand. RESPONSIBILITY, for (6) equipment or process, (7) material product, (8) safety or others, and (9) work of others. JOB CONDITIONS, including (10) working conditions, and (11) unavoidable hazards.

The Personnel Department welcomes the opportunity to answer any questions you may have concerning job rating and its application, and will be glad to furnish additional details on any phase of this system.

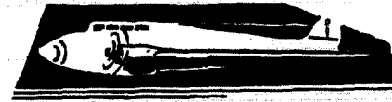
CLUB NEWS

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difficulties concerning safety."

Mr. Wagner emphasized that no matter how trivial a wound may be, the doctor and not the patient should decide how serious it is, and that the foremen should not be quick to condemn or criticize because their men might get in the habit of covering up.

Mr. Errington asked the men to come to him with their problems and to try to cooperate in solving difficulties. He suggested that he meet with the foremen monthly in groups starting in January.

Mr. A. Nyberg of the Flushed Color gave a very fine talk on "Unusual Products". Among those mentioned were Glaz-Calk, Preparate, Brasbrite and Mildew-Resistant Paste. A 30-minute movie, "Flagships of the Air", was shown by Mr. Davis of the American Air Lines.





FROM THE MEDICAL DEPARTMENT

PHYSICAL EXAMINATION STANDARDS FOR SELECTIVE SERVICE REGULATIONS

Inasmuch as the subject of "Selective Service" occupies the attention of many, it might be of interest to know of a few of the "high lights" relative to the physical standards set up in order to judge a registrant's qualifications. These standards are quite broad in their scope and do not mean that only the perfect or superman will qualify. However, one outstanding defect may reject the otherwise most perfect physique.

There are only three classes in which one can be placed, either 1A, 1B, or 1V. Class 1A registrants physically qualify for active military service. 1B are physically unfit for general active service, but are able to do some special or limited service. Class 1V are those physically unfit for any military service. It is the writers understanding that it is not the intention at the present to consider registrants other than those able to qualify in Class 1A.

I shall briefly take up a few of the more common physical conditions.

Height, Weight, and Chest Measurements:- Heights from five feet to six feet six inches are accepted and weights from 105 lbs. on up to within proportional limits. Certain proportional chest measurements must also be met according to the height and weight.

Ears:- One must have comparatively good hearing. The range of one's acuity of hearing is quite liberal. There is the normal standard set up by hearing either a

whispered voice, watch or instrument at a standard distance. Should you not hear the test at this distance, but do hear it at $\frac{1}{2}$ the distance equally in each ear, you are still eligible to Class 1A.

Teeth:- The minimum dental requirements are that one must have three serviceable natural masticating or chewing teeth above and three below opposing each other and also three incisors or biting teeth above and three below opposing, hence twelve teeth are necessary but they must be in the right place. Teeth with cavities that can be restored or crowned or bridge work done to supply the missing teeth, will be accepted as serviceable teeth. Any natural tooth which is involved with phorrhea or its roots are known to be infected is not a serviceable tooth. No provision is made relative to one having full upper and lower plates.

Heart:- The pulse rate must not be over 100 nor below 50 per minute. The blood pressure must not be over 150.

Extremities:- Severe varicose veins in the lower extremities, particularly if associated with swelling or ulceration, are immediately rejected. The loss of both thumbs or loss of three or more fingers on one hand will reject and similarly with the feet. However, there are all kinds of combinations of lost fingers and toes which still make one eligible for Class 1A. Anyone contemplating a little digital chopping, should know their "chops".

Hernia:- All hernias disqualify unless successfully operated.

Eyes:- Natural vision or corrected vision with glasses of 20/40 but not less than 20/100 vision in each eye without glasses will meet vision requirements, hence the margin of acceptance is wide. Neither "cross eyes" nor color blindness bars one from Class 1A.

I have only meant to consider the physical parts with which you are familiar, in fact all either

seen felt or heard, and have made no attempt to mention the most innumerable conditions both without and within the human body that are equally or more greatly important than this article has mentioned, as it applies to Selective Service physical standards.

The average percentages of rejections taken from figures available to date for conditions mentioned in this article are as follows:

<u>Causes of Rejection</u>	<u>% Rejected</u>
1. On Height - Weight - Chest	3
2. On Defective Hearing	1.25
3. On Teeth	7
4. On Heart	5
5. On Extremities	0.5
6. On Hernias	1
7. On Eyes	5

G.R. Hess M.D.

