ASBESTOS

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VOL. 1. ROCHDALE, APRIL, 1918. NO. 2.

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This allegorical drawing, by Bernard Partridge, represents "Asbestos" standing between Civilization and the destructive elements.

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This Magazine

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Contributions are invited from any member of our Staff or Workpeople, our Business Friends, and well-wishers of the Firm generally.

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ASBESTOS

VOL. 1. ROCHDALE, APRIL, 1918. NO. 2.

Thoughts from the Editor's Fireside.

WE desire to direct the earnest attention of all to the article "Why I consider a Works Committee would be beneficial from the workers' point of view." The contribution was uninfluenced by us in any way—in fact, the writer, Mr. B. E. MacDonna, was unknown to us previous to the receipt of the matter. The frank expression of opinion contained in the article, however, has decided us to offer a word in explanation of the Works Committee idea from the editorial standpoint.

If "to understand all is to forgive all," any steps tending toward a more perfect knowledge of the peculiar points of view of the employee (by the employer) and the employer (by the workman), cannot fail to engender that breadth of mind without which the times ahead of us will prove more troublous than need be.

It is very human to look with suspicion upon any advances coming from a quarter which one group or the other has hitherto looked upon as its natural enemy; nevertheless it is imperative that the hand of reconciliation be offered ere the real enemy —uncontrollable industrial strife—is upon us. And in this movement there is no room for Faint Heart, be he employer or workman—the fear of being misunderstood or of being "taken advantage of" must be thrust aside, and Man must be true to himself, his destiny and his country without counting the cost.

Let us, then, put on one side all thought of ulterior motive, all desire to take advantage, and throw the primitive big stick on the fire of a rekindled magnanimity. "The fathers," let us agree, "have eaten sour grapes and the children's teeth have been set on edge," but is it not possible to forget the past, with all its faults, misunderstandings and bickerings, and to make a fresh start?

First, let us find common ground for united action. Who shall quarrel with that contained in the two quotations known to all of us: "The labourer is worthy of his hire," and "Whatsoever thy hand findeth to do, do it with thy might"? These twin pillars—and these alone—are strong enough to carry the temple we propose to build.

"Oh yes," one says, "that's all very well, but——" and then we have to listen to the raking up of an age-long list of prejudices—and ignorances, for there is in truth no other word which adequately describes the mental attitude of the one

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side or the other. We, however, are not to take sides. As we conceive our high duty it is to stand Aaron-like between the Wrath and the Pestilence, to dissolve the former that the latter may be stayed.

Some little while since, a member of our community sent in a suggestion, which resulted in the Firm issuing an invitation in January last to all employees "to take a greater share in, and responsibility for, the determination and observance of the conditions under which their work is carried on." The proposal advanced therein was the formation of a Works Committee to co-operate with the Management with the object of "securing a permanent improvement in the relations between the workmen and the Firm, and the promoting of the progress and the well-being of the organisation as a whole." In the proposal it was understood the Offices should be included, though this detail might perhaps have been more clearly stated.

It is not necessary to reproduce here the details of the scheme as outlined in the circular, but one other point it were as well to lay stress upon with all the weight we can bring to bear, and that is that when it is stated that the suggested Committee is "not intended as a substitute for the Trade Union," just that is meant—no more and no less. So far from interfering with the legitimate sphere of the Unions such Committee would have the opposite effect in tending to increase the status of the Unions, as it is specifically provided that the Unions shall be recognised by the Firm as a Court of Appeal. It is necessary to insist upon this point as we are told that the hesitancy which has been shown is due to some such fear of a desire to weaken the power aud standing of the Unions. The fear—if it exists—is baseless, and we here make a frank appeal to all men of goodwill to take a hand in a great work—a work which will last and gather volume with the years, yea, a work which will cast a lustre upon the name of every man associated with it. For to avoid disappointment we must take the long view; we must not expect the Millennium to dawn immediately, and throw up in despair at the first sign of difficulty.

The Works Committee idea has come to stay. It is for all of us to work up to and qualify for the Pioneer Corps which is to show the country how the thing can be done.

The Minister of Reconstruction has been preaching the same Gospel recently in relation to the proposed "Industrial Reconstruction Council." "Unless we can so dispose our national affairs," he said, "that all men, employers and employed, can freely co-operate in an effort at increased wealth production, distress must be our lot." The greater includes the lesser. The words may have been addressed with equal truth to ourselves as a community. Think about it. Put aside all disturbing influences, and "get down to it." Unless we can learn to co-operate with the object of increasing the wealth that is required to go around (to pay high wages and to re-establish credit) we—each of us—are doomed. It is as yet a little hard to realise, we admit. Everything seems so rose-coloured with us as a Firm, but we must do our duty, and point an inexorable finger to the writing on the wall.

There is no need for us to fear the future. True; if we are prepared to face it with the same energy and determination

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in the cause of peaceful industrial pursuits we have displayed for the past four years in the cause of War.

Before the bad old game is recommenced let us take stock, and count the cost of a renewal of the strife. This is the time of our visitation. After the War may be too late.

We heartily subscribe to the Minister of Labour's statement of the workers' case as we understand it, *i.e.*, "every workman should be assured of a wage that would provide him with all the decencies of life, and that plenty of elasticity should be provided to allow the fullest exercise of brain, skill and experience, with the knowledge that the exercise of those qualities ought to be rewarded. There ought to be no limit placed upon the earning capacity of the individual. An employer had no right to take labour without an adequate compensation. On the other hand, if workmen got the best wages, they ought to give the best possible return for those wages."

There ought not to be any limitation of output—and there ought not to be any standing margin of unemployment as it has hitherto existed—the future will bring drastic changes in this respect.

If we are agreed so far, we are well on the way to mutual understanding. Details in the main will keep, but two objections to detail which have been voiced perhaps had better be dealt with at once, owing to their fundamental character. More than one "Constituency" under the proposed "Constitution" has declined to return a Representative because *it has nothing to complain of.* We are afraid an analysis of the minds of the Executive upon learning of this particular objection would baffle a psychologist. Flattering? Yes; but what would be thought of a Borough declining to return a Member to Parliament because the voters had no quarrel with the Government? Surely it is in the highest degree necessary that the Works Committee shall have the benefit of the wisdom and reason of the satisfied minds among us?

The other fundamental point is as to the constitution of the Committee. It is said that the problems of the Works and Office being entirely different they would each waste the time of the other, and the result would perhaps be an enlargement of the area of trouble. Why trouble? Why not an enlargement of the area of agreement?

The groupings of the "Constituencies" have also been criticised, but it should be remembered these groupings are only for the Provisional Committee; the thrashing out of such points must be left to them.

Perhaps it were too much to expect that the idea of a Works Committee should jump into favour, and it is only under pressure of hostility which bears too close resemblance to the anti-everything attitude that we are induced to divulge what we intended keeping a secret, viz., *our Works Committee was the suggestion of one of our leading Trade Unionists!*

With that knowledge imparted to our readers, we have decided to open our columns to a free discussion of the subject, and the Executive have agreed to postpone the calling together of the Provisional Committee in the meanwhile. The ventilation of differences always tends to their dissolution, and the delay of a month or so will not be time lost if by then the ground has been so prepared that it is ready to merge extremes in compromise.

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"A Partnership of Knowledge."

"We think it important to state that the success of Works Committees would be very seriously interfered with if the idea existed that they were used or were likely to be used by employers in opposition to Trades Unionism. It is strongly felt that the setting up of Works Committees without the co-operation of the Trade Unions and the Employers' Associations in the trade would stand in the way of the improved industrial relationships which in these reports we are trying to further."

"Works Committees, in our opinion, should have regular meetings at fixed times—as a general rule not less frequently than once a fortnight. They should always keep in the forefront the idea of constructive co-operation in the improvement of the industry to which they belong. Suggestions of all kinds tending to improvement should be frankly welcomed and freely discussed. Practical proposals should be examined from all points of view. There is an undeveloped asset of constructive ability—valuable alike to the industry and to the State—awaiting the means of realisation. Problems, old and new, will find their solution in a frank partnership of knowledge, experience, and goodwill."

Whitley Supplemental Report.

The Child.

Know you what it is to be a child? It is to be something very different from the man of to-day. It is to have a spirit, yet streaming from the waters of baptism, it is to believe in love, to believe in loveliness, to believe in belief; it is to be so little that the elves can reach to whisper in your ear; it is to turn pumpkins into coaches and mice into horses, lowness into loftiness, and nothing into everything, for each child has its fairy godmother in its own soul; it is to live in a nutshell and to count yourself the king of infinite space; it is

To see a World in a grain of sand,
And a heaven in a wild flower,
Hold infinity in the palm of your hand,
And eternity in an hour:

it is to know not as yet that you are under sentence of life, nor petition that it be commuted into death.

A Hard Way.

THE way of the transgressor is hard, if it is not in one way it is in another, if it is not to-day it will be to-morrow. There is no escape from the law apparently, though men have tried often enough to evade it, and frequently under circumstances that gave great promise of success. But we must not forget that of all the disaster and tragedy that follows in the wake of wrong doing the most serious and terrible is that which affects, not a man's body, or his pocket book, or his reputation, but his own soul. The very worst thing that our wrong-doing can entail upon us is to make us a wrong-doer, and burden us with the evil legacy of a sin that has affected our own soul. Other consequences may be to some extent avoided, but it is very difficult, often almost impossible, to get away from that one. The way of the transgressor is specially hard because his unatoned wrong-doing becomes an evil and troublesome thing in his own life, lowering his own moral tone and making goodness and happiness much less possible.

Great Thoughts.

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Britons First.

By SAMUEL TURNER.

THE next twenty years will see Democracy on its trial, for as hitherto practised it has fallen too far short of the ideals of its champions. In so doing, however, it has only shared what has been more or less the common lot of all ideals. The problem of its future will be more intelligently dealt with if we realise that fundamentally it is a creed. Hence the fervour, otherwise inexplicable, of its adherents. Whatever its abuses—whatever its failures—prevail it must at long last, for has it not for very essence—Justice?

Our Prime Minister told us not long ago that Democracy is a bad war maker.

It would be not less true to say that it has also proved a frail instrument in fashioning National Development in times of peace. This fact is clear when we compare what was achieved, socially and politically, with what might have been, had the necessary national dynamic been in operation.

But there is no reason why Democracy need always be socially unscientific and barren in practical results. Doubtless we shall evolve by experience a sounder and more effective form of it than has prevailed in the past. Failure to do so will, I fear, mean its abandonment as an impracticable ideal.

Hitherto Democracy has suffered badly from our failure to understand what it is—and what it is not.

What many have confused with Democracy has not any relation to it at all. When Passive Resisters refuse to pay taxes—when Conscientious Objectors refuse to meet their just obligations as citizens—when Ulstermen defy the Law—when the Seaman's and Fireman's Union refuse to convey delegates to Stockholm—when Trade Unionists decline to accept the Military Service Act—are such actions democratic? Not in the least; they are on the contrary the very opposite—they are sheer anarchy.

