

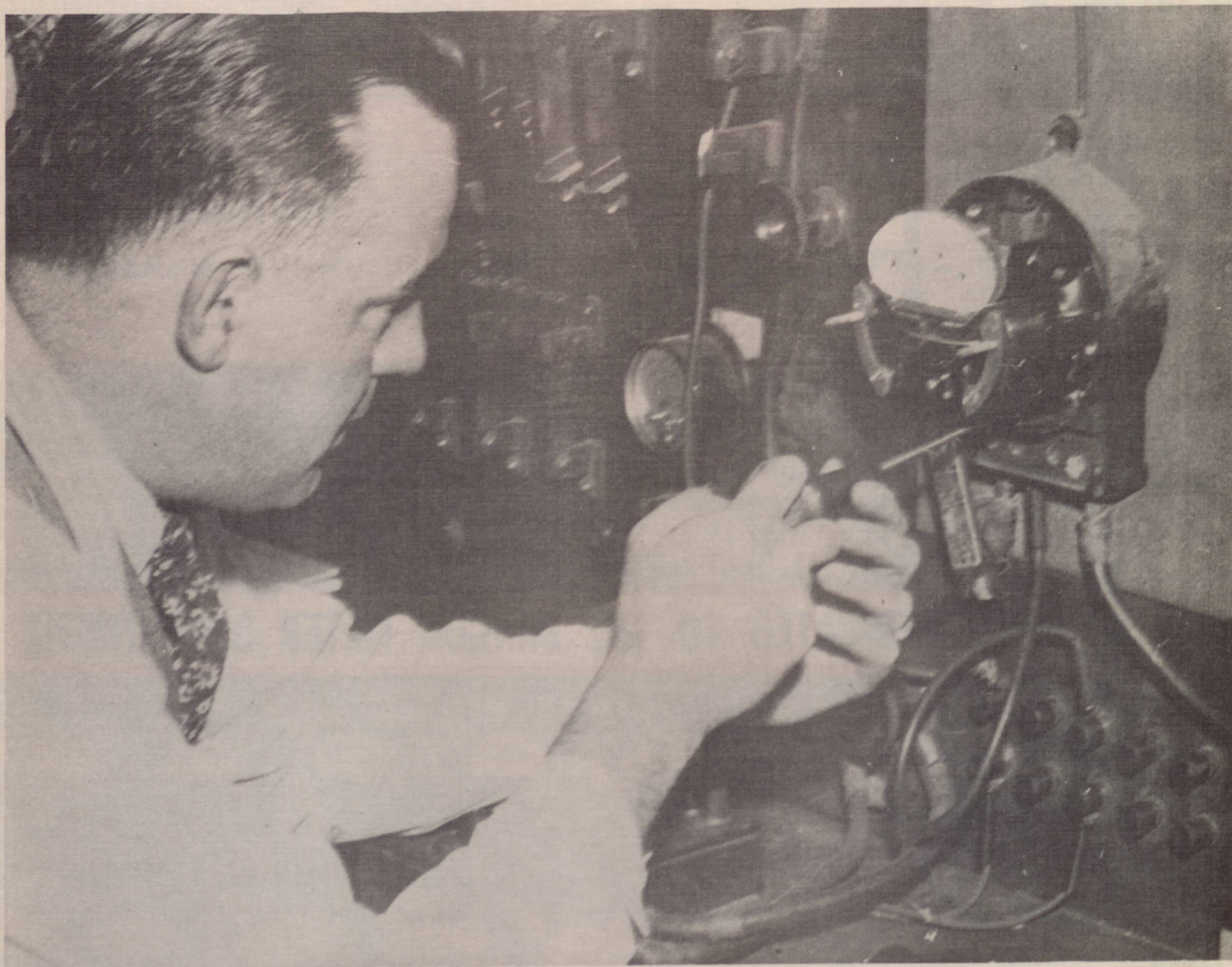
BANGOR HYDRO-ELECTRIC NEWS

NOVEMBER, 1938
VOLUME VIII NUMBER 11

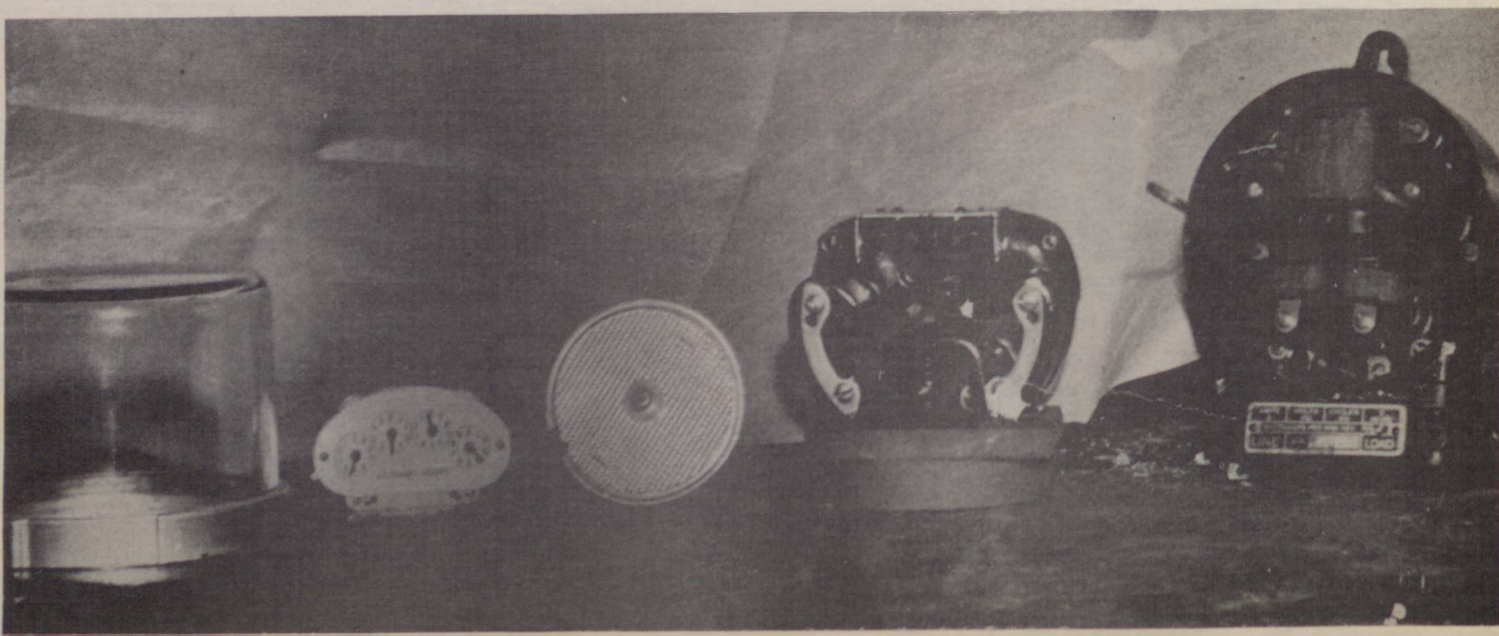


THIS ISSUE DEDICATED TO THE BANGOR METER DEPARTMENT





A METER REDUCED TO ITS SIMPLEST PARTS



H Y D R O N E W S

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Published by and for the Employees of the Bangor Hydro-Electric Company



E D I T O R I A L

\$41,413.18 to create a job.

