

CAMERA WORKS BULLETIN

FEBRUARY 18, 1916



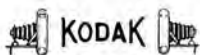
EASTMAN KODAK COMPANY

ROCHESTER, N.Y., U.S.A.

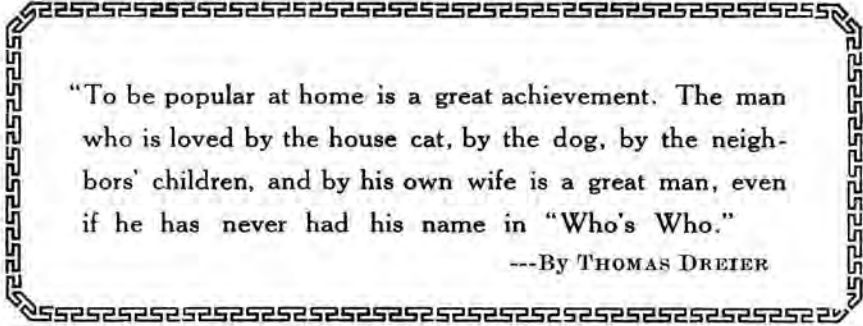
Camera Works Bulletin

To The Employes

Articles on Suggestions, Safety, Light
Outings, Bowling and Things
in General



February, Eighteenth
Nineteen Hundred and Sixteen



"To be popular at home is a great achievement. The man who is loved by the house cat, by the dog, by the neighbors' children, and by his own wife is a great man, even if he has never had his name in "Who's Who."

---By THOMAS DREIER

Camera Works Bulletin

Issued by

The Camera Works, Eastman Kodak Company

For The Welfare and Information of Employees

Vol. VI

Rochester, N. Y., February 18, 1916

No. 1

WHAT THE LIFE OF ROBERT BURNS TEACHES US.

IN the life of Robert Burns, the famous Scotch poet, we find a very valuable lesson. Burns possessed one of the rarest poetic souls the world ever knew. His eye saw beauty and poetry in what the ordinary person considers most commonplace. To-day his name ranks among the greatest in literature. His poems are read and studied in the high-schools and colleges of many different lands. Streets have been named after him, and monuments erected in honor of his memory. And for all that his life is considered a miserable failure.

To ascertain the causes for his misery and failure, we need only to read over an account of his life. He was born of poor parents and he himself never accumulated much wealth. But poverty is not responsible for his unhappiness. The real causes are first, that he never had a definite aim in life. We see him working for a little while as a farmer. Then he decides to publish his songs and poems. Later he is considering leaving his native land. Soon he again settles on a farm, but not for a very long time, for in a few years we see him taking the part of an exciseman. The second cause is his want of will-power to resist. Women and wine have a big influence on him and as a result we see him occasionally leading a most dissipated life. A third cause is that he entertains certain erroneous ideas. He sometimes feels as if the world owes him something.

The life of Burns shows us very clearly some of the causes for failure and misery. One must have unity of purpose—an aim in life which is definite—if he would succeed. In addition he must possess an abundance of will-power and a true understanding of the way the world works. Not very many of us possess the qualities that have rendered the poems of Burns immortal. But altogether too many

acquire the causes of his failure. Too many of us accept the idea that the world owes us something. This is a wrong notion. The world does not and cannot possibly owe anything to anyone. The world treats us all alike. It is absolutely just and impartial. It makes him happy who honestly and sincerely works. When we look at a man who has risen above the rank and file, we do not see one who "fell in soft" as many may think. What we actually see is the man who has summoned to his aid resolution, determination, grit, honesty, unity of purpose, and will-power to resist all evil. The truly happy man is not the one who suddenly comes into possession of a fortune through the death of an uncle, but the one who brings usefulness into the world, and looks back with satisfaction on his own accomplishments. Happiness may truly be considered a measure of the usefulness a man effects. Even though he be a genius like Burns, the man who spends his life aimlessly, without any useful purpose, and fails to contribute all that is in him, and the best that is in him, fails to create the causes which effect true happiness.

FOR YOUR INFORMATION.

A short time ago, we were notified to the effect that the Cashier's Office would be kept open during the noon hour with the exception of Fridays for the convenience of those who wished to make transactions in regard to their savings accounts. We wish to make this clear. We prefer to have employes, who can possibly do so, arrange to transact business with the Cashier between twelve and one. All those, however, who for various reasons find it inconvenient to attend to their savings accounts during this hour, we shall cheerfully serve at their convenience.

HAVE WE YOUR CORRECT ADDRESS?

Are all the addresses on file in the office correct? This is a question that is continually puzzling the employment department. Recently when the latest address cards were compared with the old ones, we discovered many changes due to the fact that some employes had changed their places of residence but had not notified the office of the new address. There is but one way to keep these files in good shape and that is whenever you move see that the employment department knows about it. It is very urgent that you notify the office of these changes. In case of emergency an up-to-date record may be very valuable. We shall appreciate your co-operation in this matter in the future.

WHAT WE ACCOMPLISHED IN 1915.**New Models.**

PROBABLY no other year in the recent history of the Camera Works contributed so many changes which stand for progress in our factory system as did 1915. If we were asked what was the predominating characteristic in the work of our factory during the past twelve months, we should promptly answer, "A general departure from the old method of doing things." It appears as if we made one huge effort to isolate ourselves from some of the old customs and traditions and enter upon a new and better era of camera designing and building, and happily we succeeded in doing so.

We do not find it a difficult task to obtain proof with which to substantiate this statement. The appearance on the market of the new style Autographic Folding Brownie, is in itself sufficient evidence of progress. In this new model what in the past was considered impossible has become a reality. Compare the new model with the old. What a difference. The back, the case, the loading arrangement, in fact the whole camera is built upon an entirely new principle. In the new Autographic Folding Brownie we have a combination of compactness, weight, neatness, and efficiency developed to a degree that even the most enthusiastic camera builder would not have ventured to predict a few years ago.

But the whole field of progress is not covered by the Autographic Folding Brownie. The No. 1 Special Kodak, too, is a great improvement. The principles on which this camera is built, also show a departure from the old ones. Here we have a back that opens in a sliding motion while the loading arrangement is different and better.