And from such autocratic tendencies on the part of Sectarians, Democracy has more to fear than from all the reasoning of its declared opponents. Its very zealots seem likely to prove its worst enemies.

Hence, in our long pilgrimage towards freedom, we must first of all realise that only through self discipline and group discipline can liberty for all have any real existence. For liberty must be within the reach of all, and not of the few only, whether the few be Passive Resisters or Trade Unionists.

I recently found evidence which to me is most conclusive that we must be Britons first and all the time, if we are as groups or individuals to attain true liberty.

And I found it in quite an unexpected place—Chapel-en-le-Frith. I had gone there, not to learn lessons in Social Science, but to receive admonition on quite another subject, from one of the most loyal friends of our Company—Mr. Herbert Frood. Whilst enjoying his hospitality I met a Monsieur Buisson, and it was he and what he told me about France which ultimately led to this valu-

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able and convincing evidence coming into my possession.

Monsieur Buisson spoke to me in a most interesting manner of the different social groups in France, amongst others, the Royalists, the Socialists, the Free Thinkers, the Protestants, the Catholics, the Jews. He said that a book* had been written about them and their real feelings towards the Republic which he would like me to read. Later he sent me a copy of the book, and there I found my evidence.

To fully appreciate the moral of what follows it is necessary to know that Frenchmen practised their particular beliefs with a passion rarely found in our more matter-of-fact country.

These different groups of thought were actively antagonistic to each other, and in many cases to the State. The Socialist or Royalist in France exhibited much the same enthusiasm for his particular group as did the followers of football or golf in this country for their favourite club or champion. From which you will gather that intellectual and political interests ranked more or less in the French national mind on a par with sport in England.

It may be truly said of Frenchmen, that they thought *too much* about life, as it has been said of the Englishmen that they thought *too little*.

But nevertheless the views of these religious, political and intellectual groups in France are of vital interest to us, for from them we may learn a lesson sorely needed just now.

The book is so good and so interesting that it ought to be translated into English, and what is more its method is unique. Monsieur Barrès has collected thousands of letters from Frenchmen at the Front and grouped them under the particular sects of their writers. Thus the letters of the Catholics are grouped, the letters of the Socialists are grouped, and so on.

This grouping reveals with almost dramatic candour and clearness what the thoughts and conclusions of these enthusiastic partisans actually were. We see finally what the Socialist, for instance, in the last analysis, really thought about Socialism and about France.

It should be remembered that these letters were all written by men in suffering and near to death. Such an environment compels the human soul to its fullest and frankest utterance; no hypocrisy or pretence can live in it.

Remember, too, in considering the expressions of these men, that in pre-war days none of them would have hesitated to defy France in favour of his particular sect. Such defiance was widespread, resulting in occasional street fights, innumerable books of propaganda, countless and stormy meetings. The measure of defiance thus exhibited makes the attitude of our corresponding British Sectarians towards the State seem almost law abiding.

These things in mind, let us proceed:

We find the same conclusion reached by all of them—that whether Catholic, Socialist, Protestant or, in fact, whatever a man's politics or religion might be—each and all found, that in fighting for France, they were not less surely defending their own particular creed or ideal.

For to the Socialist it did not appear conceivable that Socialism could come to its fullest fruition except on the beloved soil of his native France. Nor did the Catholic feel that his Church could attain

* *The Different Spiritual Families of France.* Maurice Barrès.

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its best as a world influence, unless its growth were guided and sustained by the loving care of its devoted and faithful sons in France.

Thus these partisans, enthusiasts to a man, found in the clear thinking of their new and dreadful surroundings, that in a word—no France meant no Catholicism for the World as he would have it—or no France meant no Socialism for the World as he would have it.

Herein lies a lesson for us; its importance cannot be exaggerated. For unless we learn it, and live up to it, whatever we love best in this Britain of ours can only be a poor starveling growth. Britain itself must be strong, united and free, if it is to afford to its every citizen the fullest opportunity for self development.

And this after all *is the only right any self respecting man should claim of his country.*

I want to give some extracts from these letters, but space forbids more than a few. Here they are; no comment of mine is needed.

In July, 1914, Jaurès, the well known Socialist, launched this already famous statement of his:—

"If war comes, France will think, not of her alliance with Russia, but of her contract with humanity."

Later, the unanimous decision of French Socialism was:—

"The only chance to realise the social and universal Republic is in avoiding defeat for France. *Socialism could not triumph if France were crushed.* Hence, let us defend Socialism in defending France."

Two hours before he died Jaurès said:—

"This German diplomacy is of a brutality and of a hypocrisy that I never could have imagined."

M. Schiller, a Socialist schoolmaster of Paris, writing to his pupils said:—

"My dear little ones, I have often spoken to you of war. When you fought, even for fun, I always separated you and scolded you. For war is a dreadful thing, which I hope you will never know. I think you will have grown more reasonable, and so too will the men of other countries. Like your fathers and your big brothers I have gone. Just now I am waiting, in a pretty little town of Burgogne, the order to depart and to do courageously my duty as a Frenchman and good citizen. This order cannot long be delayed. If I do not return keep the remembrance of your schoolmaster, who loves you so well, and who kisses you farewell, asking you to give one cheer:—'Long live the Republic and the Free Peoples.'"

François Baudry, Traditionalist, hence anti-republican, wrote on the eve of his departure:—

"If I fall it will be as a good Frenchman, as a good Catholic, as a good Vendéen."

The rallying cry of Jean Rival was:—

"Forward, fix bayonets, for all Frenchwomen, our sisters."

This is matched in beauty only by that of Bernard Lavergne:—

"It is the hour of the assault, forward, fix bayonets, for France and our mothers."

All these men are dead, and millions more. They died in the knowledge that they were, and always had been in truth—

"FRENCHMEN FIRST."

This is the evidence. They give it to us free. Need we doubt any more?

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Richard Ashworth.

Killed in Action.

WE always called him "Dick," the name fitted him so well. He was a strange mixture, one who never seemed to quite find his right niche in our well-ordered society.

A better worker never was, in spite of his lapses from the usages of nineteenth century respectability. And everybody liked him, no one more than myself, and I hope he liked me.

It was worth while to talk to Dick when one had a chance; his views were interesting and original.

To see him at his work was an inspiration; his fine sinewy form swaying rhythmically as he gave stroke after stroke with his blade to the countless miles of material which he cut up in the course of his all too short career.

His arms were tattooed; on one he had a heart and an anchor, on the other a true lover's knot and a ballet girl—all of which seemed quite in place and no one thought it strange, nor did he apparently, although he was a little diffident about disclosing the identity of the lady. I often asked him who she was, but the only reply I ever got was "a perplexed look."

When the call came to face hardship, and risk life itself in the cause of freedom, we stolid respectable folk paused; we wanted to be convinced of the necessity, and calculated loss and gain.

Not so Dick, he plunged headlong, he felt that it was his chance.

If ever he was promoted in the Army I'm sure he celebrated the occasion in such a manner as to secure his immediate reduction. But he wouldn't complain, he never did; he'd just scratch his head and look a bit worried.

He never seemed to value life overmuch, he'd not been able to make much of a go of it, but he didn't care anyway. There was never a whine about Dick.

So he went gladly to war with that old grim smile of his, just as he always looked when we asked him to be teetotal for a bit—of course he would—but he never did. God bless him! he just couldn't. Once he was promised a suit of clothes if he'd keep the pledge for six months. He made a classic attempt, and strove harder against temptation than a score of ordinary men strive in a lifetime. If he had cared to tell a lie he would have got his suit, but that was not Dick's way—he told the truth.

"Well Dick lad, we shall not forget you. You showed us one and all how a man could and should work. You never bargained about what you gave, and what you got; you just did your duty to the fulness of your strength in the workshop, as you did your last and glorious duty to your country, never counting the cost."

When I think of Dick going West I am reminded of the last few lines of one of the well known recitations of Bransby Williams, "Devil may Care":—

"Well, what does it matter, it soon will end
With the sentinels—Who goes there?
And to Death I shall cheerfully cry—A friend!
And he'll say—Pass, Devil may care!"

(Contributed anonymously.)

ROLL OF HONOUR.—*Our records for insertion in the Roll of Honour are not yet complete, and we have decided to defer publication for the present. Will everyone please do their utmost to ensure the compilation of a faithful record of this highly important subject? No item of interest should be considered too insignificant to be sent in—correct names and dates, both of joining and subsequent occurrences, are particularly desired.*

We are very sorry to learn from a field card received by Mr. Williams, that Mr. E. Lund has been wounded. At the time of going to press, no further information was to hand, and we await details with anxious interest.

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Works Committees.

Why I Consider a Works Committee Would Be Beneficial from the Worker's Point of View.

By B. E. MacDONNA.

IN commencing to outline this theme it is well to keep in our minds exactly and precisely a definite conception of what a Works Committee really is. It is remarkable, and at the same time extremely embarrassing, to find that a large number of otherwise intelligent workers have but the most hazy ideas as to the composition of a Works Committee, its functions and general duties. At the outset I would like to remind my fellow workers that the Works Committee I have in mind is as far removed from what is known to-day in labour circles as Shop Committees as the poles are asunder. Nor is this all, the Shop Committees which are in operation in various parts of the country at present are not, in my estimation, fulfilling the functions for which they were brought into being. This being the case, and I think no one who observes events accurately will have the temerity to challenge it, I propose now to outline what I will here call the code to be followed by those elected representatives to the Works Committee which I hope to see set up in the works of Turner Brothers.

In commencing to form a Works Committee, as in anything else which strikes a new note, invariably hostile criticism is encountered, and in some cases absolutely apathetic indifference which in itself is often very difficult to tackle, but when indifference is reinforced by sluggishness of mind, the situation becomes well nigh an impossible one; once get to grips with this indifference and apathy, however, and get the vigorous lifeblood of a new idea into the heads of these indifferent ones, and we have let loose a force whose power is irresistible.

There are three things to be always kept in mind when building up a new body. They are:

(1) That the Executive, Management and Workers are each and every one component parts of the organism as a whole, that organism being Turner Brothers Asbestos Co. Ltd. Any scheme which injures any one of these is inimical to the interests of the body as a living being.

(2) All who form atoms of this body, *i.e.*, individuals, ought to be thoroughly permeated with the idea of dovetailing one into the other, like the parts of a smooth-running and well-oiled machine. By this I do not in any way suggest becoming automata.

(3) That this body has ramifications which extend into the great outer world, and this is an aspect not generally noticed by those whose duty it is to observe. In other words, there are the three elements of production—raw material, manufacture, and distribution.

These to my mind are the main things upon which members of the Works Committee need instruction, with regard particularly to the bringing about of harmonious relations between the Executive, Management, and Workers. Instruction is the fundamental principle upon which all true co-operative working should be based. There is at the present time a wide-spread feeling that the time has arrived when the foundation stone of a new regime shall be laid, particularly in the realm of industry.