It costs more today than ever before to equip a worker for his job. The capital investment per worker in all manufacturing industry was only \$1900. in 1899. By 1914 it had increased to \$3200 per worker. In 1935 it stood at \$7600.. In many industries the investment per worker is much higher than this average. In the steel industry for example, the figure is \$11,500. In the railroad industry, the capital investment is \$26,000. per worker. In the electric utility industry, \$47,000. per worker.

It takes money to create jobs. Existing industrial equipment wears out, and must be renewed. It becomes obsolete, and must be replaced. Investors consider your personal efforts are worth \$41,413.18 for that amount of money has been invested in this company to make your individual job possible. There are \$17,824,839. invested in the Bangor Hydro-Electric Company. There were 428 employees on the payroll last week, or \$41,413.18 invested in each of us. We have important jobs, important responsibilities.

The Meter Rings Up Sales Twenty Four Hours A Day

There is something more than just training and education and environment that makes one man a good engineer and another man a clever merchant; one woman an accomplished seamstress and the next a cook with a reputation. Some are "born" engineers, "born" merchants or "born" cooks.

Probably we all start thinking from the same point, the same zero hour or call it what you will. You think along one angle and I think along another, and, remember, there are 360 degrees on the compass. That doesn't mean that we have to think in opposite directions. It may be that we just don't quite see eye to eye.

All of which leads to the statement that without doubt 99.9 per cent of our customers think that the meters we install in their homes or places of business are such complicated pieces of mechanism that a man must have six or eight University or Technical Institution diplomas before he can look a meter in the face without going dizzy. The truth of the matter is that a meter is really simple and does not require a supernatural sense to be read or understood. Many of our customers and our more technically minded employees think well, at least a few degrees apart. But, there is a perfectly understandable point for a meeting of minds without too great a strain resulting.



CHECK AND DOUBLE CHECK

We must admit, however, that right now we are primarily interested not in meters but rather in the daily tasks of the employees



BUSY DAYS

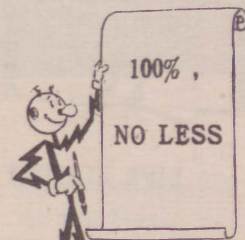
of the meter department, those men that check and double check every one of our 30,000 odd meters scattered from Eastport to Millinocket, on the highways and the byways, in the center of the city or in an isolated cabin. We are thinking of the care exercised by those men to see that each meter functions perfectly and they do, except in the most infinitesimally small number of instances.

We are thinking of their almost infallible degree of accuracy and the protection thus afforded our customers as well as our company. Truly, precision instruments, almost foolproof.

Speaking of work, however, the procedure of having a meter connected up at your house or my house is so routine, so simple and so speedy that it hardly allows for comment. For a new customer there's the formality of signing an application and depositing three dollars a nominal guarantee of future payments, which sum is returned with interest when the meter is disconnected at a later date and all bills paid or as soon as credit is fully established. It so happens that our company is one of the few in the east that give same day service in installing and connecting up meters even to the point of taking care of a call that is received not later than 4 PM. So, if there are no customer credit complications, 60 minutes is our only deadline at the end of a working day.

But what, you might ask, keeps five men busy in Elmer Cole's Bangor Meter Department at the Main Street Service building? (Elmer has only been with the Hydro for 35 years). Possibly the briefest answer might be to list the items of work enumerated on the daily report of activities that goes from the meter department to the general manager of the Company; a report showing how many meters are SET, that is, installed at a new location. Or SEALED, which service you or I might ask for when closing the house in town for the summer and moving to camp. Or RECONNECTED, when we move back to town in the fall. Or CHANGED, if a new meter is required or a different type of service added. Or CUTOFF, if the monthly bills for service have remained unpaid and service must be temporarily discontinued. Or REMOVED, if service is to be permanently discontinued, the house being torn down or remodelled extensively. Or CHECKED, if there seems to be reasonable question as to the functioning of the meter. Or REPAIRED if the meter has been taken to the shop for just that purpose or possibly repaired on the customer premises.

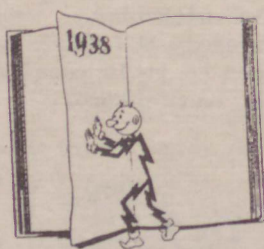
Or to be more technical in procedure, meters are TESTED in the laboratory or tested at location. Meters are TESTED as a result of a complaint and TESTED at regular intervals without a complaint. And even every NEW METER is tested as soon as it is received from the meter manufacturer.



This process of testing is not indulged in lightly or superficially for before a meter is given the final OK it must be not 99% accurate but 100%. Each standard is placed on the standard meter test board to be tested against

standard sealed meters and then to the second test board where they are tested against a regular portable testing instrument the same as can be carried into your house for testing your meter on premises; tested in carrying actual known loads the same as when you light up one light or a dozen lights in your house or use your various electric appliances. It is accuracy carried to the finest degree.

The reason for such accuracy can be best appreciated when you think of our thirty thousand meters as thirty thousand cash registers for that's what they really are. It is the meters that register the monthly amounts due from our customers. It is the meters that register the monthly amounts due from our weekly payrolls. They must be accurate not only to protect our company but to protect our customers. And, further, it should be realized that almost any variation in a meter works in favor of the customer for there is nothing that will speed up a meter to register more current what is actually being used but rather it may be a tiny amount of dust or foreign matter that might slow up a meter so that it would register less than actual consumption. A meter brought in to the laboratory for testing is brought in exactly as found on the customers premises and by that we mean exactly, not even dusted.



A LIFE HISTORY

You and I start life officially with merely a birth certificate and from that time on possibly get "in print" occasionally, possibly twice; marriage and death. Not so with a meter. Maybe a meter is more important. A complete life history of each meter is kept on file at the Bangor meter department from the day the

meter is received from the manufacturer; recording every location, every move, every complaint every inspection, every repair job, right up to the day it is marked for extinction. A considerable amount of detail work at the office, but nevertheless these life histories are kept in just as accurate condition as are the meters themselves.

And to protect the emergency needs of our customers, close to two thousand extra and inactive meters are kept on hand in the Bangor Meter Department and the outlying division offices.

It's all pretty simple when talking just of the typical residential meters but when you start to step up to the heavier duty and power meters and single and polyphase meters, it is a slightly different story. All large meters for the entire Hydro system are tested only at Bangor.

CHECK

AND

PREPAYMENT



A variation of the regular meter is what we call a check meter. A check meter is installed when a customer feels that some one major appliance is using more juice than it should. The check meter is put on the appliance to check the amount of current that particular appliance is using as against the total amount used in the house but it has no connection whatsoever with the regular house meter nor does it affect the registration of the regular meter. In other words it really is just a check meter.

Then there is the prepayment meter which works just the same as a regular meter except that is a "pay as you go" meter. When a quarter is dropped in the meter a portion of that quarter pays for the current used each day and a predetermined portion goes to pay

up a part of the back bill. It's a painless way of getting out of debt. Even more list a cash register. When good credit is restored, the prepayment meter is removed and a regular meter installed again.