During the past twelve months our Experimental Department has been a busy place. Our staff of experts there have been engaged in perfecting certain devices which will prove agreeable surprises to the Kodak World. One of these is about to be placed on the market and we venture to say will take it by storm. This is a new style range finder and will be fitted to our Special Kodaks. With the aid of this arrangement much of the guesswork in picture taking will be eliminated as it practically assures accurate focusing. It is a highly sensitive instrument and works with remarkable precision. The perfecting of the finder is in our opinion the greatest achievement in years. So much for the manufacturing end.

Safety Work.

Let us now turn our attention to the Safety Work. Although we conducted our Campaign for the prevention of accidents with as much

vigor, we failed to better the record of the previous year. In fact in 1914 thirty-one accidents occurred in the factory as compared with thirty-five for 1915. A careful study of each accident has been made. We find that fully fifty per cent. of the so-called accidents could have been avoided. On another page, we are publishing a list of seventeen accidents which we believe should not have occurred. Examine this record carefully and see if this is not so. An accident is an event that is unexpected and the cause of which is unforeseen. Is there any employe in the factory who can honestly say that he sees no danger in working on a grinder without goggles? Yet, one accident was due to the failure of the man to comply with our desires in this respect. This is just one specific instance of carelessness. The showing we make in the future depends to a very great extent upon the mental attitude of the employes in this matter. It is you who can make this the safest factory in the world. The record established by the Shutter, Crease & Cover, Lacquer, Metal Finish, Leather Case, Leather Cutting and Engineering Departments with no accidents, during the year, proves conclusively that a department can be managed without the occurrence of an accident. Let each department strive for a like record in the future and the Camera Works will be not only the leading factory in the world for camera building, but also for safety.

Savings System.

Another mark of progress was the introduction of a Savings System into our factory life.

Last April an announcement was made to the effect that any employe who so desired could arrange with the cashier to have a specified amount taken from his weekly pay envelope and deposited in the Rochester Savings Bank. At that time, we were assured that all information regarding savings accounts would be strictly confidential to the few whose duty it would be to see that all transactions were properly made. This policy has been rigidly adhered to. No one in the factory has access to or knows anything about the savings accounts with the exception of the few who have been entrusted with the clerical work.

As a result of this announcement, 238 employes out of an average force of 1,539, or about fifteen per cent. have taken advantage of this offer. After withdrawing enough with which to purchase Christmas gifts, the balance in the bank on January 1, 1916, was \$7,242.92. Since the first of this year a number have opened accounts. This is fine. Miss Newman, our cashier, has compiled the figures shown below. These do not include the employes who have joined since the first of January.

Saving System Percentages.

Department	Per cent. of Employees Saving
Efficiency	33 1/3
Experimental	32
Lacquer and Finish	29
Metal Finish	27
Bellows	26
Shutter	23
Brownie	22 1/2
Leather Cutting	18
Office	17
Leather Case	16 2/3
Kodak 6th	16
Brass	12 4/5
Basement	11
Crease and Cover	4

Library.

Last year also saw the establishment of the branch of the Rochester Public Library. The branch was opened in February. During the eleven months the reports show that 4,887 volumes were circulated. Fiction is by far the most popular kind of book, if we are to judge from the fact that 4,483 copies were read as compared with 174 dealing on non fiction subjects and 230 of a juvenile nature. The reports also show that \$39.00 were received for fines on books overdue. In this connection let us remind you that on Mondays and Fridays, the Library is open until 1:30. This is to give those who go home for lunch, an opportunity to obtain books.

Activities.

During the year many outings were held. The get-together spirit manifested itself in various ways. In the warm months, many outings, clam-bakes, sausage roasts, and picnics were held, while bowling was the main sport during the winter days, although several indoor baseball teams were organized throughout the plant.

On the whole the past year was very successful. What was accomplished in nineteen hundred and fifteen will long be remembered. But we must not boast or brag of past achievements. It is for us to adopt as a motto the German phrase, "Immer Besser," Better & Better. Our past record should act as an incentive and spur us on to bigger and better accomplishments.

When a man has no good reason for doing a thing, he has a very good reason for letting it alone

—Scott.

WHAT WE LOST IN 1915.

Having completed our summary on What We Accomplished in 1915, suppose we change the point of view and consider what was lost in the Camera Works during the same period.

We wonder whether our employes appreciate the stupendous loss of time that accumulates within the course of a year in our plant. We venture to say most of us do not. If we had, the total number of hours lost during the year would have been greatly curtailed. Not considering the time lost because of no work, and excluding those on the Office Pay Roll, we find that 163,670 hours were lost in the past year by an average force (in the factory) of 1,370 employes.

These figures probably do not mean a great deal by themselves. Let us do a little figuring together, and the loss will probably become full of meaning. Suppose you were the owner of a plant employing about sixty-three men who worked fifty hours in the week. If your factory were shut down for an entire year, the total number of hours lost by your force would be one one hundred and thirty more than our loss. To bring this home, if we should lay off any one of these departments: Automatic Screw Machine, Press, Buffing or Folding Brownie Assembling, for a whole year, the total loss in hours would be no more than last year's. Speaking in dollars and cents, this means that our factory pay roll was \$49,100.00 less than what it should have been. In other words, the earnings of the average employe in 1915 were curtailed by approximately \$35.84.

Some of us, however, do appreciate the value of time. According to our records which cover a period of eight months (May 1st, 1915 to Jan. 1st, 1916) there are fifty-one men who have not lost a minute during this interval. They have been "on the job" every day from 7:30 to 5:30. These men have neither been late nor lost time during the eight months. We cheerfully publish their names and urge all other employes to imitate them in this respect. It pays.

Employes Who Lost No Time and Were Not Tardy from

May 1st, 1915 to Jan. 1st, 1916.