How can this grand consummation be brought about? There is only one answer to this—by the willing hearts and hands of those who realise that there is something higher and better to be striven after than mere "class interest." By the setting up of what the Whitley Report calls "Trade Parliaments," which is really a Works Committee in a larger sense, and by similar methods which tend to the education of the workers, it will become possible to effectively administer the *coup de grace* to the idea that an employer is of necessity an enemy of the worker.

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I would like now to be a little more precise, and I make no apology for the following statement because I have good grounds for believing that it is true as well as timely:

The day has long gone by since it was possible for an employer to break up an industrial organisation, viz., a Trade Union. There happens to be an idea rampant that this Committee is to be brought into being to combat the Union. I believe that to be absolutely untrue, and further, I believe that there is no question of principle, no problem and no situation so complex but what a solution can be found within the confines of Turner Brothers, and that solution arrived at without outside intervention. Therefore if such a state of affairs are brought about it is impossible almost to estimate the benefits which would accrue to all staff and employees of T.B.A. Co.

To sum up, I believe the idea of a Works Committee to be practical, provided that each one is able to bring that willing spirit and "sweet reasonableness" which is none too common (we are so apt to overlook the existence of this factor) to bear, in all the deliberations which fall to the lot of the members of the Works Committee.

I believe also that such a body would be useful as being the vehicle of communication through which the workpeople would come to understand how to uphold the dignity of the business house of which they are a part. This could be done by means of periodical lectures, and talks by members of the Firm and other gentlemen connected with us. This would give the Committee an opportunity to feel and know that the gulf which has hitherto separated the heads from the employees was being bridged, and would go a long way towards sweeping away for ever that fallacious idea that the Directors are, as a body, opposed to the workers' advancement.

In conclusion, I would say that personally I welcome this Committee as a stepping stone towards a bright future for the workers employed at Turner Brothers, the first faint streaks of which are now tinting the sky. I would like to remind all of the great cosmic fact "that all men should brothers be," and if each one would lay himself out to endeavour in this direction, the opening words of the editorial in the first number of "ASBESTOS" will have been realised: "And the workshop shall be as a sanctuary into which men shall enter with joy in their hearts and laughter in their eyes." It is an ideal now, to-morrow it will be a possibility. Let us then by our loyalty and diligence endeavour to hasten this time, keeping our faces towards the "shining light which shineth more and more unto the perfect day."

"I will not cease from mental fight,
Nor shall my sword sleep in my hand
Till we have built Jerusalem
In England's green and pleasant Land."

Tact and Talent.

TALENT is something, but Tact is everything. Talent is serious, sober, and respectable. Tact is all that and more too. It is not a seventh sense, but it is the life of all five. It is the open eye, the quick ear, the judging taste, the keen smell, and the lively touch. It is the interpreter of all riddles, the surmounter of all difficulties. It is useful in all places and at all time. It is useful in solitude, for it shows a man his way into the world. It is useful in society, for it shews a man his ways through the world. Talent is power, Tact is skill; Talent is weight, Tact is momentum; Talent knows what to do, Tact knows how to do it; Talent makes a man respectable, Tact makes a man respected; Talent is wealth, Tact is ready money for all the practical purposes of life. Tact carries it against Talent—

Ten to one.

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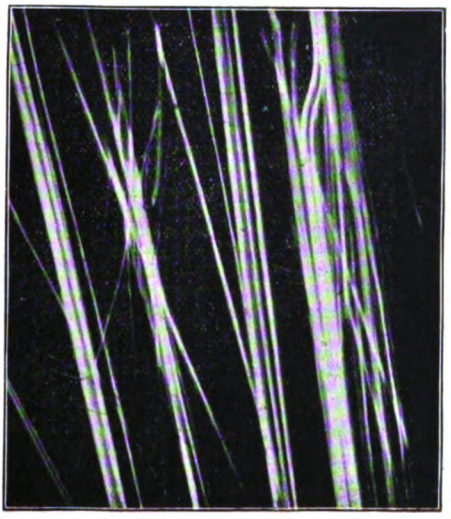
The Origin and Properties of Asbestos.—II.

By H. W. ROWELL.

IT has been shown that the Asbestos fibre is the most delicate produced by nature, and it differs from the vegetable and animal fibres in that each is a slender but perfect crystal composed of purely mineral matter.

As nothing so fine has been produced in the laboratory, scientific people have tried to discover how nature managed the transformation, and a number of theories have been put forward, none of which can be correct in all their details.

In the early days of the earth's formation Asbestos was a red-hot, molten mass of volcanic slag which eventually cooled and solidified to a pyoxene type of rock which is found all over the world. In some districts, like Southern Quebec, the upper strata became impregnated with water containing carbonic oxide gas and the rock changed its appearance and bulk and took water into chemical combination.



Chrysotile Asbestos × 80 diameters; Polarised Light.

This changed or metamorphic rock is also fairly common but differs a little in chemical composition in various districts, and has been named serpentine on account of its variagated greenish colouring.

Asbestos (chrysotile) is always found in contact with serpentine; the composition of the two is practically the same only one is in delicate crystal form while the other is a massive rock. How did the massive rock become fine crystal fibre?

The original mass of viscous slag contained streaks or lines of matter floating in it which did not dissolve completely in the bulk of material, and by reference to the photograph of a piece of Canadian Asbestos rock reproduced in the last issue, these fragments of material will be seen as an irregular line forming a break in the length of the fibres. In Canadian Asbestos the fragments are usually magnetic oxide of iron.

Owing to movement in the mass of serpentine by volcanic tremor or by swelling of other portions of the rock mass in course of transformation, slight cracks or fissures were formed on these lines of weakness and water found its way into the slender openings.

Now glass, quartz and rocks are more or less slightly dissolved by water, and the water in the cracks dissolved the serpentine and then deposited crystals in the space of practically the same composition. These crystals were gradually built up as more rock was dissolved from the faces on both sides of the fragments of insoluble magnetic oxide of iron, and it will be found that the crystals have grown more rapidly on one side of this line than on the other in most cases.

It has taken many thousands of years to grow these fibrous crystals and they are in most cases still growing.

The mechanism of this change is very complex, and to the physical chemist most interesting, and it is at present being studied in our own laboratory as a side line of a more important research.

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Again referring to the illustration in the last issue; the piece of Asbestos represents the full width of a vein and the top and bottom were in contact with the parent serpentine rock. It will be noticed that the fibrous crystals are not quite at right angles to the face of the rock and this is better illustrated in the diagram here which shows two crystals growing from the middle—or the original crack in the rock—outwards by solution of the rock faces and filling up the space with crystal. In proportion to the width shown they eventually attain some thousands of times the length shown.

As previously mentioned, the face of one of these fibres is somewhere about twenty-seven one-millionths of an inch wide, which is approaching the limit of vision of the most powerful microscope and as the shape and number of the sides is not visible in the ordinary way, how is the shape of the crystal discovered?

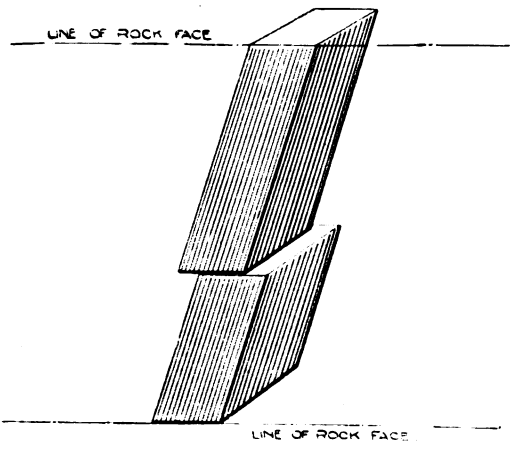


Diagram showing formation of Asbestos Crystals.

The mass of Asbestos is formed of crystals which are in absolute contact with one another and leave no spaces between them and this is only possible if the cross section of each fibre is a hexagon, rectangle or parallelogram. We know that the mass of crystals leans over in one direction if stood on end and a single fibre must therefore do the same.

A small bunch of fibre was mounted on a glass slide in Canada balsam and photographed through a microscope fitted with crossed Nichol prizms which only allow waves of light vibrating in one plane to pass through. This photograph is reproduced here and represents a magnification of 80 diameters and shows the polarised light passing through the crystals and prizm systems while the glass slide and balsam allows no light to get through.

If the microscope stage and slide is rotated about 45° in either direction the whole field goes black and if the rotation is continued about another 45° the crystals gradually light up again.

To explain why this happens would take several more pages and it is sufficient to say that it demonstrates that the fibre is a crystal which has what may be called a grain in two directions at an angle of 90° to one another or, in other words, it has four sides and is not round or hexagonal or any other complicated shape in cross section.

None of the fibres shown in the photograph represents a single crystal and the finest line represents several whose sides are in absolute contact and which act upon light as a single crystal.

In the next issue it is proposed to deal with the chemical composition of Asbestos.

"There is a great desire, and not an unreasonable desire, and certainly a healthy desire, on the part of the workmen to control the factory he works in, and it is a desire that should be encouraged; but you cannot take a rank and file worker out of the factory to-day and put him on the board of directors and expect that he will be able to give valuable help and assistance. He must be trained; we have all had to be trained. There must be healthy growth, and there is no sound business without previous training. The cry to have a seat on boards of directors and control industries is a healthy sign; but it would be madness and ruin to the industries of this country if our boards of directors were not trained men."—The Right Hon. Baron Leverhulme.

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The Birth and Progress of the India-rubber Industry.—II.

By H. S. WALKER.

IN my previous contribution, I concluded at the point where Fresneau had found the rubber-producing tree, in the regions inhabited by the Coussaris Indians, which is part of Brazilian Guiana, north-east of the South American State and on the north side of the Amazon river.

To extract the latex (or milky juice) the natives commence by washing the foot of the tree, then they make oblique incisions with a bill hook, which should penetrate the whole bark, taking care to make them one above the other, in such a manner that the latex flowing from the top incision flows into the one underneath, and so on. At the foot of the tree is placed a vessel made from potter's earth, into which the latex is conducted. The latex obtained, which is of a resinous nature, has to be coagulated. This process consists of smearing a mould of potter's earth with a thin film of latex, holding the mould over the smoke given off from a fire of faggots, until the coating is no longer tacky. This is repeated until the layers have become sufficiently thick, and the smoking continued until all moisture has been evaporated. The piece of rubber is now cut off the mould, and is ready for shipment to the manufacturer.

From 1726 to 1823 considerable research was done by chemists to make rubber more suitable for application to industry, but it was not until 1823 that any accomplishment of value was achieved. In this year Charles Mackintosh discovered that rubber was soluble in coal tar naphtha, and applied a solution to cloth, making the cloth waterproof, thus creating the waterproof garment industry, which took the name of the inventor. The firm of Charles Mackintosh & Co. Ltd. is still in existence, having very large works in Manchester.