TWENTY FIVE CENTS PLEASE

And another "cash register" meter is the Meterator which "accepts payment" of a quarter, 25 cents, at a time as an installment payment on a new electric range or refrigerator. A meterator has no effect on the regular house meter but merely accepts payment on the appliance itself by controlling a timing device on the switch. According to the cost price of the appliance, a meterator can be adjusted so that a quarter runs the appliance anywhere from 12 to 40 hours.

It's all well and good to make the comparison of a meter with a cash register, but, to carry that same comparison to the extreme, what a fine little payroll our company would have if it has to keep a clerk at every one of the 30,000 odd "cash registers" 24 hours a day to ring up sales of kilowatts delivered to each customer in the seventy three communities served by the Bangor Hydro. It's a fortunate thing for the company and its customers that those reliable, accurate and dependable little meters can do the double job of clerking and ringing up the sales for you and me and the rest of us.

★ ★ ★

Optician—Weak eyes have you?
Well, how many lines can you read on that chart?

Patient—What chart?

Today and Yesterday



Elmer W. Cole, Supt. of the Meter Department,
his wife and grand children. At the left,
Elizabeth Anne, aged 8, then Barbara Marie aged 11
and Donald Elmer aged 10.



MAINE CENTRAL RAILROAD COMPANY
PORTLAND, MAINE

D. C. DOUGLASS,
EXECUTIVE VICE PRESIDENT

Portland, Maine, November 2, 1938.

Dear Ed:

I think your October issue of the "Bangor Hydro-Electric News" is by far the best I have received. Aside from the usual news, the Editorial, Article on "He's My Customer", and everything, beginning with "Essentials for Getting Along With Oneself and With Others", to the end, is outstanding psychology. Whoever put this together deserves high praise.

Kindest regards.

Sincerely,

Doug

Mr. Edward M. Graham,
President, Bangor Hydro-Electric Co.
Bangor, Maine.

Thank You
Mr. Douglass
We'll Try To
Maintain The
Standard.



A Parable

● "And in those days, behold, there came through the gates of the city, a salesman from afar off, and it came to pass, as the day went by, he sold plenty. They that were the grouchers smiled on him and gave him the hand that is glad. The tightwads opened their purses to him.

"And in that city were they that were the order takers, and they that spent their days in adding to the alibi sheets. Mightily were they astonished. They said one to the other, 'What the Hell; how doth he get away with it?' And it came to pass that many were gathered in the back office and a soothsayer came among them. And he was one wise guy. And they

spoke and questioned him saying, 'How is it that this stranger accomplished the impossible?'

"Whereupon the sooth-sayer made answer: 'He of whom you speak is one hustler. He ariseth very early in the morning and goeth forth full of pep. He complaineth not, neither doth he knock. He is arrayed in purple and fine linen, while ye go forth with faces unshaven and pants not pressed.

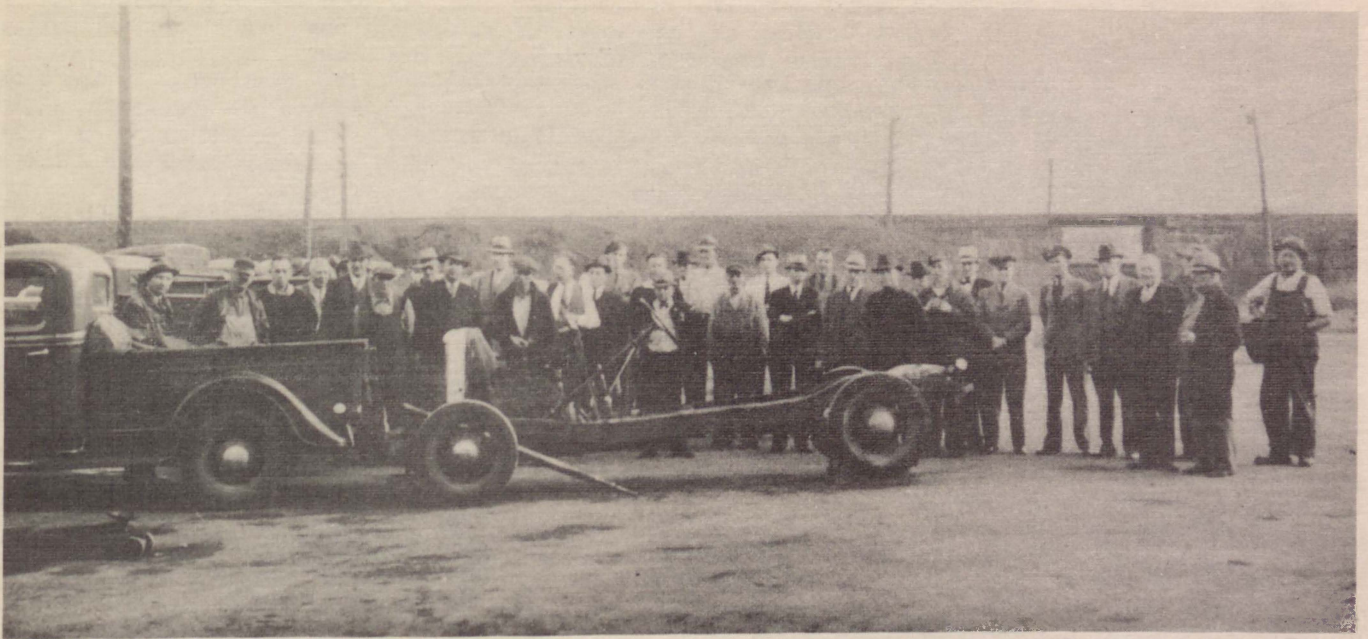
"'While ye gather here and say one to the other, 'Verily! this is a terrible day to work,' he is already abroad. And when the eleventh hour cometh, he needeth no alibis. He saith not to the mass, 'Behold, they that are in this town are a

bunch of boneheads.' Nor doth he report that they cannot be sold.

"'He knoweth his line and they that would stave him off, they gave him orders. Men say unto him, 'Nay, Nay,' when he cometh in, yet when he goeth forth he hath their names on the line that is dotted.

"'He taketh with him two angels—"Aspiration" and "Perspiration." He knoweth whereof he speaketh and he worketh to beat Hell. Verily, I say unto you, go and do likewise.'"

"The Stove Builder."



Automobile Safety Meeting At Bangor Service Garage

You can see by the picture, that the Automobile Safety Meeting which we had at the Service Garage in Bangor, Tuesday, Nov. 8th, was well attended and you can easily discover who was present. The thing that the picture does not tell you is that this demonstration was put on for us by Ralph W. Cousins of Portland. Ralph is the Division Safety Sup-

ervisor for the New England Telephone and Telegraph Company and is thoroughly informed on this subject of "Safety and the Auto". He says that most of us know about all these safe practices of driving automobiles and trucks, but it would appear that we do not always keep them in mind, so it is well to be reminded of them once in a while. In fact, since

this company has started this program of reminding the employees of driving errors that are sometimes made by the users of automobiles and trucks, they have found that accidents have been less frequent and less serious than they were before.

We have no great complaint to offer about the record that our drivers are making but we feel

that because of the interest which everyone of us had in making our safety more safe, it is a fine thing to have an opportunity to see what sort of efforts are being made by others to improve their accident prevention program.