Name	Department	Name	Department
Nicholas DeCara...	Safety & Sanitation	Joseph Mevern	Stock Room
Chas. Warren.....	Safety & Sanitation	Jacob Link	General Maintenance
Wm. Pound	Mill	Frank Long	General Maintenance
John L. Richards	Mill	John A. Johnson	Bellows
Fred J. Doell	Spool	Wm. Muenss	Leather Case
Louis Kelpin	Spool	Elera Dibble	Stock Leather
Henry Asbrand	Stock Room	Max Grafe	Brass
Christopher Cox	Stock Room	Samuel McConnell	Brass
Melvin Hall	Stock Room	Ronald McDonald	Brass

Anthony Nevada	Brass	F. C. Brightman	Crease & Cover
Edward Shea	Brass	James Mulvihill	Crease & Cover
Carl Bachman	Count. & Inspect.	Frank S. O'Brien	Crease & Cover
Pernard Hogan	Carpenters	Alfred Freeman	Lacquer & Finish
Wm. Fraass	Woodworking	Fred Schmitt	Lacquer & Finish
John DeVisser	Woodworking	Carl Schneider	Lacquer & Finish
Leo Glienke	Woodworking	Joseph Soha	Lacquer & Finish
Wm. Kapelke	Woodworking	Chas. B. Terry	Brownie
I. Kondiarski	Woodworking	P. J. Tobutt	Shutter
Walter Redhead	Woodworking	John Bertsche	Kodak 6th
Mike Ruby	Woodworking	Earl Carson	Kodak 6th
Wm. Towriss	Woodworking	Henry Heiler	Kodak 6th
Fred Wilbur	Woodworking	Clarence Holling	Kodak 6th
Henry Baumgart	Woodworking	John VanderKolk	Kodak 6th
Clarence Bird	Woodworking	John Kuschel	Tool
Chas. J. Black	Woodworking	John Marcille	Tool
Jos. Bortfeldt	Crease & Cover		

PERCENTAGE OF TIME LOST BY DEPARTMENTS.

Order of Merit	Department	Percentage of Time Lost	Order of Merit	Department	Percentage of Time Lost
1	Dining Room .....	.000	14	Stock Vaults	3.29
2	Safety & Sanitation ....	.43	15	Spool	3.64
3	Stock Leather .....	.56	16	Woodworking	3.76
4	Count & Inspect.....	1.53	17	Leather Case	3.77
5	Carpenters	1.64	18	Tool	3.93
6	Die Casting	2.01	19	Brass	4.27
7	Efficiency	2.09	20	Leather Cutting	4.34
8	Engineering	2.22	21	Lacquer & Finish	4.86
9	General Maintenance....	2.30	22	Bellows	5.86
10	Photo & Tinsmith.....	2.38	23	Shutter	6.26
11	Inspection	2.43	24	Buff & Nickel	6.59
12	Stock Room	2.98	25	Brownie & Print	6.62
13	Lumber Cutting	3.10	26	Kodak 6th	6.74
			27	Crease & Cover	10.49

PERTINENT.

An inebriated gentleman was going home one evening when he met a young man who was moving to a new house. The young man was very frugal, and had decided to move his own things rather than pay a mover.

On this trip he had a large hall-clock on his back. It was heavy, and he struggled until he heard the inebriated one call out.

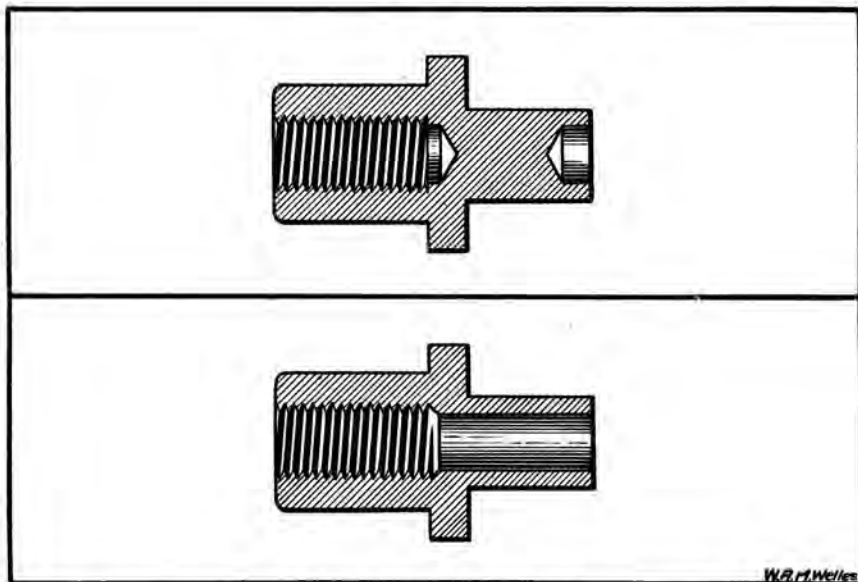
"Shay, there, you!"

Thinking the man was going to help him, he set down the clock and said:

"Well, sir?"

He was astonished to hear the other stammer:

"Shay, there, why don' you buy a watch?"—Harper's.



ABOUT SUGGESTIONS.

SUGGESTION No. 4682, which we are illustrating above, conclusively demonstrates that a valuable suggestion does not necessarily involve a complicated change in product. Very often, as in this case, an idea of exceptional value consists of a very simple variation in the manufacturing methods or in the design of a part.

The upper half of the diagram shows a section of retarding weight stud as it was originally designed. The lower section represents the stud as it is being manufactured. If the part were made as contemplated a second operation on the hand lathe would be necessary. This, however, was avoided by the suggested change in design as seen in the lower half. By drilling the hole straight through the entire length of the stud, it is possible to complete the part with one set-up on the automatic screw machine. This idea is not only applicable to this particular part, but will also be applied to all similar parts which are now, or will be, made on the automatics. The suggestion brought an award of \$25.00.

At the beginning of this period there were 255 suggestions pending. During November and December we received 191 making a total of 446 on hand. Of these 167 have been disposed of, 33 being approved and 134 rejected. Of the approved 10 dealt with Improvement in Product, 6 with Reduction of Cost, 5 with Accident Prevention, and 13 with General Maintenance. The total amount awarded was \$109.00.

Five received awards of \$5.00 each while \$50.00 were equally divided between two suggestions.

During 1915, we received a total of 1,165 suggestions. Although there was a decided decrease in the number dealing with General Maintenance, the records show an increase of 90 in the Improvement of Product column. This is a good sign for it implies that there is practically no limit to this type of suggestion.

CHANGES IN SUGGESTION SYSTEM.