This was undoubtedly a great step forward, but still it was some years later —after ten years of research—that Charles Goodyear, an American, in 1839 produced a mixture of rubber and sulphur, heating the mixture to a temperature higher than the melting point of sulphur, and producing what is known as vulcanized rubber. He took out his first English patent in 1851. Thomas Hancock, an Englishman, took out a patent in 1843 for improvements in the preparation or manufacture of india-rubber in combination with other substances, sulphur taking the first in importance. These two men laid the foundation of the rubber industry and opened up the field for development, which from this time began at a very rapid rate.

It will interest a good many of my readers to learn the difference between a vulcanized rubber and a raw or unvulcanized rubber. The raw rubber can be compounded with fillers and colours of endless variety, but without the addition of sulphur no chemical change takes place; it is simply a mixture, with more or less the adhesive properties natural to the product. When combined with sulphur and heated to various temperatures depending on the hardness required, a chemical change is brought about. The rubber entirely loses its adhesiveness and becomes a more elastic product, which can be elongated or put under pressure and when released will regain the form to which it was vulcanized. Take a motor tyre for instance; without vulcanization it would be absolutely useless; it would have no resistance to wear or friction.

There is also another change which is of importance; the vulcanized rubber becomes insoluble in practically all the solvents that were used for reducing it to a solution in the raw state.

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Heat Insulation.

By A. E. LUDFORD ELLIS.

MODERN conditions of industrial activity demand the highest efficiency possible in all branches of manufacture, and nowhere is this demand more insistent than in the Power House, from which emanates the energy to propel the machinery of commerce. The engineer is called upon to consider many questions all more or less associated with that ever present problem, "The reduction of working expenses." Further, he must consider the conditions under which his subordinates carry out their daily tasks.

It is for these reasons that the insulation of heated surfaces becomes a necessity, and it behoves the up-to-date engineer to give very careful consideration to this question if he would obtain the maximum efficiency from his plant. The present high and rising cost of coal, which represents practically the largest item in running expenses, makes it necessary for every B.T.U. to be conserved, and it is my purpose in these pages to deal with the various types of insulating materials, their functions, and the reasons for their employment.

The effect of the radiation of heat is, of course, most evident in coal consumption. The rate at which a hotter body radiates heat, and a colder body absorbs heat, depends upon the state of the surfaces of the bodies, as well as on their temperatures. The rate of radiation and of absorption is increased by the darkness and roughness of the surfaces of the bodies and is diminished by smoothness and polish. It is for this reason the covering of steam pipes and boilers should be smooth and of a light colour. Likewise steam cylinder covers should always be polished. In factories and mills it is essential for steam pipes running through the workrooms to be covered in order to avoid over heating, and thus making the working conditions unbearable.

The ideal covering is that which will entirely prevent the loss of power by radiation of heat during its transmission from the boiler to the point of consumption. It should be capable of being easily removed. Its efficiency should not be impaired by variations of temperature, vibration, rough handling, or physical or chemical changes. Its specific weight should not be such as to impose undue strain upon the pipe lines. It must occupy the least possible space. It should be waterproof, vermin proof, and fire proof, and lastly, its specific heat should be as low as possible in order that the covering may arrive at its full efficiency as soon as possible after starting cold, and absorb the minimum amount of heat.

The temperature on the surface of a covering is no criterion of its efficiency, as the rougher the surface of the covering, the quicker will the heat disperse. Inversely, the smoother the outside of the covering the hotter it will feel to the hand. It has been stated that by coating the covering with a metallic paint such as aluminium, a reduction of 7 per cent. in the heat escaping is evident. I have heard it said that a certain engineer judged of the efficiency of his boiler lagging by the degree of comfort or discomfort he experienced by sitting on the covering. This, of course, is not exactly a scientific method and gives no indication of efficiency.

Lagging materials are made up into many different forms; roughly, they may be scheduled in four classes:—sectionals, mattresses, ropes and plastic compositions. In the sectional form the material is shaped to fit the surface to be covered, bound on by wire and finished with asbestos cloth or canvas and metal bands placed at intervals of about 18 inches along the pipe lines. Doubtless this is about the most convenient form of pipe covering, having the advantage of high efficiency and ease of application; also, it can be fixed when the pipes are cold.

Mattresses form a very convenient style of insulation and should consist of asbestos cloth with a filling of asbestos fibre, magnesia, or slag wool to form the insulating material. The mattresses should be of sufficient strength to permit of rough handling. The filling in of asbestos should also be of long fibre to obtain the highest efficiency.

Asbestos mattresses are fixed by means of brass lacing hooks and asbestos lacing cord. This method permits of easy removal when necessary to examine or repair the portion of the plant so covered.

(Concluded on page 45)

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Factory Efficiency.—II.

By R. J. WILSON.

THE three aspects of Factory Efficiency are:—Men, Materials, and Methods.

MEN.—This aspect really belongs to all three groups, for men have to be worked upon and trained in the matter of method. In dealing with labour you must first ascertain, from observations and time-study, a proper task for a worker suited to the work, and then carefully analyse and fix a reasonable remuneration that will induce such workers to adopt the task.

Efficiency methods have failed in many cases because administrators have only considered them from an utilitarian standpoint, whereas the subject is more complex insomuch as psychology plays a very important part. Only those will succeed who appreciate that the workers are built on the same lines as any other human being, differing only socially or educationally.

Organisation is *not* a substitute for good workers. The human element must not be ignored. Efficiency methods must not be pushed down their throats. There must be team play and emulation amongst all classes of workers, and consideration given to their point of view.

One may very naturally ask why there are so few shops to-day adopting Scientific Methods, and the answer can very well be that no serious attempt has been made to analyse the complex substance forming the mass of our workers; or another answer may be that the strain on administrators (which has been noted by many) who are carefully and assiduously reasoning out and putting into operation Scientific Methods, is more than they can stand; or it may be lack of interest, incapability, prejudice, or even lack of courage, to adopt the new life.

MATERIALS.—It is for each of us to consider scientifically the functions which any particular material fulfils in the various processes to which it may be subjected. There must be a process of elimination based on facts, before we can be assured that the materials which we use are really correct. There is no business to-day which is insular, however much the proprietors may think it is. The details of any business are best known to those engaged in it, nevertheless revolutionary changes have in a very great number of cases come from someone outside; therefore it behoves every one who desires to be at the top, to see that their business is improved from within and without.

METHODS.—Efficiency methods are simply the Laboratory method of studying work, instead of the usual rule-of-thumb procedure. The problem must be analysed first of all into all its component parts, and then the best way (not by judgment alone) adopted, from which tentative standards are fixed.

The Staff must be of acknowledged ability; also keen, loyal, and tactful persons. There is no doubt that great advantages will accrue if the men are selected and made specialists in one particular sphere, such as motion study, time study, technical study, and statistical work. Whether all these functions are merged in one person or divided among several as suggested, depends entirely upon the size and nature of the business.

If there is any better way of doing any particular piece of work, the worker should be encouraged by means of a suitable reward to bring it forward. In every factory there is the human element no matter how much automatic machinery is installed, therefore, the workers must be regarded as a vital part of the organism, and the same amount of attention must be paid to the worker as is paid to the plant. Both must be kept in repair and in good working order. Automatic machinery is to be seen on every hand, but when it comes to operating such machinery, the lack of co-operation between employer and employee and the inefficient utilisation of labour, considerably impairs the resultant efficiency.

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This is only a cursory review of Efficiency, but I hope we all shall appreciate that businesses must, if they are to hold their own in the coming trade war, so investigate their present methods of production that they may learn the improvement to be obtained when each and every motion that goes to build up each job has been studied from a really scientific standpoint.

Efficiency is the science which gives the easiest, best and quickest way to the desired results.

> Be Britain still to Britain true,
> Amang oursels united;
> For never but by British hands
> Maun British wrangs be righted.
>
> *ROBERT BURNS.*

The three Fundamental principles to be observed in Factory Efficiency are:

1. The development of a job scientifically by the management and not by the judgment of individual workers.

2. Scientific selection and training of workers.

3. Co-operation between the management and workers on the job.

Both America and Germany have shown us how.

Our premier trade position of 30 to 40 years ago is gone, and we are a bad third. We have as a nation all the ability to recover our lost position, and the present War will prove an untold benefit if we will but learn one lesson that Germany has taught, viz., ORGANISATION.

Trade Union Rights—

"The Government have before them the anxious problem of the redemption of their pledges to the Trade Unions, homologated by Parliament, that their rules and customs, suspended during the war, would be restored. No one knows better than the Government that to do so, as things stand to-day, would mean economic ruin for our industrial future as a nation. No one sees better than the Labour leaders that the fulfilment of these guarantees is an impossibility. The enlightened men on both sides recognise that a way out must be found BEFORE *the redemption of these pledges falls due. Hence the remarkable unanimity of acceptance of the principles adumbrated by the Whitley Report. They* DO *provide a way out. They* DO *prepare the way for a compromise. Above all, they* DO *point the path to an industrial future which will be all the more progressive because it will be based on mutual agreement and mutual goodwill."—Impressions.*

and Responsibilities.

Industrial Councils should provide—

"Means for securing to the workpeople A GREATER SHARE IN AND RESPONSIBILITY FOR *the determination and observance of the conditions under which their work is carried on.*

"The settlement of the general principles governing the conditions of employment, including the methods of fixing, paying, and readjusting wages, HAVING REGARD TO THE NEED FOR SECURING TO THE WORKPEOPLE A SHARE IN THE INCREASED PROSPERITY OF THE INDUSTRY."

The Whitley Sub-Committee Report.

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Are YOU tightening the cords,
or———————————————— ?

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A Turners' Day.

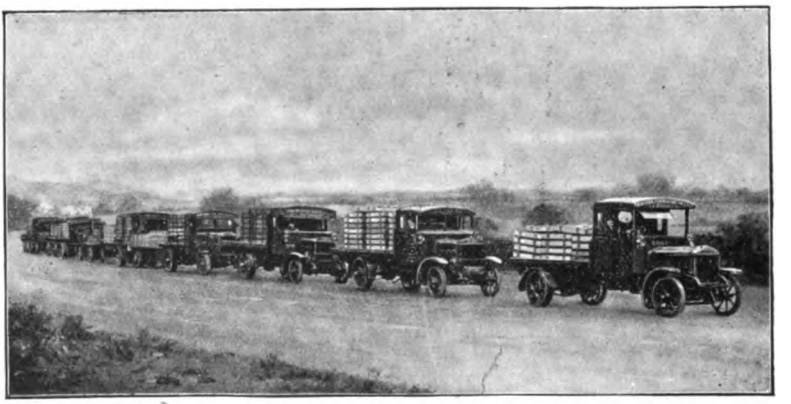
THE desirability of co-ordinating the many social activities associated with the Firm has exercised our mind for some little while, and we are therefore the more pleased to receive a suggestion which, if acted upon, will tend to the setting up of a General Committee or Council embracing the whole.

The idea is not claimed as original by our correspondent—it appears to have originated with the Mons Mill, Todmorden—viz., to organise a "Turners' Day" in Rochdale, to take place on a Saturday in July.