Then, too, there is another side of the question which we seldom consider; that is, the automobile itself. Sometimes we wonder how they can take so much punishment and still serve us. Ralph has it figured out that sometimes they take more punishment than they really need to and to prove this contention his Company has rigged up a truck without any body or other trimmings and Aubrey Hill of the Bangor Division gave a very interesting demonstration of what happens to the machinery when we "ride the clutch", feed in the gas too fast when we are trying to warm up the motor, or coasting in neutral. When we saw what these things do to our car, we all resolved never to do them again out of respect for the automobile; also having in mind that we would have only ourselves to blame if the thing should decide to quit on us some day when we were far from home and friends, and wearing tight shoes, or without rubbers, and if it were our own automobile we would have to have it fixed and if it were a company car we would still have to have it fixed and if we have been doing some of those foolish things, which Mr. Ellis and his crew can discover, we might not have such a good record at the garage.

As we understand it, down at the garage where the boys see the cars we drive often but see us seldom, we have a reputation built up on the condition of the car. Isn't it funny that you can tell a man's disposition by the condition of the automobile he drives. Good mechanics claim they can do it, and Ralph and Aubrey are sure of it. You would be if you had seen the demonstration.

Many thanks to the New England Telephone and Telegraph Company, and to Ralph Cousins and Aubrey Hill.

Bar Harbor News

Ralph Fickett, of the Commer-

cial Department has returned to his duties, having recovered from a recent appendicitis operation. We are all glad to see Captain Fickett back.

Alvah Abbott, Superintendent of Lines, is spending his annual vacation at his farm in Hancock, where he is doing a little hunting. Foreman Fred Grindle is acting as Superintendent of Lines during Mr. Abbott's absence.

Miss Sylvia Austin, Mrs. Marguerite Sprague, Lillian Perry, Mary Graham, Barbara Keene of the office force, and a former employee Mrs. Mary Webber, recently enjoyed an evening at the Hall Cottage at Long Pond. Following a delicious supper, cards and games were played, and a midnight hike was very much enjoyed. The next morning there was some discussion as to the heartiest eater. We have a pretty good idea who it may have been!!

A burned out street light tub and blown fuses at Northeast Harbor have kept "Hap" Abbott busy the past few nights.

Slim Hazelton and Jeff Cosseboom are busy filling orders for dry hard wood. They are wishing for sub-zero weather as they all think this would greatly increase their business.

There were thirty-five at the first aid meeting held at the fire house, November 17th. Elmer Cole, Hall Dearborn, and Mr. Whitehill conducted the meeting. Mr. Austin also spoke briefly on a course in Red Cross First Aid.

Allen Mitchell, age three, son of Mr. and Mrs. Halsen Mitchell of Manset and Southwest Harbor, owes his life to just a mongrel dog "Rex" for last week he strayed away from home, and was not found until three hours later about a mile and a half from the house.

It seems that little Allen, who is the son of the representative of the Bangor Hydro-Electric Co., in Southwest Harbor strayed from the house at about dusk, with Rex at his heels. His mother did not miss him until sometime later, and a search was started. About two hours later, his father who was out in the woods a considerable distance from the house heard the dog barking in the distance, and called to him. And with true dog intelligence, came and let the

way to where the young boy was, about one and a half miles from his home.

"Jeff" Cosseboom is the lucky man, he won his Thanksgiving Dinner, a 15 pound turkey on a raffle, at George Buzzell's store at Otter Creek.

Fred Grindle while patrolling the high line this week found it rather damp in places, for when he came back to the station, he had on a dry suit of clothes.

Eastport News

Clarence Cushing had returned from his vacation, part of which was spent at his home in West Pembroke and part on a hunting trip.

The linemen have recently completed a new extension at Pembroke, serving three new customers.

Mr. Dearborn, Mr. Cole and Mr. Whitehill were recent visitors here. Mr. Whitehill gave a very interesting talk on the origin of Reddy Kilowatt, Mr. Dearborn and Mr. Cole talked on first aid, and a picture was shown on safety in wiring, which was very interesting.

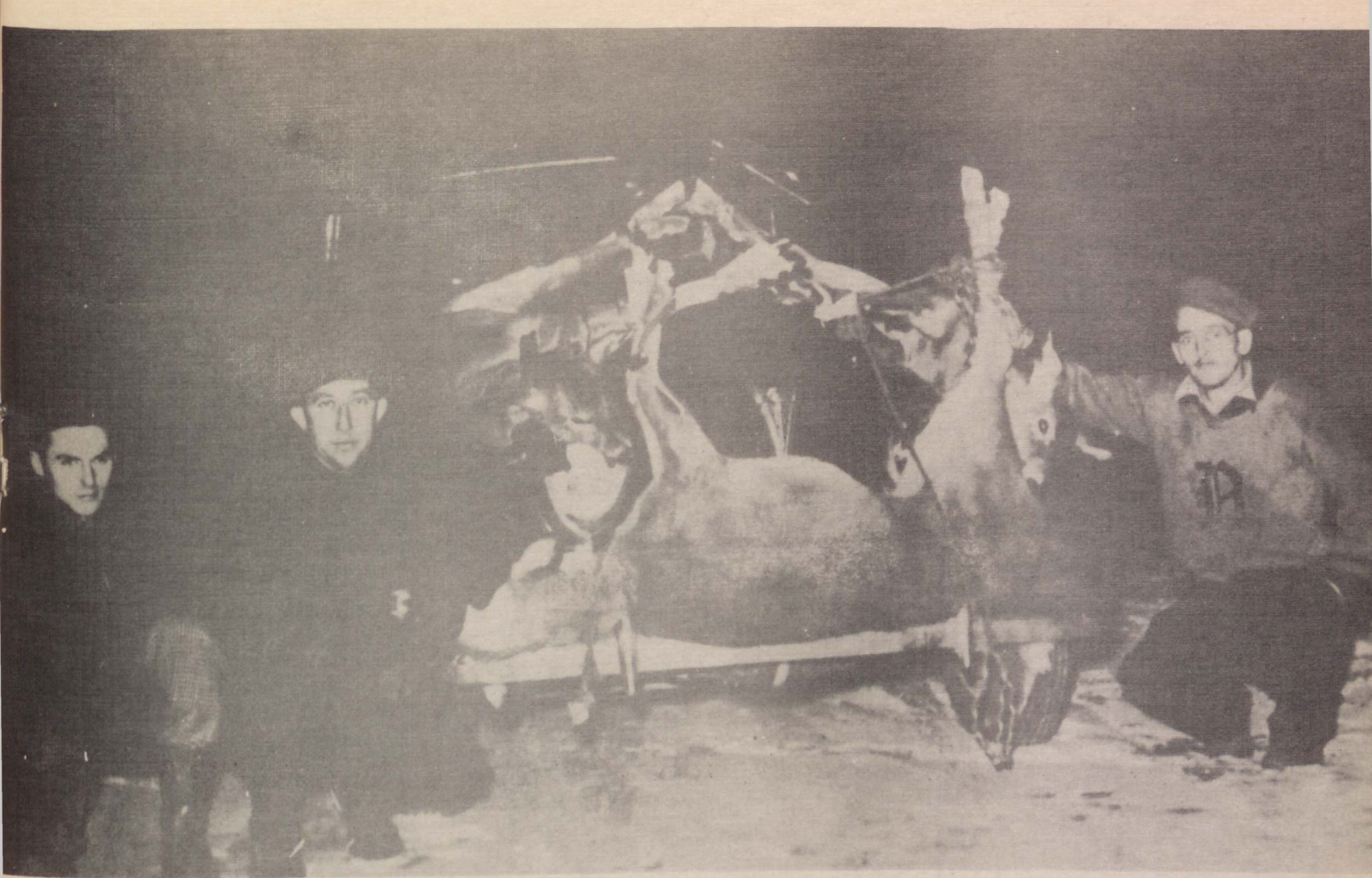
Electrical Department

Somebody must have read the Hydro News last issue, as last week the roof of the Armory was repaired. Since the trees were taken down, the boys across the street are cutting down the high bank. We hear that eventually there will be added eight feet to the width of Main Street at this point, as well as another road to the Armory and a nice lawn.