With a view of giving more prompt attention to all suggestions received, the membership of the Suggestion Committee has been increased. An additional classification has been included and hereafter suggestions will be divided into the following classes and considered by their respective Sub-Committees.

Classification.	Committee.		
Cost Reduction:			
	Mr. Riggs.	Mr. Reynolds	Mr. Zimmer
Improvement in product:			
	Mr. Darling	Mr. Stuber	Mr. Gregory
General Maintenance:			
	Mr. Diegel	Mr. Wilson	Mr. Underwood
Accident Prevention:			
	Mr. Thompson	Mr. Geiger	Mr. Adams
Improvements in Manufacturing Methods:			
	Mr. Speidel	Mr. Marks	Mr. Wallace

(Suggestions for new tools, improved machinery and mechanical devices will be considered under this heading.)

The members of the above Sub-Committees will act as the General Suggestion Committee with Mr. Riggs as chairman, who will also act as chairman ex-officio of the Sub-Committees. Mr. Boschert will act as Secretary of the General Committee and all Sub-Committees and it will be his duty to classify, tabulate and acknowledge all suggestions received. The name of the suggestor will be detached by the secretary and the suggestor notified in which class his suggestion has been placed so that if he desires to consult with the particular committee in charge he may do so. These Committees will meet once each week to consider new suggestions and those now pending will be taken up and acted upon as promptly as possible. These Committees are subject to change if in the future it is deemed advisable.

SUGGESTIONS APPROVED FROM NOVEMBER 1, 1915 TO JANUARY 1, 1916. COST REDUCTION.

SUGG. NO.	DESCRIPTION	AWARD
1961 }		
2189 }	Change method of sticking Shutter Boards.	\$ 5.00
3677	Change method of assembling springs to Printing Frame Backs.	3.00
4572	Change method of finishing Focus Lock Lever No. 10860, used on No. 2 and No. 2A Folding Autographic Brownie, thereby discarding several operations.	25.00
4592	Shorten support blocks of Brownie C. C. and nail on nailing machine.	5.00
4682	Change design of retarding weight stud for No. 0 B.B. Shutter, so as to discard proposed second operation.	25.00
	TOTAL	\$ 63.00

ACCIDENT PREVENTION.

SUGG. NO.	DESCRIPTION	AWARD
4770	Bore the pin in foot levers on all post boring machines and insert center pins in order to prevent pin from pulling out.	\$ 1.00
4825	Place a runboard about 1½ ft. high along the stairway leading to bicycle store room in basement.	1.00
4828	Place supports above or below press No. 781 in Leather Case Department to prevent vibration.	1.00
4836	Install a guard on machine No. 1702, Drill Press, 5th floor of Bldg. No. 3.	1.00
4840	Cover steam pipe in oven room, 4th floor, Bldg. No. 3.	1.00
	TOTAL	\$ 5.00

IMPROVEMENT OF PRODUCT.

SUGG. NO.	DESCRIPTION	AWARD
4058	Stamp name on Autographic Attachment instead of on back of Autographic Kodaks. (Amended.)	\$ 2.00
4427	Use a stronger spring in Cable Release of No. 1 Junior Kodak. (Amended.)	5.00
4493	Change marking on No. 1 Kodak Junior Focus Scales to read 2½ meters instead of 2.5 meters.	5.00
4590	Lengthen the milling for latch on No. 2 Folding Autographic Brownies in order to give clearance for shoulder on latch.	2.00
4627	Attach to No. 1 Kodak Junior Finder a spring that will act as a lock to hold finder rigid in vertical and horizontal position. (Amended.)	1.00
4661	Perforate slot in Plate Holder Slides and fasten leather strap so as to prevent same from becoming loose.	5.00
4703	Change in screws used in R. O. C. Trimmers, also oiling blade of trimmers before shipping. (Amended.)	1.00
4709	Lengthen rivets used for assembling Short Yoke to No. 1A Kodak Junior.	2.00

4787	Remove sharp burr from the inside of bed brace spring brackets on No. 2 Folding Autographic Brownies. (Amended.)	2.00
4823	Cut back leathers on Folding Autographic Brownies shorter on key end.	2.00
TOTAL		\$ 27.00

GENERAL MAINTENANCE.

Suggestion No. 4564 received an award of \$2.00.

The following suggestions received awards of \$1.00:

3347	4604	4617	4777	4809	4812
4829	4837	4841	4895	4900	4911

POINTING OUT OUR FAULTS.

There are two kinds of criticism. When a man points out a fault that actually is one, he is rendering good service. This sort of complaint is considered constructive criticism. On the other hand, when a man "kicks" simply because he wishes to find fault, he is not accomplishing a particle of good. This kind of complaint is destructive criticism and often creates wrong impressions. For example, we have received a number of complaints. Upon investigation it was found that nothing could be done that would improve the conditions. The result was that although the complaints were given fair consideration, it appeared to those who offered the criticism that their suggestions were ignored. This is not the case.

We consider all suggestions and welcome all criticisms. We urge you to point out our faults but we prefer to receive constructive and not destructive criticism. We suggest that before you make your complaint, first determine whether the condition is such as can be remedied.

"Here is a thought for today and for all the days that are to come: Service is based largely upon truth. A hundred promises fulfilled cannot undo the harm of one promise broken. Contrary to the general belief, a man is not so highly praised for the good work he does as he is severely condemned for the poor work he does. Be truthful with yourself as well as with your customer."—*Pen to Press.*"

Don't waste any time about the soft snap you think some one else has. He is doing just as much worrying as you are.

There are plenty of fellows who can "Do it now," if some one will just tell them what to do and how to do it.

HONOR ROLL.