The suggestion is at least comprehensive, and to carry out the full programme the intervening time is not excessive. It includes a general Parade and Field Display—Volunteers (with machine gun), Fire Brigade, Boy Scouts and Girl Guides, Cycle and Trades Display, Morris Dancers, and Rush Cart. Competitions are mentioned, which may be thrown open in the case of the Fire Brigade; one for First Aid Display, and for each feature in the parade. Field Sports could be arranged for to be taking place on the same afternoon. Tennis and Hockey Matches or Competitions could also be proceeding simultaneously—so that all interests would be served.

A Garden Party and Flower Show at Denehurst is also suggested, and a Band Contest is thrown in as a sort of make-weight.

Then comes the evening programme; a Musical Treat including an Organ Recital, and performance by our Orchestral, Choral and Dramatic Societies; a Fancy Dress Ball and Whist Drive. Truly this is a case of "all things to all men."



War Service
by
Turner Brothers Asbestos Co. Ltd.
One order—60 Tons "C.A.F." Jointing completed and despatched within 12 days of receipt.

Anyway, there is the idea. It may appear too ambitious, and some will doubtless consider the time inopportune, but the first details would have to be thrashed out, and as to the latter the proceeds could be allotted to some worthy object such as Y.M.C.A. Huts.

The co-ordination of our Social activities and the formation of a Central Council—beside the good effect of bringing us all together in such a prominent manner—are objects worth striving for in themselves, tending as they undoubtedly will to the formation of a Community consciousness.

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T. B. A. Boys.—II.
The Case for a "Turner" School.

By A. G. ALLEN.

THE scheme outlined in the last issue would involve, as I have already hinted, the setting up of a Boys' Welfare Commitee, whose officers (scholastic and welfare) should be jointly responsible for engaging boys. In fact, whether the boy is required for the lower and continuous duties or is making application for entry as a vocational student, his engagement should not be left to individual managers or to shop foremen. The starting of a boy upon the main purpose of his life has been altogether too haphazard since the old apprenticeship system died a natural death. A boy should never be engaged without someone in authority interviewing his parents or guardians. His antecedents should be diplomatically enquired into, his school career noted—to discover his natural bent, not his examination records—and all the information possible and pertinent entered up and filed for progressive use. Thus can the individual boy be guided at an early age in the direction indicated by any gifts he may possess—whether mechanical, scientific, analytical, actuarial, secretarial, or what not.

No lad should be attached to any particular department until he has served a given time in the school, and his natural bent has been recorded. Until such development takes place, he should be employed in a general way. For this purpose he should be classed as a cadet or novitiate, and be subject to the control of the headmaster, to whom application for use of such lads should be made by managers and foremen, and to whom also all complaints should be referred. Lads in the cadet stage should not be permitted to work in one department on two consecutive days, unless in case of urgent necessity, the object being to keep the mind open until the lad's natural aptitude shows itself in the school course. Most lads are subject to self-deception when faced with novelty, and moreover, there is a danger of the lad's mind becoming "atrophied by too much practical work" to quote the author of "The Boy in Industry."

Further, quarterly reports should be sent to parents, upon the lines of the Ministry Welfare Scheme, also a return of all wages, including overtime, earned, showing stoppages, if any, and reason for same, the object of the scheme being, I take it, to strengthen parental authority and inculcate habits of discipline and frankness in the lad. Incidentally, as one of the results of such a scheme at work, we might fairly expect that there would be keen competition for entry in the "Turner" Vocational School, with the consequence that the firm would have the pick locally of the most likely lads.

It is manifestly an impracticable proposition to attempt to train all boys along these lines. In the first place, a certain amount of boy labour is required in the works continuously. It is necessarily of a low order, and more or less automatic in character. Moreover, in the stage of industrial and social development at which we have arrived, this continuous employment of boy labour of a low order fills a social need in helping to provide funds for poorer homes. There is, however, no earthly reason why this necessitous condition of things should be permitted to operate in pulling all boy labour down to the one dead level expressed in the well worn phrase, "starting at the bottom rung of the ladder." As a matter of strong probability, it will ever seldom be otherwise than starting at the bottom rung, but it should be our duty to see to it that no lad who possesses the native talent, or has received the early training fitting him to mount the ladder quickly, shall be kept at the lower rung for economic reasons connected with industrial organisation.

We must by hook or crook alter the condition of things illustrated by the appearance of a significant advertisement in the columns of the local papers recently,

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which ran, "Apprentice mechanic wanted, age 13-14." The significance of the advertisement is pointed, when one knows that an otherwise eligible applicant of 15 years of age was turned away *because of the difficulty of adjusting his commencing wage to conform to Trade Union rules.* Is this an instance of the fatuity of the latter, or is it merely the result of leaving things alone? Surely persistence in this attitude will result in deterioration instead of improvement, and the best laid schemes of educationalists be brought to nought.

The building trade (London area) recently elaborated a scheme which provides for an indentured apprenticeship of five to six years, two years of which are to be spent at a day Technical Builders' School and to count as apprenticeship. A boy entering the trade in such a school is to be reckoned as a third year apprentice.

The employer undertakes that the boy shall have every opportunity to learn the practical side of the trade, and that he shall during the first two years spend a minimum of six school hours per week out of his working time in the Continuation School. During the third and fourth years apprentices must attend Technical classes on two evenings a week. Wages are fixed at 6/6, 10/-, 13/- 17/6, 26/-, 34/- for the successive years of apprenticeship. The scheme is to be worked by a Building Trades Apprenticeship Committee representing Masters, Men, the Education Authority, and the Advisory Committee.

The Admiralty Scheme for the training of Dockyard Apprentices also contains some valuable points, among them being an apprenticeship of seven years, with four years educational course. Admission is by competition (*i.e.*, examination)—no nominations are permitted. Age between 15 and 16—which should be particularly noted. Subjects of entrance examination:—English (Composition, Literature and Handwriting), History and Geography, Arithmetic, Algebra and Geometry, Drawing (Freehand sketch only) and Elementary Science (not in practical work). There is no oral examination. Attendance at the school is compulsory, but is regarded as a privilege. Idleness or indifference subject a boy to summary dismissal. There are two sections to the school, lower and upper. Promotions are made from the lower to the upper school annually; also rejections are made annually of boys with insufficient promise. This method might be worked with advantage to ensure that all boys be given an opportunity, and those who are unable to benefit be set to work at lower grade occupations without further delay. Text books are lent free of charge, and prizes are awarded.

Practical training is done under the charge of workmen of "character." The school itself is conducted within the works, a headmaster being in charge of both upper and lower schools, assisted by one or more qualified men in given subjects who deliver professional lectures.

The following subjects are included in the curriculum:—English, Practical Mathematics, Elementary Science, Mechanics (including applied), Heat Engines, Metallurgy, Mechanical Drawing, Electricity. Added to these is a short list of professional subjects, which in the case of the T.B.A. School would be replaced by subjects peculiar to the business, including Asbestos, Cement, Rubber, Cotton, Salesmanship, &c.

Under the Admiralty Scheme apprentices are encouraged to compete for such scholarships as the Whitworth Exhibition, and are given leave to continue their higher education when successful. In certain cases of merit also part of the educational course is remitted to enable lads to engage in post graduate and research work. It might not be found advisable to pursue this aspect at the moment, but I think mention of it worth while. It will be good for us to keep it in mind as a possible ultimate goal. We might for instance become an affiliated firm with the Faraday House Engineering College, and development might also be looked for as a result of the proposal made at the Head Masters' Conference just as the war broke out, viz:- to establish Commercial Service Scholarships in connection with the Universities.

The point will not be missed that the Admiralty consider the running of their own Apprenticeship Part-time Educational Scheme necessary, and report that "the standard attained is exceptionally high,

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and is probably *not exceeded in any existing educational institution.*" This report is dated 1916.

As to the Welfare Section of the scheme I suggest that one of the members of the Committee should act as Boys Supervisor or Welfare Superintendent, and his duties should be to act as a guardian in the true sense of the word. His outstanding qualifications are breadth of mind and magnanimity, tact and discretion, which should be founded upon a keen sense of justice as between the Firm and the boys. He must be sympathetic but firm; he must be able to appreciate the employers' as well as the boys' point of view. His aim should be to prevent a break from school discipline, and to endeavour to awaken a realisation of the serious purport of a lad's entry into industry—to prevent the idea taking root of work being drudgery which it is necessary to endure in order to be able to spend money on picture houses. He should be responsible for all the preliminary work of interviewing and visiting the boys' homes. He should be jointly responsible from the welfare standpoint for engaging boys and keeping records, along with the headmaster from the scholastic standpoint. He would deal with indentures. If necessary, he would keep a register of suitable lodgings and visit the houses occasionally for inspection. He would forward reports to parents. He would hear and investigate boys' complaints, with power to deal with them summarily if trivial, or to refer to managers or foremen, or to the committee, as the case might warrant. He would watch over all questions of health, canteen and lavatory accommodation, &c. He would organise a bank or thrift scheme, and advise as to entry into Societies under the National Insurance Acts. He would control the first aid equipment in case of accident. He would be responsible for the organisation of physical culture, scouts, outdoor games, &c., which interest should extend to "off" time. He would act as manager of the club room. Cases for dismissal should be investigated by him and reported to the committee for adjudication. Though the subject of Boy Welfare is inseparable from that of Education, its further consideration in detail may safely be deferred.

As the initial practical step in the larger proposal of a Vocational School, however, I would suggest that the Works Committee put the subject on their first agenda.

HEAT INSULATION—*continued.*

Rope covering is also a most convenient form of insulation, being easy to apply by binding around the pipes to be covered, and may be described as an off-shoot of the mattress type. The ropes are manufactured with various materials forming the filling. Finely-carded asbestos fibre, magnesia, asbestos composition, and fossil meal are most commonly used, the outer covering of the ropes consisting of plaited asbestos yarn. An important factor in the manufacture of asbestos rope is that it should be plaited as loosely as possible in order to offer the highest resistance to the passage of heat. The more the material is consolidated the greater the cross sectional area for the pathway of heat. In this connection I would like to explain that the more air cells there are present in a covering, the higher the efficiency. This is not because of the air cells present but because of the "longer path," and, therefore, increased resistance of the material forming the covering.

2nd-Lieut. H. Hanson (R.F.C.) took part in the Great Battle, bombing the Boche from the air. Unfortunately (as he states in a letter to Mr. Williams) "the aeroplane stopped a bullet in rather a vital part of the engine." The result is that Lieut. Hanson is in Blighty to allow a damaged shoulder time to right itself. He is to be congratulated upon his luck in alighting near enough to our own lines to recuperate in England instead of in Germany.

No easy hopes or lies
Shall bring us to our goal;
But iron sacrifice
Of body, will and soul.

There is one task for all,
For each one life to give.
Who stands if Freedom fall?
Who dies if England live?

RUDYARD KIPLING (1914).

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Stalwarts.