The crew is still busy with the erection of the two generators at Veazie and the second new one at Ellsworth.

We recently tried a new type of antenna where transmission lines cause radio interference. It has worked out very well, one customer reporting it even silences his electric shaver. For more detailed information, see the Electrical Department.

★ ★ ★



AS YOUR EYES TRAVEL LEFT TO RIGHT, THE THREE BOYS ARE:

JAMES L. PERKINS, WINFIELD L. STUBBS AND HARMON L. GIBBONS

Three Local Boys Make Good in the Woods

On a recent hunting day around 5 AM three of the Hydro boys from Bangor headed for the woods about forty-five miles from town, locked the car and added three more miles on foot to a spot where they hoped for luck. We ask you, did they find it? Yes, lady luck smiled broadly. By 9 AM three rifles had banged and 12 cloven hoofs turned skyward. Two doe at 120 and 100 pounds and a buck at 90. Maybe not a record for total poundage but a rather enviable record for speed. All dressed out and carried to the car by 2 PM. This after demolishing a few sandwiches and cheering up Perkins after he took time out to land in a clear, cold, sparkling

brook. A ten days trip would be a waste of time to this trio.

Orono News

The new extension on Kelley Rd. and Stillwater Avenue in West Orono has been completed. We now have nine new services on this line.

Among our visitors this month were Earle Young and Milton Vose. We were very glad to meet the new Landers, Frary and Clark Representative, Mr. Hart.

Stockwell and Ryder dropped in on us one day last week en route to Bangor from a hunting trip. They reported having seen four deer.

We are now preparing for the Christmas business. After a visit from George White next Friday, we expect to be all decked out in our Christmas colors and finery.

Harrington News

Mr. Cushing, Manager, and Lowell Vose, meter Reader, have just returned from a most enjoyable and successful hunting trip up to Machias Fifth Lake.

Mr. Cole, Mr. Dearborn and Mr. Whitehill of the Bangor office were recent callers at the Harrington store. They gave first aid instructions, showed interesting pictures on "Safety in Wiring" and introducing to us again our electrical servant "Reddy Kilowatt".

"Congratulations" Lowell for winning the prize in the Harrington Division on the annual lamp campaign.

Joe Kingsbury and his crew of Bangor were in Harrington recently making changes on Line #3.

Lowell Vose, our meter reader is enjoying two weeks' vacation. Donald Anderson is substituting.



Merle T. Joslin

Daniel E. Freeman

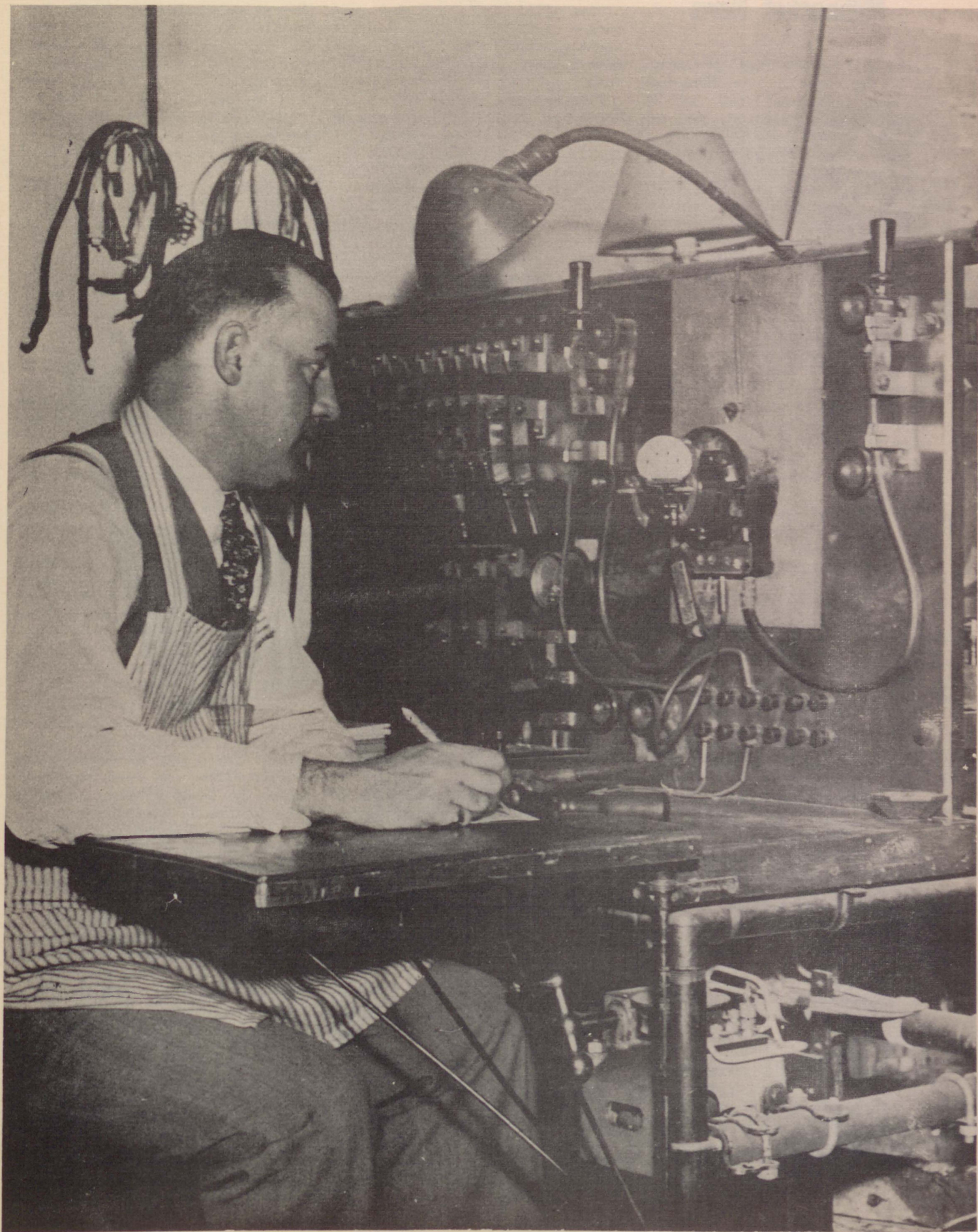
Albert C. Nason

Fullerton N. Morgan

Kenneth P. Stetson

Supt. Elmer W. Cole
and Elsie A. Davies

ALL OF THE METER
DEPARTMENT AT BANGOR



KENNETH P. STETSON AT THE TEST BOARD

Millinocket News

The Millinocket line crew helped by the Lincoln line crew have recently completed the new E-Frame towers on line #7, just below the Medway Power Plant.