**Names of Employees Who Received \$25.00 or More for Suggestions
Bringing Awards of \$5.00 or More Each.
August 1, 1913 to January 1, 1916.**

NAME	NO. OF SUGGESTIONS	AMOUNT AWARDED
Martin, Miss M.	7	\$208.00
Simons, Max	9	174.00
Duffy, C. J.	13	171.00
Sears, George	1	150.00
Kapelke, Max	3	130.00
Crawn, Edward	5	126.00
Noble, J. A.	3	125.00
Perkins, H. L.	4	112.00
Fleck, B.	6	97.50
Darling, Milton	14	92.50
Smith, Newton	3	90.00
Ure, William H.	5	85.00
Rosner, Louis	3	80.00
Goodbody, John	6	53.00
Mattle, P. G.	4	50.00
Helfert, J. A.	1	50.00
McCann, George	1	50.00
Flynn, Patrick	4	45.00
Love, A. F.	6	45.00
Eidman, A. F.	3	36.00
Niver, C. D.	2	35.00
Mallory, W. J.	5	33.00
Bieber, Theodore	2	30.00
Krenzer, A.	2	30.00
Baldwin, H. G.	2	25.00
Bornkessel, Miss G.	1	25.00
Cheeseman, Robert	5	25.00
Schaffer, George	4	25.00
Warner, F. H.	5	25.00

ABOUT VISITORS.

Our guides were not kept so busy in the past two months. Owing to the holidays, there was a decided decrease in the number of visitors. Uruguay, South America, was the only foreign country to be entered in the Register, Mr. Jules N. Silva being our only foreign guest. In addition to the Y. M. C. A. group, about twenty-eight visitors coming from New Jersey, Pennsylvania, Massachusetts, Maryland, Washington, Nebraska, Connecticut, Colorado, Illinois, Oregon and New York were conducted through our plant. As usual, many commendatory remarks were passed regarding our methods.

Better a little, provided it is your own, than an abundance of borrowed capital.

—Benjamin Franklin.

HOW TO BANISH CARELESSNESS.

IN the medical profession, one of the most successful means of treating a patient is by removing the cause of the illness. If a patient suffers from an ailment that is the result of an irritation, steps are taken by the physician to remove the cause of the irritation. Once the cause is removed, nature takes its course, the wound heals, and the patient is cured.

The safety-first movement has adopted the same tactics in its crusade against accidents. When an accident occurs an effort is made to ascertain the cause and to prevent a similar accident by permanently removing that cause. The movement has been very successful. The results obtained are remarkable. But all this good work has not yet brought about the disappearance of one of the chief causes of accidents, carelessness.

In our own factory, after all that has been said about exercising utmost care in and outside the plant, some employes continue to work without giving much heed to the safety of themselves and their neighbors. One man, for example, tried to shut a window with the aid of his hammer, and in doing so the hammer slipped and broke a pane of glass. Fortunately, no one was injured. Had the glass struck a pedestrian or cut the man's hand something serious might have resulted.

Some employes thoughtlessly allow low trucks to remain in the aisles. This is a possible cause for accidents and can be easily removed by placing the trucks where no one can stumble over them. Every employe may consider himself a member of the safety committee and do his share by seeing that the aisles are kept clear.

We know of a case where a stool with a broken seat was used by an operator. We do not want any employe to use stools in that condition. If one is broken report it to your foreman and it will be repaired. If beyond repair a new stool will be furnished.

Some employes have a habit of catching a free ride on the trucks that they should be steering. This is a very thoughtless and careless act and should not be practiced.

The above illustrations are only a few which indicate that carelessness still has a hold upon some people in our plant. Carelessness is as a rule the result of thoughtlessness. The only way to dispose of the careless habit is to get the thinking habit. Mr. C. W. Russell, who is connected with the New York Central R. R. believes that it can be dispensed with if we ask ourselves several questions before we begin our work. We are printing a few of his remarks along this line and ask you to give them due consideration.

"Let us stop for a moment," says Mr. Russell, "and examine our past record asking ourselves these questions: Have I not forgotten some unsafe item which I failed to report? Did I caution that employe whom I saw in an unsafe act? Have I the interest I should have in the Safety Movement, not because the Company I work for established such a department and it is required of me, but for my own good, as well as for those dependent upon me? Am I as careful as I could be to avoid injury? Do I think safety at all times for my own benefit as well as others?"

We believe that if every one of our employes answered these questions twice a day—in the morning and at one o'clock—carelessness will be banished from our plant forever. At any rate let us try it. The results in the future will indicate whether it pays to think safety or not.

HOW THE ACCIDENT RECORD FOR 1915 COULD HAVE BEEN REDUCED.

The following seventeen accidents are selected from those which occurred during 1915 and are here quoted to show how simple some of them are and how easy it would have been to avoid them. A little more care and thought on the part of those responsible would have made a better showing for the year.

1. A girl operator was covering a Photostat bellows form and allowed it to drop on her toe. This is a large heavy form and she should have had assistance when lifting it.

2. A clerk had treated a wart on her thumb with nitric acid. This was afterwards aggravated by a burn received in the factory causing infection and eventually blood poison.

3. Operator on a power press allowed his fingers to be caught under the guard which removed the nail.

4. Operator was boring wood hanger blocks and allowed one to drop on his foot fracturing the toe.

5. Man was moving a portable oven and strained the muscles of his back. As this oven was too heavy he should have asked for assistance.

6. Operator was prick punching steel rods and struck his left hand with a hammer fracturing a bone.

7. Man was walking through the Tool Department and received a chip of emery from one of the grinders in his eye. This could not have been avoided by the man himself but he failed to report it for several days with the result that time was lost.

8. Operator was grinding on an emery wheel when piece of emery flew in his eye. This could have been avoided by the use of goggles.

9. An operator was riveting web in key post and placed one in the fixture crookedly which caused it to spring back and strike his eye. More care required here.

10. A janitor was moving a barrel of rubbish and slipped, fell and dislocated his shoulder. This is another case where assistance should have been called.

11. Operator stumbled over a stool and bruised his knee. This is absolute carelessness and frequently the result of rushing or running.

12. Operator was reaching for a hammer and jammed his thumb against the edge of the bench and sprained it. No comment necessary.

13. Girl operator stumbled over a crate and bruised her knee. In the first place, this crate should not have been left where people would be likely to fall over it. In the second place, the girl should have been more careful. As this occurred at the noon exit it shows the result of the inclination to rush at the time.

14. An operator was handling lumber when a plank from a truck fell and fractured the right foot.

15. Operator was using staking machine and released the lever while his finger was still under the punch. Tip of the first finger crushed. This is a case of absolute carelessness.