Miss BETTY CLEGG.

CONGRATULATIONS to Miss Betty Clegg of the Rubber Dept. upon her 31 years' continuous service with the Firm, during which period she has come to be regarded as one of the famous "Characters" of the place. In conversation with her a short time ago some interesting reminiscences were recalled which we think it better to give in her own words as far as possible: "I started work here as a winder for the Asbestos weavers. Sir Samuel was in charge at that time. I well remember Mr. Sam, junior, commencing work. He was always wanting to see how things were made. He started work one day and the very day after got his fingers caught in a machine through meddling with something he'd no business to touch, but he knew it was his own fault and never made a murmur. But we were all sorry." Miss Clegg claims the honour of teaching Mr. Rupert how to make Mattresses, Packings, and Rings. She remarked: "He took a great interest in what he was doing, and always worked to the very minute it was time to go out."



MISS BETTY CLEGG.

Miss Clegg is a well known member of our local community. Always fearless in the expression of her point of view, she is nevertheless sincere, and a true friend. Behind her brusqueness she hides a really kind and tender heart. Those who have known her longest will never forget her great devotion to her aged father and mother, upon whose declining years she lavished every comfort and care. And this duty she cheerfully carried out notwithstanding that it meant to her the sacrifice of so much that a woman prizes most in life. Any cause worthy of support finds in her a most willing worker, and she has been instrumental in helping to raise many pounds for the benefit of colleagues. She is still an active worker, and going strong. She has not had two months' sickness altogether during the whole of the 31 years she has worked here. Truly an excellent record; and we trust she may enjoy the same good health for many years to come.

Mr. SAMUEL BARNISH.

MR. Samuel Barnish entered the service of the Firm on 22nd November, 1879—some six years only after the "Brothers" discarded the leading strings of the "Company." There was a Works Roll at that time of eight persons only, and the one who constituted the Office Staff also acted as Manager.

It is of interest to record his recollections of the commencements of the business—the manufacture of Packings (though this ante-dates Mr. Barnish eight years), first square and round Flax and Cotton; then Cloth and Chalk Packings, followed by Tubes and Rings; the spinning of Asbestos in 1880, and the manufacture of Beltings in 1885. Mr. Barnish is now on "War Service"—handling the manufacture of some of the latest products of the Firm called into being by the War.

Mr. WILLIAM SLADEN.

MR. William Sladen's service with the Firm also dates back 38 years (with one short interval). Commencing at the early age of seven in a rope walk, he

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MR. SAMUEL BARNISH.

was brought by his mother to Sir Samuel at 15 years of age, starting in the Packings Department. He was transferred to the Belting Section at a later date.

Fields and "hen-runs" then occupied the ground now covered by the Asbestos Company, and young William shared with the other lads the eggs which were "spotted" from the windows during working hours—"there was not a sod turned on this side at that time," he adds.

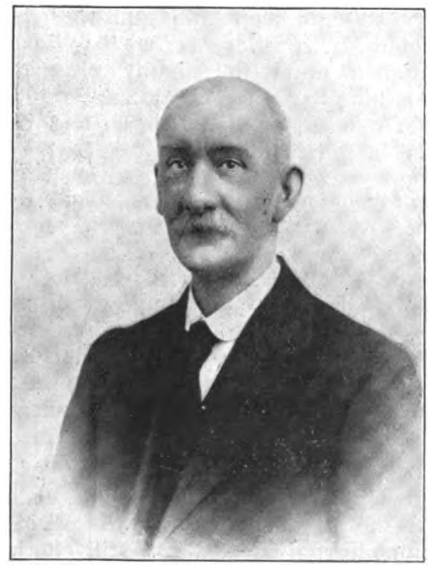
The phenomenal success of the Firm he attributes to the keen interest of the principals, which, by-the-way, was "never solely confined to the business—the town and its affairs was their care and responsibility as it is to-day." What more useful record than this?

Mr. JAMES BRIERLEY.

THE first instalment of "Stalwarts of the Firm" would have been incomplete without the name of Mr. James Brierley, though we anticipated some difficulty (in which we were not disappointed) in overcoming the natural modesty of our old friend. The latter appellation flows easily from our pen, and this in itself—in view of the number of years Mr. Brierley has held an important managerial post, and the average conception of what constitutes the essential qualifications of a manager—is a striking eulogy upon "our old friend's" life's work, demonstrating the general esteem which that work has called into being from the humblest worker to the Executive.

Commencing as "office boy, sweeper-up, and general factotum" in April, 1881, one of Mr. Brierley's first duties consisted of weighing Asbestos Fibre as it then arrived in barrels. The total Office Staff consisted of two. They used a small Office in the original building on the river side, Sir Samuel's office being situated just behind it. The total number of employees was 31. In 1893 Mr. Brierley was appointed Manager, the Office Staff then having reached the grand total of three, an increase of one only in twelve years, the total number of Staff in Office and Works being 50.

The latter period of Mr. Brierley's management has been one of vast and rapid changes. Life in such an atmosphere is full of exacting duties and responsibilites, and makes great demands upon the vitality of those within its compass. But notwithstanding all the wear and tear, Mr. Brierley seems as young and full of energy as ever. So much so indeed, that his oldest friends are beginning to wonder whether perhaps, at long last, just one solitary grey hair may come to mark the passing of the years. Ages ago philosophers spent long and laborious lives



MR. WILLIAM SLADEN.

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MR. JAMES BRIERLEY.

in a fruitless search for the "Elixir Vitæ," the magic potion which was to give perennial youth to all who should partake of it. It is rumoured that Mr. Brierley has discovered the "Elixir," in which case the mystery of "that youthful bloom" is solved.

Some day we hope the world may be the richer for a volume from his pen, for we feel that he will not keep his secret for ever; we suggest as title: "How to live to be 100 and keep smiling all the while." Should Mr. Brierley ever wish to inscribe a motto upon the family escutcheon, something to remind his children's children what manner of man he was and would have them be, he could not do better than choose: "*Prodesse quam conspici*"—"To be of use rather than to be conspicuous."

Mr. W. FENWICK.

THIRTY years ago Mr. Fenwick would amble along on horseback, serving Turner Brothers and cultivating friendships by the way; now he needs the fastest trains, but yet he still cultivates friendships.

It is a tribute to the personality of Mr. Fenwick that, through all the changes and the great growth of the Firm, he retains his old friends, and still continues to make new.

His unfailing courtesy and his knowledge of Asbestos gained by intimate contact with the actual uses of the material, have undoubtedly helped to make the progress of Turner Brothers, from the days when Asbestos manufacturing was but little known in this country.

Mr. S. Turner, at our Sales Conference, paid a fine tribute to Mr. Fenwick, and said: "He started with us when I was at school, and during the whole of his 30 years' service loyalty has been his keynote —and an inspiration to us. Such fine qualities as he has displayed are not paid for in money. He has been an exponent of the 'all-in' policy, recognising that the 'holding back' policy damages a man, and is fatal to character."

"I well remember Mr. Chadwick trying his hand at 'piano-writing,' as typewriting was then called. He was a distinct failure as a typist. However, I carried around the first typed letter for many months, as concrete proof of the progressive character of the Firm I worked for.

"I am almost ashamed to go around to-day. Seventy-five per cent. of a Salesman's talk now is upon deliveries, and the other 25 per cent. upon certificates and licences."—*Mr. W. Fenwick at the Sales Conference.*



MR. W. FENWICK.

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Food Production on the Allotment System.

By A BLAGDEN.

THERE is nothing known to man that will give such gratifying and useful returns—for so little—as a sound and systematic cultivation of the soil, regardless of extent, situation or condition, provided of course that care is taken in suiting the article to be grown to the prevailing surroundings and advantages. It has been very truly said that the earth will yield to man in exactly the proportion that man deserves by his knowledge and application.

Most of your rough or preparatory work having now been done, let us consider the work to be accomplished during the next few weeks. Of all the busy months in the year, April—to the allotment holder and gardener—is perhaps the busiest of them all. In a fickle climate like ours, never be tempted to plant or sow too early unless you are well prepared with protecting material and have time at your disposal. Much of the literature that is published on the subject of gardening is quite misleading to Lancashire gardeners,* and it is only experience and perseverance that can give the necessary qualification for successful gardening. In the cropping of your plots arrange, as far as possible, that all rows or drills shall run from North to South, rather than from East to West, so that *both sides* may get an equality of sun. Sow all small seeds in *drills* rather than broadcast, in order that they may be hoed or forked between, or in other words, *cultivated;* and as seed is now both scarce and dear, sow thinner than usual, especially tap-rooted vegetables that must eventually be thinned to several inches apart to allow for successful expansion and development of the crop. Shallots—if not already planted—should be got in at once, provided, of course, that the ground is in a *workable* condition. Broad beans, too, may also be at once got in. These like a fairly strong and moderately firm soil and should be planted in rows 2ft. 6in. to 3ft. apart; not less than 2 inches deep, and 4 to 5 inches from bean to bean. The tops of the stalks should be pinched off just as they begin to set their first pods, as this induces an earlier and heavier crop.

Every allotment holder should grow a row or two of peas dwarfs for preference—for, as an article of food it is said to be the most nutritious of all vegetables. The soil for peas should be rich, deep and friable, and should contain a reasonable proportion of *lime*. They may be sown at intervals of, say, three weeks from April to the end of June. Dwarf peas may be sown somewhat thicker than the late or taller varieties, and as they appear above ground should be lightly dusted over with fine, dry soot, to keep away their enemies the sparrows and slugs. and if short brushwood can be pricked in along each side of the rows when the peas are about two inches high they will be benefited by the needful support thereby given, and also by the shelter afforded against keen, cutting winds.

To succeed with the cultivation of that very useful vegetable the onion, you must have a rich, deep and fairly heavy and loamy soil, which should be made moderately firm before the seed is sown. Onions will also be benefited by a *light dressing* of soot and salt when the ground is being finally prepared for the reception of the seed; and a dressing of two parts soot to one of lime—in a dry, powdery state—applied at the time of thinning, is a preventive against the maggot. The seed should be sown as soon as the ground is anything like workable, which in the North generally means the first fortnight in April.

A first sowing of early turnips should now be made, and as the flavour is im-

* It should be clearly understood that Mr. Blagden's advice is given for local use.

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proved by being grown *quickly*, you should choose for them an open situation and a good, rich soil. They should be thinned out to the proper distances apart when the plants are young, and in showery weather if possible.

Carrots and parsnips should also be sown during April, in deep and rich soil. Land that has been heavily manured the previous season for, say, a green crop—if deeply dug and well broken up—is most suitable for these crops. Never sow tap-rooted vegetables on land containing *new manure*, as this has a tendency to make them grow forked and malformed. On *shallow soils* grow the *stump-rooted* carrot and the globe or turnip-rooted beet in preference to the long varieties. Do not attempt the growing of first early potatoes unless you have in your garden or plot a sheltered and warm corner and a moderately dry and light soil. The second earlies—British Queen, Great Scot, and King George are good kinds for this district, and are certainly more profitable on our cold and somewhat heavy soils. These may be planted as early in April as the weather and the state of the ground permit; and the late, or main crops, should all be planted not later than the 10th of May. Never overcrowd potatoes in the hope of securing more from a given space, and never inter-crop—*i.e.*, plant green vegetables between—late potatoes unless you are prepared to give them three feet between the rows.