Henry Jones of this division, was the grand prize winner in the annual lamp campaign, total number of lamps sold 1687, and 153 Bridge and Wall Lamps. Miss Ellen Barnes was the winner of the Division Prize in Millinocket.

Burleigh Carr is enjoying a two weeks' vacation in the Mt. Katahdin region, and about two weeks before he started on his vacation he showed me one of the latest models in the gun line, and mentioned "It won't be long now", meaning that he would bring in a deer when the time came. His time is nearly up, and I have yet to see the deer. Perhaps he would have better success with a machine gun.

Archie Foss has just sold a 10 ft. Seegar Counter Case to Mrs. Pauline Peluso in the Little Italy section, also a 20" ventilating fan.

Mr. Foss and Mr. Fernald of this division, along with Mr. Haskell and Mr. Hanscom of the Lincoln Division, attended the recent sales meeting in Bangor.

Hall Dearborn and Elmer Cole, of the Safety Department, were with us on Monday. Mr. Cole gave a talk on first aid, covering many items, which was very interesting, and Mr. Dearborn showed a picture on approved methods of house wiring.

Harry Gonya, local progressive druggist, is installing a complete air conditioning system in his store, and Blue Room. This is the first building in this town to have air conditioning. The compressor is operated by a ten horsepower motor, and the blower by a two and one-half horsepower motor, and the current is 3 phase, 220 volt.

Ellsworth News

Miss Edith Hale is on her vacation. She is spending this week with her people in Portland and expects to spend next week in

Boston.

Miss Sibyl Fields has just returned from her vacation. She spent a few days in Boston. She gave up her seat at the Metropolitan for Edith.

Miss Kathryn Carson of Ellsworth has temporary employment in the Ellsworth office, substituting for the girls while they are on their vacations.

We had a very interesting First Aid Meeting held in the fireman's recreation room at the City Hall last Thursday, November 17th. Mr. Dearborn, Mr. Cole and Mr. Whitehill presided. It was attended by the complete line crew and office force, and in addition many of the local firemen.

The large cement mixer at the Power House proudly bears a tag which says "back to Bangor." On examination we find that all the cement has been run except the skim coat for the floor. If you were to stop to look at the new unit you would be told by the electricians "It won't be long now"

Norman Smith, Colby Foss and Blaine Holmes of the linemen have all had their vacations. Last summer the different linemen promised us girls a glorious feast in the fall, on deer meat and on ducks. Everyone has had his vacation, and the net score among the mighty hunters was 0. Now we feel that after all these promises some of these boys should set us up to at least a turkey dinner

Milford and Old Town

Our list of callers at the Old Town office on Monday, October 17 included the following: Mr. Earl Webster, Mr. Dearborn, Mr. Dole, and Earl Young of the Bangor Office and Mr. Hall and Mr. Smith from the General Electric Company Assistant General Manager Webster and Gordon Briggs of the Company Legal Staff were recent visitors at this office.

The big rainfall of October 23, and 24th - 2.39 inches - gave us a raise in the river of about four feet.

All of the linemen except Phil have taken their vacation and all got their deer. Think Legace must use some special brand of scent. On his first day out he captured a big buck and the next

day he ran over and killed another at an expense of \$8.00, for repairs on his truck, and a few days later while changing a light on a pole at lower Bradley a deer stood about 100 ft. away and watched to see that he did the job properly. And now we are waiting to hear Phil's story which will undoubtedly be something to talk about.

Al Sawyer, our handy man, is working on an outfit for use in our holiday lighting display at the Old Town store.

Our new street light job is nearing completion. Lights installed and turned on November 10 and old wooden poles now being removed. Mayor Cousins, the City Council and street light commissioner evidently well pleased by the manner in which the work has been performed, and everybody seemingly well pleased with the results. We are now looking forward to December 3rd, when Geo. White is supposed to be here and do his usual good job of decorating at the store, which means that we are sure to have a good display.

Hilbert Anderson and James Reed who have been working a few weeks on the construction job at Veazie returned Saturday, November 5th, but the nine pairs of rubber-boots that they took away with them are still on the missing list. How about it Jim?

Charles Pettie, who worked here a few days during the absence of Anderson, and Reed, left October 31st, for a job at the Old Town Woolen Mill. He was succeeded here by Colby Stacey, who held the fort until their return.

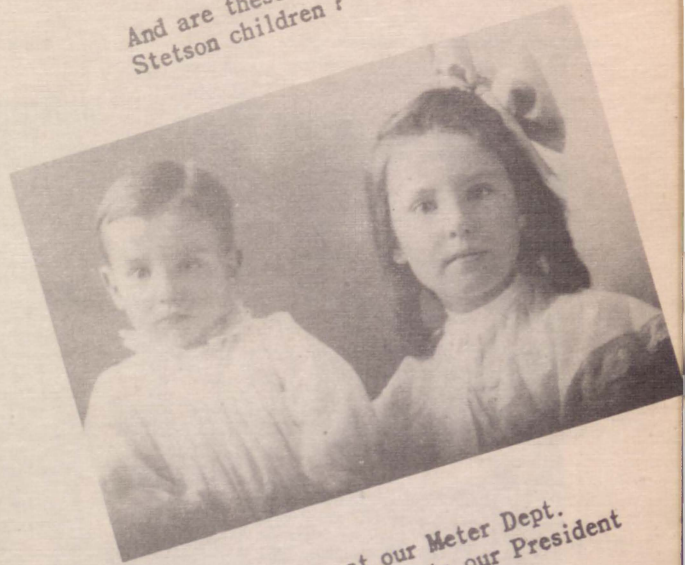
Ed. Ching dropped in October 25 for a four days' job on transformer repairs.

During the anchor ice season we frequently have trouble with the pumps that furnish water to our cooling system, so Mr. Grose has recently had another pump installed to be used as a sort of auxiliary in case of emergency.

Joe Kingsbury and crew are now working on line #5, a short distance above Milford village, re-setting poles which were moved back from the roadway at several points last summer in order to facilitate the straightening of some crooks and turns with which

(See page 18)

And are these also
Stetson children?