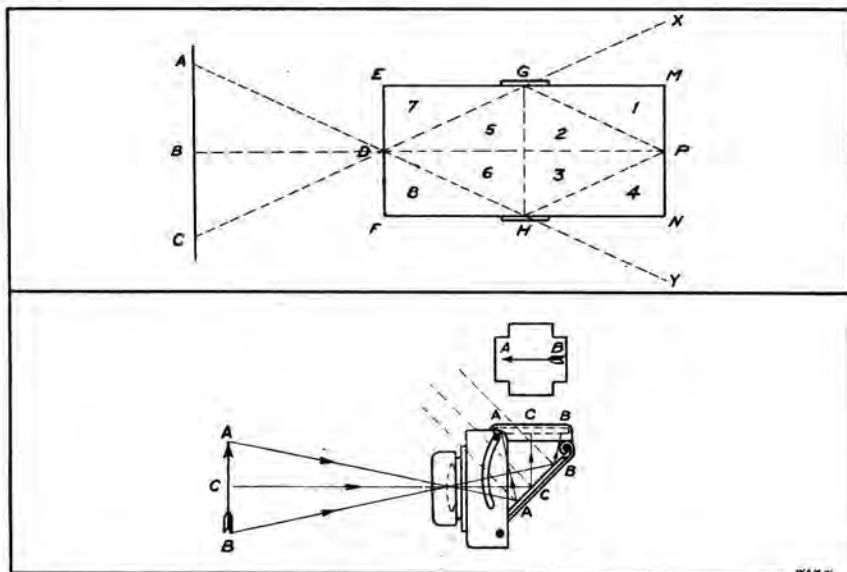
16. A man was handling freight and intended to place a barrel of scrap metal on a hand truck when the truck moved and the wheel passed over his foot causing injury. This is another case where assistance should have been called for. A barrel of scrap metal is too heavy for the ordinary man to handle.

17. A man's hand slipped from the piece of work under operation and came in contact with the carving tool severing the tip of the thumb.

If these accidents had been avoided it would have meant that we should have had only eighteen accidents during 1915 which would have been thirteen less than the previous year. What a reduction this would have been.

FACTS FOR THE CURIOUS

"Postal Safety" is the title of an article in the Safety First Magazine for October, 1915. Just how extensive the operations of the originators of mail order frauds have been may be realized from the following extract: "For the fiscal year ending June 30, 1911, it was estimated by the post office department that mail order frauds had stolen from our citizens the sum of \$77,000,000.00. In 1912 the amount was estimated at \$52,000,000.00. In 1913 the amount was estimated at \$54,000,000.00. In 1914, the amount was estimated at \$68,000,000.00." In the four years mentioned, the amazing sum of \$251,000,000.00 was separated from the public's pocketbook by these fraudulent schemers. Beware of alluring advertisements. If at any time you feel the need of medical aid, do not write for some patent medicine, but consult either our Medical Department or your family physician. If you receive a letter which tells you that you can become a magnate by simply investing in this or that stock, remember that the "mine" or "oil well" probable exists only in the mind of the schemer. Always take the slow but sure way.



REFLECTION OF LIGHT AND THE FINDER.

SOME of us undoubtedly remember those days in public school when the peace and quiet of the school room were suddenly interfered with by the unannounced arrival of a visitor that moved to various parts of the room at will and without the slightest amount of noise. This silent intruder was a bright spot which moved rapidly up and down the walls or across the ceiling of the room. Usually its presence created an outburst of laughter which caused the teacher of the room to walk angrily to the window in order to learn the source of the mischief. As a rule, the cause of this scene was a boy who with a mirror in hand, controlled the course of the bright spot by a simple "little twist of his wrist." Many of us played the same or a similar trick in our childhood days little realizing that while we were "flashing" the light, one of the most, if not the most accurate of all scientific laws was constantly co-operating with us, the law of reflection of light. It is largely due to this principle that we to-day are able to equip cameras with finders.

The very simple finder consists of a lens, mirror, ground glass, and parts to hold these together. The lens is assembled to the front of the finder; the ground glass or the top lens, to the top; and the mirror, at the back on an angle of 45° . The finder is a splendid illustration of how it is possible to control light. It involves several principles of light. It is not our purpose to explain each one in this article but to dwell only on the principle of reflection.

Let us now study the upper diagram accompanying this article. Suppose that the parallelogram is a billiard table. Assuming that all conditions are perfect and that nothing is lost through the circular motion of the ball it is evident that if the sphere is placed at point D and hit in the direction D.H, it will strike the cushion at H and then take the direction indicated by the dotted line H.P. If we should remove a section of the cushion at H and hit the ball at D in the same direction as before, the course the ball would take, if the top of the table were extended, is indicated by the line D.Y. Now if we hit the ball at D towards G it will strike the cushion at G and go in the direction G.P. If we hit the ball towards P it will take the course D.P. Let us use light in place of the billiard ball and a mirror in place of the cushions and see what happens. Instead of the billiard table we use a parallelogram about 18 inches long and 9 inches wide. We now connect the midpoints of the sides as shown and extend the center line back about 9 inches, and the lines H.D. and D.G. back until they cut the parallel line at A and C. At the side M.N. of the parallelogram we place a cardboard about a foot square; at the other end a perforated cardboard, the hole being about 6 inches from the bottom and located directly over point D. At G and H we use a mirror coinciding with the line M.E. or N.F. Now if we place a lighted candle at C the image will be seen directly over P on the back card. Remove the mirror at G and the image is immediately shifted. If the card is large enough it will be found directly over the line C.X. By placing the candle at A, similar results will be obtained. This experiment shows that polished surfaces not only reflect light but the angle at which light is reflected depends upon the angle it strikes the mirror. If we should cut the diagram into eight triangles as indicated, we would find that they are all of the same size.

To get back to the finder again. All who ever used one know that when we look down on the ground glass we see an image of what is in front of the camera. We are able to see this only because the mirror of the finder is placed at an angle of 45° . A horizontal ray entering the lens through the center will strike the mirror at an angle of 45° , and be reflected at an equal angle. The original ray and reflected ray will then form a right angle and hence we see by looking down, what is in front of us.

The second diagram shows any rays of light as they are reflected in the finder. The dotted perpendicular is put there to make clear the point that the angle of reflection is equal to the angle at which the rays strike the mirror or as the scientist says, "angle of incidence."