Practically speaking, a sowing of everything may be made during April, and successional sowings later according to requirements. Beetroot, being somewhat tender, should not be sown before the first week in May, and French and kidney beans, being more susceptible to frost than perhaps any other vegetable, not before the third or even the last week in May. Cabbages, cauliflowers, and the like can, of course, all be planted out at intervals from April onwards. The early varieties especially should be protected from hot sun on the one hand, and keen, cold winds on the other. Nothing is simpler or better for this purpose than an inverted flower or plant pot, and if you can provide a pot for each plant your schoolboy or girl could—in one lesson—be taught to lift them on or off as occasion required.

The Busy Man's Creed.

The following creed, promulgated by Mr. Elbert Hubbard, is good enough for the man who is not busy, as well as for the busy man, and should be made the rule of life of every man.

"I believe in the stuff I am handing out, in the firm I am working for, and in my ability to get results. I believe that honest stuff can be passed out to honest men by honest methods. I believe in working, not weeping; in boosting, not knocking; and in the pleasure of my job. I believe that a man gets what he goes after, that one deed done to-day is worth two deeds to-morrow, and that no man is down and out until he has lost faith in himself. I believe in to-day and the work I am doing, in to-morrow and the work I hope to do, and the sure reward which the future holds. I believe in courtesy, in kindness, in generosity, in good cheer, in friendship and in honest competition. I believe there is something doing, somewhere, for every man ready to do it. I believe I'm ready—right now."

A Useful Destiny.

THE treasure of the world is mankind. Its most precious jewels are happy and prosperous lives. The man who by precept, example, and willing service is able to leave the world a little better than he found it, is the only man who can truly claim to have fulfilled a useful destiny. If we could impress this fact upon our national consciousness; if we could inspire our manhood with this high ideal; if we could, in the year of grace 1918, grasp the elements of the social relationship, which the wisest man and the greatest teacher proclaimed nearly two thousand years ago, we should find our most momentous problems and our most menacing difficulties pale into comparative insignificance.

ALEXANDER RAMSAY.

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The Bacillus Cupidus.

ANONYMOUS.

LOVE—Measles—and many other more or less distressing human ailments are now found to have their source in the depredations of certain Bacilli, until recently not definitely known to the Scientist.

The Measles Bacillus has not yet been successfully pinned in the laboratory, but the researches of an eminent Lancastrian have at last resulted in the isolation of its not less harmful fellow—the "Bacillus Cupidus" or "Love Germ."

The symptoms of the patient attacked by the Bacillus Cupidus are not difficult to recognise on careful observation, although, unlike other diseases of this family, no rash accompanies its early stages.

The sufferer, however, soon develops unmistakable signs of the malady. Among them will be observed the following:—

The heart develops an undue acceleration, after the manner of the meter of a waiting taxi.

There is a far-away look in the eye, which is suffused with a kind of "Scotch mist."

The mind, usually clear and incisive, is found to be sadly aberrated, so much so, that the patient fixes upon one of the opposite sex, and however commonplace, turns him, as by some subtle alchemy, into a God. Hence . . .

"Archie of the solemn eyes, with the heart and laughter of a child and soul like the starlit sky.

His strength is as the strength of ten, yet its expression is a wondrous tenderness.

What a strange understanding mind is his. No one but he, ever 'understanded' her and her soul in its bittersweet moments.

And such genius! The only reason Archie is not getting £1,000 a year is that his fellow-men are so hopelessly unseeing, and know not a Superman, though he walks daily in their midst.

The touch of his hand gives peace and warmth, like sunshine after cold and rain.

The flowers too, were never so beautiful and sweet; they now seem to remind her of the depth and fragrance of his heart.

Nor were the Summer days ever so warm and comforting. No; even Spring and Summer have an added glory.

And best of all, each morn is charged with tender unspoken things. Things which are as a glad burden on her heart. Never could speech utter these deep and soulful yearnings; only Archie understands, for he reads them in her eyes . . ."

These symptoms are almost invariably accompanied by a settled conviction that only this great love of her's can endure. The loves of lesser natures are so different.

This condition of pseudo-trance, resembling a mild form of shell shock, is liable to last—a short or a long period—depending upon Archie's experience in the arcadian, though subtle, "affairs of the heart."

If Archie is really clever, even natural death may supervene before the crisis is reached.

But other influences sometimes restore understanding to the patient. Alas! The irony of it!

One particularly distressing case I call to mind, well serves to illustrate this possibility. The patient hears her idol Archie greeted by a friend: "Hello, John Smith! How goes it? How d'ye do?"

Then something very strange happens to the sufferer, but nothing too dreadful

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as yet. At this stage she merely experiences a slight sinking feeling, the intensity of which might be compared to that caused by the loss of a vital button, pin or hook.

But when that evening, Archie falls asleep in his chair and snores with more than masculine vigour, something very serious does happen! The crisis comes.

The patient, startled by a click in what Mr. Casson calls the Medulla Oblongata, begins to murmur incoherently to herself . . . "John Smith . . . is it possible? My Archie . . . John Smith?" Then with a shriek she swoons, only to regain consciousness to Archie's long and rhythmic snores . . . "John Smith . . . My Archie . . . John Smith . . . My Archie! *Have I* . . . married . . . John Archibald Smith?"

The Bacillus Cupidus is now about to forsake its torn and tortured victim. But he is a humorous fellow, and likes his little joke; so just at the take-off as it were, he whispers in her small pink ear, so dainty as to be irresistible even to a Microbe: "Of course you have!" "There are no Archies!" "They're all John Smiths!"

Stricken and disconsolate, Isobel our heroine, silently awaits death, which now seems the only way out of her world of sorrow.

But John Smith awakes and enquires drowsily, why on earth his slippers have not been put to warm . . . His mother always saw to little things like that!

Then married life begins.

Profit-Sharing.

"No direct theatrical stroke, single and decisive, will establish heaven in our midst, but only an infinity of small acts and long courses of conduct.

"If you succeed with the spirit and the machinery of industry, you may find profit-sharing superfluous, for you will already, in great measure, have shared out the profits.

"Profit-sharing, if it comes at all, will come last as the symbol of a perfected co-operation among the parties.

"It is bad theory to say that profits are the goal of industry. The goal is output.

"So far as the making and retaining of profits enters into the aim of a firm, it enters in, on a sound view, in order to secure and perpetuate the firm's function as an instrument of output.

"The average or under-average employer of this era—working nervously among conditions and persons he has neither conciliated nor understood, and taking restricted views—has often preferred to amass immediate profits rather than to lay solid foundations of permanent usefulness in the relations in which he found himself. He desired to be rich, whereas he was only entitled to be solvent, with the addition, of course, of such safeguards and reserves as would tide him through crises and ensure him permanency.

"The workpeople as critics of their employers lay stress on output with its corollaries of cheapness, plenty and quality. Their own past policy has shown less solicitude on this point. They have preferred, or at least pursued methods which by restriction of production made the policy of the under-average employer more harmful than it would otherwise have been. The two factors have doubtless inter-acted, the faults of each side intensifying those of the other. The errors of both sides as producers have prejudiced them as consumers from their cradles to their graves.

"If your workpeople have it in their power to raise or reduce output, you must pay them to raise it. You must give them a direct wage interest in it, letting part at least of their earnings depend on the figures of production.

"One important caution is necessary. The workpeople must be saved by a system of minimum guarantees from the full force of the extreme vicissitudes of business.

"Nevertheless, man shall not live by output alone. Industry lends itself readily to the clash of greed and pride. If men care, they can make it the field for freer, happier and more fruitful elements in themselves."—*Industrial Peace.*

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Home Notes.

ALLOTMENTS.

"The Food Controller has a number of far-reaching proposals to submit to Parliament when it re-assembles. These restrictions are designed to economise transport. Districts will be thrown more and more upon their local resources for foodstuffs, and the importance of the cultivation campaign becomes, therefore, greater than ever."

—Daily Press.

The "allotments season" is now in full swing, and every available moment is being used in breaking up new land or turning over last year's plot. Several additional plots have been let, bringing the number up to about 130. Excellent as this is there is plenty of scope for improvement, and the Allotments Committee have arranged to provide assistance to those who do not feel able to take the responsibility of a full plot. There is every indication that the food supply will be curtailed even further during the present year, therefore it behoves everyone to grow as much as possible, and thus help themselves, and incidentally others who are not in so fortunate a position.

It is evident that more plots should be taken, and the Allotments Committee have instituted active propaganda work, by way of house to house distribution of leaflets, and by putting up posters on the walls in the Shawclough and Spotland districts. Full particulars are obtainable from the Secretary, Mr. Frank C. Howarth, and the members of the Committee are at the disposal of Allotment Holders; they will freely give advice, and render practical assistance to all desiring it. The vegetable seeds and early potatoes have now arrived, and may be had on application to Mr. C. Dewhurst, "A" Dept. Warehouse. There will be an exhibition of vegetables on August 31st, 1918, particulars of which will be announced later. Will all Allotment Holders do their best to secure one new member each, and thus assist the Committee to attain the object in view, i.e., to reach the grand total of 250 plots this year? There's room for all; more land will be marked out for plots when the demand warrants it.

CHORAL SOCIETY.

The Choir gave a musical service at the open meeting of the Brotherhood, held at the Empire Hall, Rochdale, on Sunday afternoon, January 6th. All the items were heartily received by the large gathering, and the collections, which amounted to £13 2s. 0d. were in aid of the Crippled Children's Home, Dr. Barnardo's Home, and the National Children's Home. The members of the Choir and friends spent a pleasant Social evening together on January 25th, about 70 persons being present. Rehearsals will be held once a month during the Summer with a view to keeping the members together. It is hoped also to again arrange one or two rambles. The Society wish to convey their best thanks to the donors of music. New members would be gladly welcomed, particularly Sopranos, Tenors, and Basses; and to equalise the representation it is hoped more of the Office Staff will respond.

TURNERS' CHORAL SOCIETY'S CONCERT.