Yes. Ken, now at our Meter Dept.
Gladys, now Sect. to our President



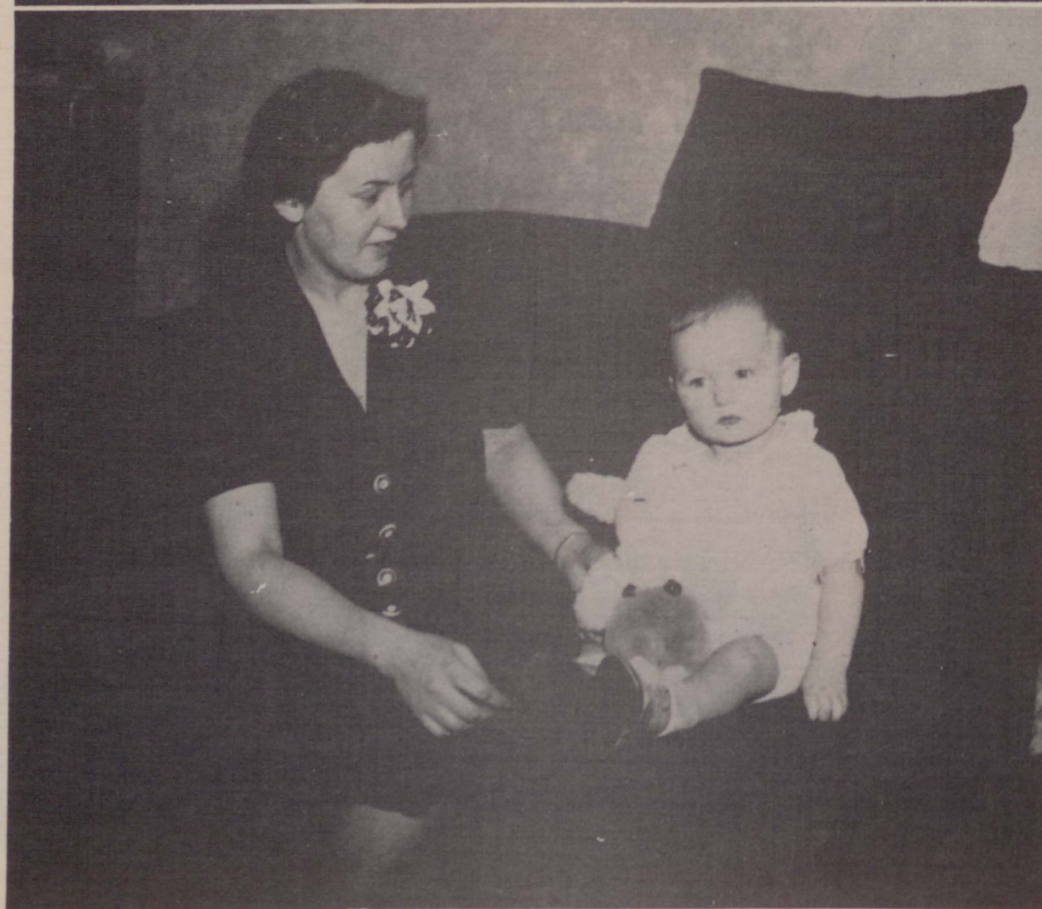
Mrs. Myrle T. Joslin, the former
Harriet Cole of Thorndike, Maine
and her five year old daughter
Phyllis.



Mrs. Kenneth P. Stetson and son
Norman George aged 6. Mrs. Stetson
was formerly Pearl Thompson of
Lee, Maine.



Mrs. Albert C. Nason and son Walter Douglas aged 15, a freshman at Bangor High school. Mrs Nason was Flora Cole before marriage.

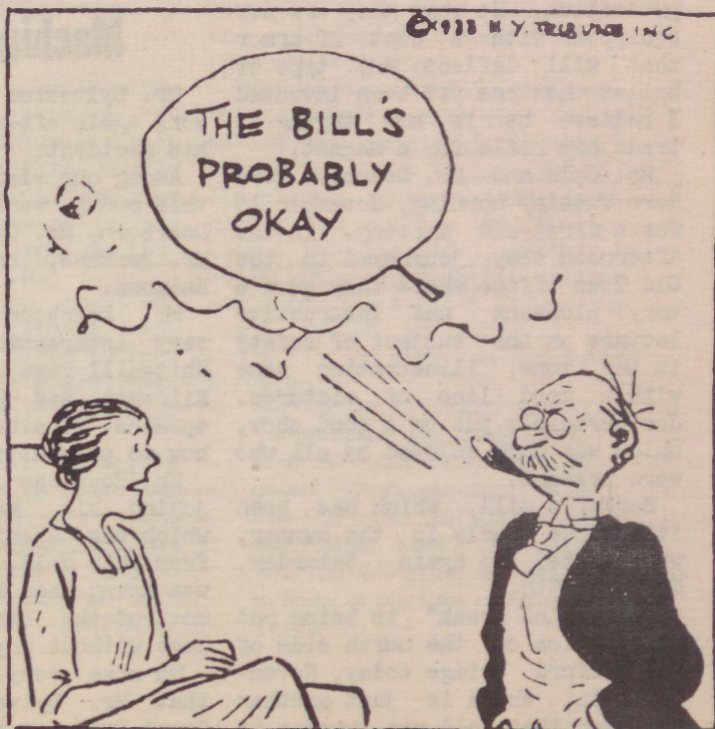
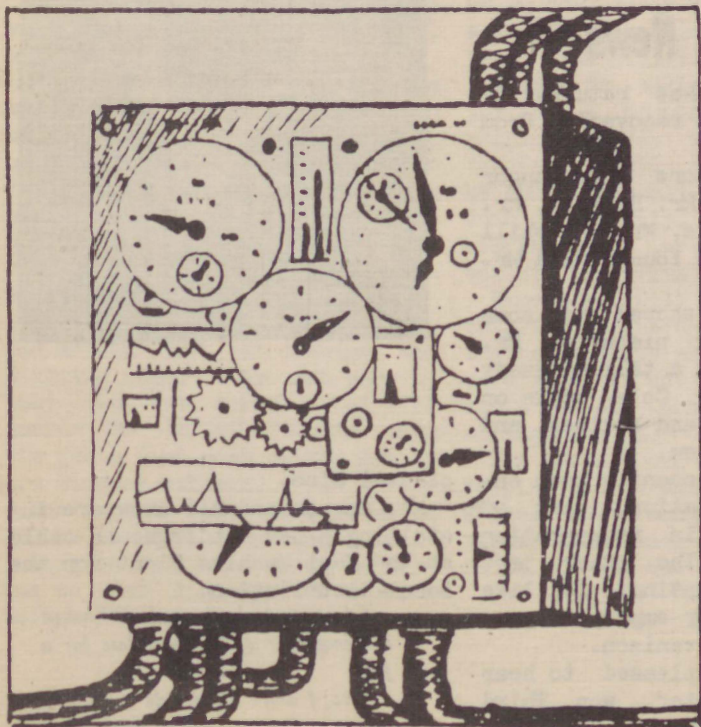


Mrs. Fullerton N. Morgan, the former Alice Coombs of Belfast and her year old son Robert.



Mr. and Mrs.

Just to Make Sure



Attention Mr. Graham

Gentlemen:-

As a stockholder and customer of the Bangor Hydro-Electric Company, I feel that it is my duty to write you and compliment you on the work one of your repair crews under Mr. Bowker did for us last night during the heavy snow storm here.

About six o'clock the transformer burned out in front of my house, leaving us without light, heat or cooking range. In a very few minutes Mr. Bowker was on the job, ascertained the trouble and started to round up his crew to put in a new transformer. Mr. Scott fought the storm from South End and Mr. Cushing tried to get on the job, but owing to conditions of road, could not make it. In the meantime Mr. Bowker got a crew together, shortly after ten o'clock men were at work installing transformer, and before eleven o'clock power was restored.

Without the right sort of men and the right spirit, this job could have been left until morning with a lot of disgruntled customers.