The purpose of the finder is to enable the owner of a camera to do

with it what the name implies, to get in a satisfactory way an idea as to how the image will settle on the film. Great care should therefore be taken by the assembler of the finder to see that the mirror is at the desired angle for a slight change in that angle can cause a great deal of unnecessary trouble to the camera man.

HARRY HUGGETT.



During December, one of our veteran employes, was removed from our ranks. Harry Huggett of the Kodak 6th Department passed away December 2, 1915, aged 60 years. About the middle of February, Mr. Huggett at the advice of our Medical Department retired from active service. During his absence from the factory a committee visited him weekly.

Mr. Huggett was one of the oldest of our employes. He came to work December 1, 1887, and from the start proved a very valuable man. Being an expert cabinet maker by trade, he was one of the few who were

capable of producing the standard of work required by the Company in the early days. From the beginning he applied himself with characteristic diligence and it was not very long before he was thoroughly acquainted with the various cameras. Later on, owing to his knowledge of the work, he was employed as a repairer in which capacity he continued up to the time of his retirement.

Mr. Huggett was one of the most amiable men in our employ, and enjoyed an enviable reputation. He was a favorite with his superiors because he was an honest, industrious and conscientious worker, and was loved and admired by his fellow employes because he was as one expressed himself "every inch a man, a good fellow, and a true Christian." Mr. Huggett possessed very fine qualities, being by nature generous, pleasant and agreeable, and while with us, made very many friends, all of whom deeply feel his passing away.

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THE UNDERSTUDY.

If you will investigate the successful actor, on his Road to Starland, you will find his early days full of hard work—as an understudy. In addition to knowing his part, he knows those of the people above him—for you never can tell when his chance may come to show his ability in these very parts. Let a principal be taken sick, or suddenly called away, and the understudy is given the chance he has been looking for, to show what he can do with a big part. Stage history is full of stories of how unknown people have become great in a night—because when the chance came, they were prepared.

Perhaps business chances do not come with such dramatic effect as do those on the stage, but they come just the same. Do you know what is going on in the next room, or even at the next desk, as you plug along on your regular job? Could you step into Smith's shoes if he were suddenly called away and the boss began to run around in circles looking for some one to do the missing man's work? It doesn't mean prying into Smith's affairs you know. It simply means keeping in close touch with the business as a whole instead of being bounded by your own little fence. It simply means knowing what part each man has in the success of the whole organization, doing your work in the light of the general good, and trying to think of ways in which the work as a whole could be improved.

The boss is looking for men whose minds work this way. They are potential bosses, themselves, with the wider viewpoint characteristic of men who are going to make good. Whose work can you do, besides your own?—Byck's Broadside.

QUITS.

What if it should turn out at last that the reason the war did not end long ago is the same as that which prolonged the famous fight between Rafferty and O'Hanlon. 'Twas many years ago but 'tis still good.

Rafferty and O'Hanlon had been spoiling for a fight for a long time, and when they came to it at last, it was agreed that it should be whatever the Irish is for á l'outrance—no quarter given or expected.

As Rafferty put it:

"We'll fíocht till wan of us says 'sufficient.' "

So they went to it, and 'twas some fight. They tell of it now to the great grandchildren. They were both at the end of their endurance, feebly slapping and punishing, when Rafferty gasped out:

"Sufficient!"

"For the love of St. Patrick!" whispered O'Hanlon, "Oive been tryin' to think of thot word for an hour."—Case and Comment.



THE EASTMAN CAMERA CLUB.

With, "Loyalty to your factory and city," as a slogan the women shown in the above picture banded themselves together and organized the Eastman Camera Club of the Y. W. C. A. The Membership is composed of employes of the Camera Works and State Street Buildings. One does not necessarily need to belong to the Y. W. C. A. to become a member of the Eastman Club.

The purpose of this organization is to provide for its members courses of a cultural, instructive, and recreative nature. It is also planned to take up one or more of the regular courses offered by the Young Women's Christian Association.

The work began in earnest and the girls have already had the pleasure of listening to Mr. Carpenter of the East High School, who delivered the first of a series of six lectures on "Famous Paintings." Dr. Goler also lectured before the club on "Prevention of Disease."

The club meets every Monday evening. The members go directly from work and enjoy one of the "Y. W." famous light suppers. At present about thirty young women compose the membership of the club.

The officers are Mrs. Nellie Macomber, of the Lacquer Dept., President; Miss Mae Grauley, Brownie Dept., Vice-President; Miss Belle Toles, Lacquer Dept., Treasurer; and Miss Eunice Gamrod, Brownie Dept., Secretary.

We congratulate the members of the Eastman Club for the step

that they have taken. Work of this sort deserves the greatest amount of encouragement. We urge every young woman who is not one to become a member now.

THE FOREMEN'S SUPPER.

The first foremen's get together supper was served Wednesday evening, February 2, in the Dining Room to a squad of about eighty who answered the arrangement committee's urgent call. If the initial attempt is an omen it certainly is an auspicious one for the supper was one grand success. The men who had the affair in hand deserve a great deal of commendation for planning and managing it as well as they did.

Promptly at six the "bunch" sat down at the tables and enjoyed a supper cooked in real a la Kodak fashion. The "eats" tasted fine. While the men were enjoying the various courses an embryo Caruso, accompanied by one of Pietro Deiro's rivals, sang selections from the modern (masters?) of Ragtime although Gounod's "Faust" was also heard.

Following the feed, Mr. Darling who acted as chairman introduced Dr. George P. French, one of Rochester's best known numismatists, who spoke on numismatics. The speaker had with him a number of very rare and ancient coins, some of which were used as a medium of exchange centuries before the Christian era. Dr. French was followed by Mr. Robertson, who encouraged the work of the newly formed organization.

The young women who acted as waitresses must not be forgotten. The attention and courtesy that they displayed probably cannot be equalled elsewhere. Their efforts certainly are appreciated.

OFFICE GIRLS GO SKATING.

Kodaking and skating have been combined by a number of our employes. The idea of being kodaked while enjoying the most popular of all out door winter sports appealed to many of us resulting in a skating party by the girls from the Office. The young women met at Genesee Valley rink, Sunday morning, January 16th, and made good use of the ice for several hours. Some of them glided most gracefully across the frozen water; while others, not realizing that the center of gravity of a skater must act in harmony with the force of gravitation, became the victims of that force and down they went. The girls, however, had a very enjoyable time. The fact that a rather heavy gale swept across the rink did not at all interfere with their fun. The only one to stop them for a few seconds was the man with the kodak.