There was a large and appreciative audience at the second public concert given by the Turner Choral Society at the Rochdale Provident Hall on Wednesday evening. Started less than eighteen months ago in connection with Messrs. Turner Brothers Asbestos Co. Ltd. and Messrs. Samuel Turner and Co. Ltd., the combination is entirely composed of vocalists and instrumentalists drawn from the employees of the two concerns. It was our pleasure last November to welcome them as a distinct acquisition on their first public appearance. Wednesday night's concert not only confirmed the good opinion then formed of them, but gave evidence of gratifying development of talent. The programme was varied and if it included the popular element it also contained items drawn from the higher range of musical composition. The chorus, well-balanced and with an agreeable blend of voices, sang a number of part-songs with expression and insight, and the soloists—Miss Annie Waugh (soprano), Miss H. Hadfield Rowley (contralto), Mr. J. J. Grindrod (tenor), and

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Mr. J. W. Rossitter (bass)—in a variety of selections of more than average interest and merit won a series of encores which were quite deserved. Mr. Jack Ryan, in monologue and story, added distinctly to the interest, and the instrumentalists—Messrs. Schofield, Price, and Taylor—played with obvious acceptance. Mr. Bertram Rowley, the conductor and accompanist, is to be congratulated on his success. As on the previous occasion the society are devoting the proceeds of the concert to charitable objects, dividing the money between the Rochdale Infirmary and the Crippled Children's Home.—*The Rochdale Observer, March 23rd, 1918.*

GIRL GUIDES: 5th ROCHDALE "TURNERS."

The Guides are continuing their training for the Second Class Badge, and on alternate Saturdays are attending the Gymnasium. They are also still knitting comforts for the Soldiers. On January 20th, the Guides attended a Church Parade at Spotland U.M.C. An inspection of the Guides took place on February 19th, when they acquitted themselves very creditably. A few new members have recently been enroled.

DRAMATIC SOCIETY.

Rehearsals are proceeding regularly, and one play is almost ready; the other short play requiring more arrangement, is not quite so far advanced. Keen interest is shown, and there is every indication of success. There is still, however, a lack of men, rendering suitable selections for some of the parts rather difficult. The Committee will be glad if all waverers will come forward without delay. Additional plays are being sought, and these will be read over at the earliest opportunity. A step forward has been made, and the Committee is hoping to arrange for the opening of a "Dramatic School." This will give everyone a chance, as when there are no plays "in rehearsal", plays will be read, and opportunities given to encourage individual talent. The meetings are held weekly in Meanwood Council School, Thursdays at 7-30.

ORCHESTRAL SOCIETY.

There has been a good response to the appeal in the last issue of "ASBESTOS," and as a result an Orchestral Society has now been formed. A Committee has been appointed with Mr. H. Taylor as Secretary. Mr. W. B. Price was appointed Conductor. Difficulties have been encountered, but the spirit with which they have been met augers well for the future success of the Society. Rehearsals are now being held, and enthusiasm is being shown by the members. The Committee cordially invite fellow workers to join the Society if able to play any Orchestral instrument; players of reed instruments are particularly needed and will be heartily welcomed. It is hoped that all interested will do everything possible to assist this new movement, which promises to be a most welcome addition to our social activities.

XIX. ROCHDALE "TURNERS' OWN" BOY SCOUTS.

During the last three months, Scouting has been very quiet. With the exception of a series of Lectures which have been very ably demonstrated by our Chief Engineer, Mr. Clegg, there is nothing of moment to report. With regard to the Spring campaign, evening classes have rendered regular attendance by the boys somewhat difficult, but nevertheless there is every evidence of good work having been accomplished.

"TURNERS' OWN" II. TRAFFORD PARK BOY SCOUTS.

The technical training given to the boys in Electricity, Woodworking and Signalling is such that the Scoutmaster has applied to the Eccles Association for these boys to be examined during April. Details of successes will be published in the next issue.

An invitation is being extended to Mr. Norman Jones, lately discharged from H.M. Forces on account of wounds received in action, to act as Deputy Scoutmaster to the Troop.

SUGGESTION SCHEME.

The Suggestion Scheme is showing very promising results, and it is hoped that as time goes on increasing advantage will be taken of it. The most difficult task so far encountered by the Works Management Committee is that of determining a just and equitable reward in each case. No pains are spared to do this, but it is possible that misunderstanding may arise in some cases due to the peculiar nature of the suggestions. For instance Suggestions Nos. 23 and 170 are cases in point. These were of little

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value as submitted, but each of them contained the germ of an idea, which when subsequently worked out by our Technical Staff, resulted in very satisfactory improvements. The award in such cases is obviously less than it would have been had the suggestion been made in practicable form. Though the method in each case was unsound, sound methods were discovered and subsequently each of the Suggestors received £5 for his idea.

NATIONAL WAR SAVINGS.

The Association formed about 18 months since with the object of enabling workers to purchase War Bonds by small weekly instalments has met with unqualified success. It is scarcely necessary to describe the scheme in detail, but now that the third series is being issued the following details of the first and second series will encourage those who have not yet taken a hand in the scheme to do so without further delay. The first series was taken up by 580 members, 2,263 certificates being placed. The amount paid by the Firm upon this series was £97 15s. In the second series 327 members participated, taking 1,426 certificates, the Firm's contribution in this case being £66 3s.

GENERAL.

The Table and Ring sections have sent over 4,000 cigarettes during the last 9 months to their colleagues in H.M. Forces. The money for this purpose is contributed weekly. In addition 3/- was sent to each of the members at Christmas, and a further 2/6 in January, the proceeds of enjoyable Social Evenings held December 26th, 1917, and January 19th.

There was a large attendance at the Social and Dance held by the Carding and Spinning Department on December 7th. The enjoyment of the evening was added to by the rendering of songs by Miss Kay and Mr. Fred Porter.

The various Departments in the Works have done good service in showing practical sympathy whenever there has been a necessitous case through sickness and similar causes. Substantial sums of money have been raised in the past. Instances such as these are to be commended.

Since last issue of "ASBESTOS" the following have taken place:-

Collections in the Carding and Spinning Departments on behalf of three colleagues realised £9 16s. A Benefit Dance held on December 22nd, 1917, realised £3 10s., also organised by the same Department.

On February 16th, 1918, the Balata Department had a Benefit Social on behalf of a sick colleague who had been away 14 weeks and had undergone an operation. The effort resulted in a balance of £7 10s. The Committee tender their thanks to all who assisted in the effort. The Balata Department also augmented their Soldiers Comforts Fund by a Billiard Handicap (confined to workers in the Balata Department) which took place at the Temperance Billiard Hall on February 21st.

C.A.F. Department held a very enjoyable Social on January 5th. The proceeds were added to the weekly subscription fund to which each employee of the Department contributes for the purpose of sending parcels to their colleagues who have enlisted.

The total amount collected in the works and offices on behalf of Sir Arthur Pearson's Christmas appeal for the Blinded Soldiers' Children's Fund was £11 16s. 5½d. The support given to this very worthy object is a great credit to all concerned. It should be mentioned that many of the employees also supported the same appeal through the school children.

The Office Staff Social held on February 15th, proved to be most successful. Songs were rendered by Miss Rowley and Miss Doris Smith, both of whom received well merited encores. Miss Rorke acted as accompanist. During the interval, musical items were given by Messrs Altham, Price, and Taylor, which were much appreciated. A pianoforte duet by Messrs. Haesart and Taylor was also well received.

An inter-departmental billiard match between the Balata and the C.A.F. Departments (12 a-side) was played off at the Temperance Billiard Hall, Drake Street, on March 2nd. The Balata Department carried off the honours, beating the C.A.F. team by 7 games to 5. The total scores were Balata, 987; C.A.F., 980.

SMART LADY TYPIST WANTED.

Shorthand not necessary.

Also LADY CLERK, must be well up in figures and have had good education. Reply by letter only to "Editor."

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Advice to a Son.

For lads who are old enough to understand and young enough to profit.

By THE EDITOR.

Strike "FEAR" out of your vocabulary. "Caution" and "prudence" may usefully remain, and "courtesy" should have a prominent place, but "fear" is the greatest stumbling-block to advancement known. Remember men are not only all "equal in the sight of GOD," but they are also equal in their own inner consciousness. That is to say the Peer and the Commoner alike—if they possess any sort of education—separate their entity from the accidental circumstance of "position," and recognise that there is no difference in themselves—that all the difference there may be is outside or comes from outside themselves. This, however, is not intended to convey that inequalities do not exist. Inequalities do and must exist. It is part of the nature of things. First comes the inequality of "position." Here a subject is not equal to his King—though he may possibly be mentally superior. "Position," however, must be given its due for the safety of the realm, and for the welfare of every honest individual in the community. Therefore, bow the knee with all reverence to the King, as the Representative of all that makes for Law and Order. It is with the inequality of mentality, however, you will have to contend. Strive with all the might you can assert to attain to a high degree of mentality. This latter state is the aristocracy of brains—and is preferable to all other worldly gifts. The possession of mentality places a man in a position apart from those around him. He is on a platform which enables him to top the heads of all his fellow-men who do not share this platform with him. Its possession will enable him to enter with confidence and with a pleasure unique, the company of any class of men—from the highest to the lowest, with one exception. This exception is a notable one. He will find no pleasure in the sordid or impure. He may for a time be curiously interested—even amused. But it will not be long before this gives place to a feeling of nausea, and a profound dissatisfaction with himself. This mentality of which I speak must not be confused with the "education" of the schools. It is right that you should learn all there is to be learnt in the schools—to prepare you for the education of life, and to help you attain to a state of mentality. Correct thinking and logic, psychology and a knowledge of the working of the mind, a deep sympathy with human nature tempered by experience, a frank recognition of motives, but always avoiding the imputation of those which are bad, a stern repression of prejudices and animal passion—are all parts of the means to the end. One thing, however, above all others, beware of, that is, "parochialism." Parochialism is a blight as Cosmopolitanism is a dissolvent. The former warps the mind, while the latter loses itself in a sort of kaleidoscopic maze. This does not mean either that you must hold aloof from local activities or refuse to try to understand the characteristics, prejudices and customs of foreigners. It is good to do both. Good to concern yourself in local affairs (if you are so inclined)—religion, politics, or any uplifting interests—but guard yourself in so doing against a false perspective, and do not imagine that the particular Church you happen to be connected with is the fount of the Christian Faith, much less one of the many later amateur and "up-to-date improvements" on that Faith; or, if politics be your choice, always keep in your mind's eye the great principles for which you are working. Do not let a consideration of the local register make you forget that there is an England beside a Tooley Street, an Empire outside England, a History beyond both; and Histories and Empires beyond again and again to the beginning. It is, however, in an exaggeration of this latter consideration—that is, the consideration of the Empires of other peoples—that the danger of cosmopolitanism is touched. Never—in extending your sympathies outside England—forget you are an Englishman, and so fit yourself morally and mentally that you may present a front to foreigners that shall not bring disgrace on all that word implies. The word "Englishman" is next in sanctity to "Christian," and never act in a manner which belies this. Make it an article of faith, and you will go far to attain that high degree of mentality which I pray GOD you may have sense and strength enough to strive for.

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EAT LESS BREAD—and release shipping for the transport of American troops.

BUY WAR BONDS—and support British Credit—as important as guns.

WORK YOUR HARDEST—output is vital to our cause just now.

DON'T GROUSE—A grouser is a traitor. Shut him up!

AND FOR THE FUTURE—Support the Education Bill.

Help to make the Works Committee a success.

Examine without prejudice the need of maximum output for the future of British Industry.

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