HOSPITALIZATION CLAIMS

It is the desire of the Company to have all claims for hospitalization settled just as quickly as possible. In order that this may be accomplished, it is suggested that the necessary claim forms be obtained from the Personnel Department as soon as hospitalization begins. You will then be able to present the claim form to the hospital authorities immediately upon notification that the patient is ready for discharge from the hospital.

A number of employees have experienced some difficulty by a hospital requesting payment at the beginning of the hospitalization period, whereas an employee is not able to collect hospitalization insurance until the end of the confinement, or at the end of the first week if the hospitalization extends longer than one week.

To remedy this condition it is possible to obtain an assignment

form at the Personnel Department, authorizing payment to the hospital of such hospital insurance benefits to which the employee may be entitled, not to exceed the actual cost incurred during the hospital confinement. If the hospital requests payment before the claim has been settled, one of these forms may be obtained from the Personnel Department for presentation to the hospital.

BIRTHS



Congratulations to Mr. & Mrs. Bruno Boscardine who became parents of a baby boy on December 16. This is their first blessed event. Bruno works at the 104th st. Warehouse.

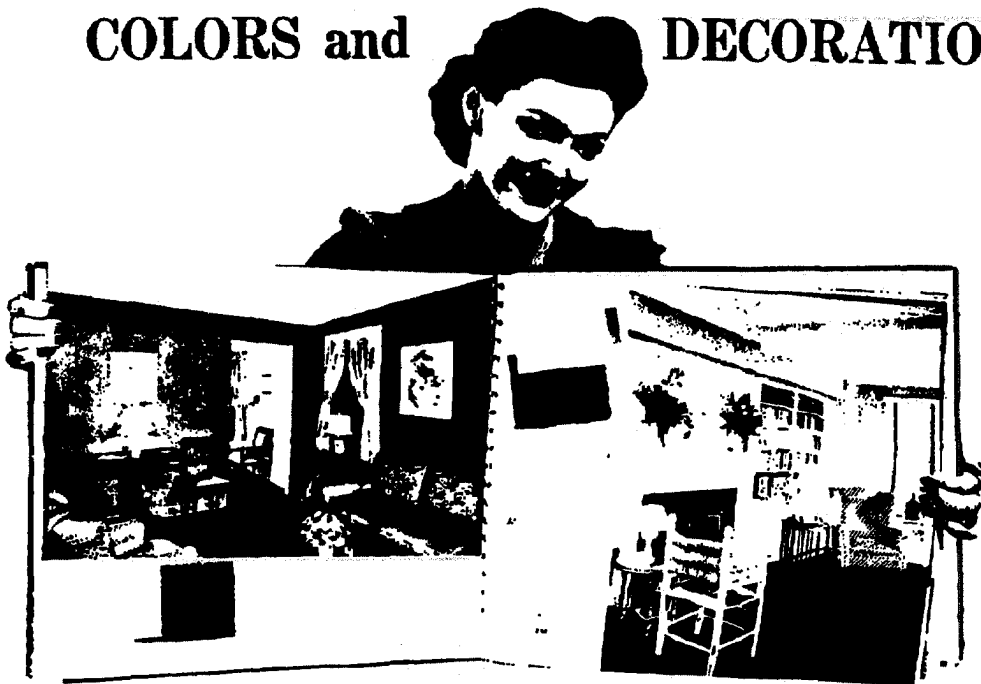
Mr. & Mrs. Albert Slebos of the Dry Color Dept. proudly present to the world, Joan Arlene, born Dec. 3, 1940 at the Roseland Hospital.

Also on December 16th, Willa Sindelar, formerly of our Billing Dept. became a proud "Mama". Robert George is the young lad's name, and from all reports, he really is something to be proud of. Mother and Bobbie are doing fine, thank you!



Another advantage of being a bottle fed baby these days is that it runs less risk of getting cigarette ashes in its eyes.

See THIS AMERICANA OF HOME COLORS and DECORATION!



Filled with Full Color Photographs of Actual Homes and Rooms

Wouldn't it be wonderful if you could visit hundreds of homes all over the country and see how they have been decorated and furnished?

Well, we can give you the benefit of such a trip without it costing you anything.

We have gathered a complete collection of photographs, in full colors, for all kinds of homes, to suit every taste and need in decorating. It's the largest and most beautiful collection of color schemes ever printed. There are dozens of house exteriors, living rooms, dining rooms, bedrooms, recreation rooms—actual photographs for every room in a house—and each room is complete with room furnishings, such as drapes, rugs and furniture.



A Style Guide is kept in the Personnel Dept. for the sole use of S-W employees. You are urged to visit this department and examine the Guide at your convenience. Information on and prices of S-W products are available where the Style Guide is on display.



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