CAMERA WORKS BOWLING LEAGUE.

One glance at Mr. Bisnett's report is sufficient to explain why the shutter men are at the time of writing occupying first place. The bowlers from the fifth floor have done some excellent rolling this season, succeeding in pinning the high three game score with a total of 2762. In addition, they hit the pins for high game with a mark of 963, while Goebel, their anchor, is tied with Vogler for high three game score for individual. This does not, however, mean that the race is not as exciting as it was at the beginning of the season. In fact, it will not be at all surprising to see Covering or Brass occupy the coveted position before long for the leaders are but two games ahead of the runners up while the second floor men are not far behind.

Many changes occurred in the individual averages since the last issue of the Bulletin. A number of bowlers were unable to maintain the average required to be included in the report. Goebel still holds high average having added about two points to his mark. Sidman jumped from sixth to second place and Vogler moved from the seventh to the third station.

To predict the final winner is impossible. The only certainty is that the foremen and woodworking teams will undoubtedly finish where they are. The standings follow. The figures may perhaps assist you in "doping" out the outcome.

**CAMERA WORKS BOWLING LEAGUE STANDINGS FROM
OCTOBER 1, 1915 TO JANUARY 21, 1916.**

TEAMS	WON	LOST	PERCENTAGE
Shutter	33	12	.733
Covering	31	14	.689
Brass	30	15	.667
Spool	22	23	.489
Tool	22	23	.489
Bellows	18	27	.400
Foremen	17	28	.378
Woodworking	7	38	.156

High 3 games 1 night for team—Shutter 2762.

High 3 games, individual—Goebel, 608; Vogler, 608.

High single game for individual—S. Hart 239.

High single game for team—Shutter 963.

INDIVIDUAL AVERAGES.

Name	Games	Average	High	Name	Games	Average	High
			Score				Score
Goebel	45	179.14	225	Cohessy	39	162.25	196
Sidman	45	175.3	226	Long	27	162.21	189
Vogler	45	174.34	228	Rapp	27	162.4	188
Kiske	45	174.32	227	W. Hart	45	161.29	236

Auer	45	173.12	221	Weihsnig	45	161.15	212
Lee Walter	42	170.40	223	Rosner	45	161.2	203
S. Hart	44	167.16	239	Amey	45	160.15	216
Fleishauer	24	167.6	208	Zick	24	160.1	205
McGuire	39	166.7	213	Dank	45	159.20	207
Chadwick	42	165.31	200	Habes	39	158.23	202
Hinterleiter	39	165.12	193	Nowach	24	158.19	194
O'Neil	15	165.7	204	McMahon	43	157.2	225
Miller	45	164.21	233	Rutan	45	156.14	228
Polito	45	163.40	208	Welcher	15	156.14	188

CAMERA BOWLING LEAGUE.

The race in the Camera Bowling League appears to be between Kodak Park and Camera Works. At present the film makers are leading us by three games,—but it is more than probable that when this is read our boys will have at least tied the leaders. The fight for third place is between Premo and the Main Office, the South Street boys at the present writing leading the "Officers" by one game. Hawkeye and Folmer Century are having a contest all their own for last place.

We must not forget to mention the splendid work done by Beuckmann, the anchor of the Kodak Parkers. For thirty-nine games he pinned a total of 7358, or an average of 188.26 per game. He is leading our anchor, Goebel, by 176 pins, although the latter is "Knocking Em" off in fine style with an excellent average of 184.6 for 39 games. Third and fourth place are held by Kodak Parkers while O'Neill and Kiske occupy the fifth and sixth station respectively. Some interesting figures follow.

CAMERA LEAGUE STANDINGS

OCTOBER 16, 1915—JANUARY 22, 1916

TEAMS	WON	LOST	PERCENTAGE
Kodak Park	35	4	.897
Camera Works	32	7	.821
Main Office	17	22	.437
Premo Works	16	23	.410
Folmer Century	9	30	.231
Hawkeye Works	8	31	.205

CAMERA WORKS.

Name	Games	Average
Goebel	39	184.6
O'Neill	36	180.6
Kiske	11	180.4
Auer	36	172.29
Sidman	36	165.35
Vogler	24	165.3
Hart	12	158.4

KODAK PARK.

Name	Games	Average
Beuckmann	39	188.26
Natt	27	182.10
Manhold	38	180.8
Casey	34	179.6
Behrns	11	179.
Abel	39	176.13

CREASE AND COVER GIRLS DOINGS.

Apparently the spirit of fellowship has a good hold on the girls from the Crease and Cover Department for they believe in remembering their former fellow employes as well as getting together for jolly times. On Monday evening, January 3rd, the girls gave a surprise birthday party in honor of Miss Rose Baker, of 112 Wilmington Street, who was formerly employed here. Music, dancing and games helped to make the evening a very pleasant one. The young women presented Miss Baker with a crepe de chene waist. A sleigh-ride is being considered as the next event for the C. & C. girls.

A MORNING PRAYER.

The day returns and brings us the petty rounds of irritating concerns and duties. Help us to perform them with laughter and kind faces. Let cheerfulness abound with industry. Give us to go blithely on our business all this day; bring us to our resting beds weary and content and undishonored, and grant us in the end the gift of sleep.

—Robert Louis Stevenson.

Our Country

Our country — God be praised !

Our country still

Commands the thoughts of patriots —

And it ever will,

While faithful sons — whose fathers led the way to Liberty —

Are pleading day by day,

For right, for truth, for God, for Liberty,

E'en for God's suffering ones across the sea.—

—C. Augustus Haviland

YOU GET WHAT YOU GIVE

—
“THE universe pays every man in his own coin; if you smile, it smiles upon you in return; if you frown, you will be frowned at; if you sing, you will be invited into gay company; if you think, you will be entertained by thinkers; if you love the world, and earnestly seek for the good therein, you will be surrounded by loving friends, and nature will pour into your lap the treasures of the earth.

■

---Zimmerman