Many thanks to the crew.

Yours truly,

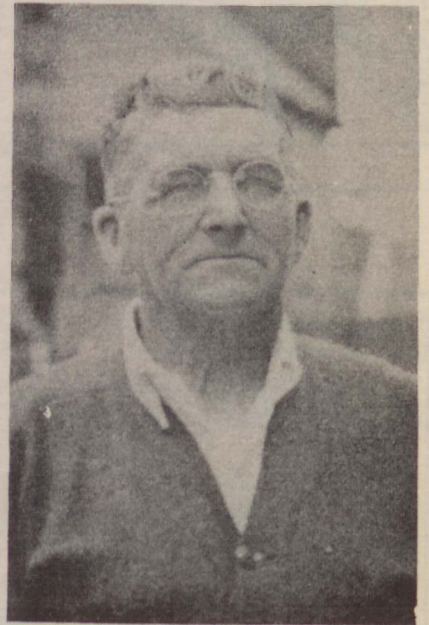
Edward L. Wadsworth



Mr. Bowker

Take a Bow

Mr. Scott



the old road was afflicted.

According to Allen Cunningham's theory (and quite a number around here seem inclined to agree with him) our deer need no further protection. He says they are now equipped with a coat of armor that will deflect any type of bullet that has yet been invented I believe he is now trying to trade his rifle for a magnet.

Mr. Cole and Mr. Dearborn were here Tuesday morning, November 15 for a first-aid meeting. In the afternoon they journeyed to the Old Town office where they gave a very pleasant and instructive lecture on the subject of safety in the home, illustrating same with a good line of pictures. Joe certainly put on a good show, which was much enjoyed by all who were present.

Barker's mill, which has been idle since early in the summer, was started up again Saturday, November 5th.

The "Wind Break" is being put in position on the north side of the Milford bridge today, November 17th, which is just another reminder that old man winter is on the way. Well, he has his

uses I suppose, but I can't see any sense in his habit of swinging around so often and making such long visits.

Machias News

Mr. Sylvester has returned to work again after recovering from his accident.

Among our visitors from Bangor this month were Mr. Haskell, Mr. Dearborn, Mr. Cole, Mr. Whitehill Mr. Perkins, Mr. Young, and Mr. Hammons.

Mr. Dearborn showed us some very interesting pictures, Mr. Whitehill gave us a talk on Reddy Kilowatt, and Mr. Cole spoke on sprains, strains and bruises, and how to prevent them.

Mr. Hoyt has recently been enjoying his vacation, part of which was spent in recuperating from his cold. The other part was spent deer hunting. He, like most of the other employees came home without any venison.

We were very pleased to hear that Mr. Sylvester won Third Grand Prize on the Lamp Campaign. We expect that Mr. Sylvester was

pleased also.

Mr. Harper and his crew are installing a new underground cable at the East Machias Plant for the local distribution.

"Are you a clock watcher?" asked the employer of the candidate for a job.

"No, I don't like inside work," he replied. I'm a whistle listener."—Exchange.

Main Street Observer

Harry Allen

We extend our sympathies to Dean Mahon in the recent death of his wife who passed away after a short illness.

We were saddened to hear of the death of Mrs. Mary Nickerson, a former employee at Main Street. She was with us for several years as our Home Economist, later carrying on a caterer's business at her home.

With several old wooden tables, odds and ends of pasteboard, scraps of red paper, bits of colored cloth, a hammer, tacks and a helper, George White is transforming our sales floor into a beautiful Christmas shopping atmosphere.

The winter scene it depicts is so real that the temperature in the store has dropped to a chilling degree, requiring a bigger head of steam to be put on the boiler.

We are about done with the store windows in the Besse Block next door. The Newberry store is taking over the entire block in the near future. Haven't found out whether their lunch counter will be moved in next to us or not, but Davies will soon find out anyway!

Looks like old man winter has finally decided to drop in on us for his annual visit.

Nichols was forced to come to work during those foggy mornings, with a compass in hand.

Thompson and King, our two sea minded men, held an inquest on the grounding, in the heavy fog, of the freighter which went too far into Brewer territory. They came to the conclusion that one of two things must be done; either make the boat narrower, or the river wider!

At this writing Baughman, Wood, and Arnold are out chasing the bounding stag. I am not sure about the two former, but I'll gamble the latter returns with his quota (and most of his family are license holders).

The writer has just returned from a successful hunting trip.

Perkins spent a day or so trying to get his eye on a white tail, but was unsuccessful. He

has another try coming, and intends to make good.

Ashmore, a beginner, saw and fired at a large doe on Armistice Day but guess she was too far off. Try sneaking up on them next time John!!

We never thought Berry looked much like a partridge but other hunters have different ideas, as how a grouse should look, so it seems.

Tracey says the lamp campaign is all over E-X-C-E-P-T the kicks on commissions and number of sales. Haven't seen the final report yet, but would say Eddie Jordan made a nice piece of change for himself.

Ask Mansur who won the race from the second floor, he or the rat!

Clever work in our last month's issue, both in photography and write-ups, on the meter readers and their families. Sudden changes like that help create interest in our family paper. However, I must make one crack about one of those pictures. I know him pretty well and I'll swear Gibbons never "blessed" anything as portrayed by that picture (he was in the National Guard with me!).

Thompson had an enlightening talk with a doctor recently. He found out that a medical man is not a mechanic by any means. We all know that these fellows ask us questions as to how we feel etc., but turn the tables on them as to how their refrigerator is acting and you get a short answer. Ask Bill!!!

Mansur is taking over Arnold's job for a couple of weeks, repairing ranges, washers etc., in the field. Old stuff to Charlie he knows them all and quiets them down immediately. Mechanics like him should be privileged to pre-
vex his name with a DR.

Expect we will soon start our outside decorating. Anyone owning pet monkeys are asked to forward same to us. We could also use a few sky hooks to fasten up stringers with.

Ken Brown, our Maine Guide, is helping George White decorate the store. Gets tangled up in the papier mache once in a while, but finds his way out after a fashion.

Don King is clerking in the store over the coming holidays.

We expect to see him soaking his feet in soda water and borax during those long Christmas holidays "Man is mah feet tired!!"

Anyone knowing the art of trapping a rat family is requested to get in touch with Marley Lovely. He has a very elusive brood boarding at his home.

That's all.



Dearborn Makes A Quick Recovery

The other day when Hall Dearborn and his trusty pipe made a call the pipe did a disappearing act. Hall's was a nice, new, shiney, curved stem beauty filled with truly aromatic tobacco. Laying it carefully on the table, it rested side by side with Frank Randall's old, tried and trusty straight stem. It didn't bear the slightest resemblance to Dearborn's model.

Of course Randall professed great embarrassment when it was called to his attention that he was puffing the wrong pipe. He did allow, however, that it was mighty fine tobacco that Dearborn packed into his pipe. He said he would not have done it deliberately for the world. It was supposed to be an accident. You can't put it over on the Safety Director.

SUPPOSE IT HAD BEEN A TAXI

A Scotchman paid a visit to New York and caused his friends grave concern by disappearing. Police were sent on the trail and the city was scoured. Finally, after three days, the missing Scot was found—on a pay as you leave trolley.—All Aboard.

"Bangor Hydro's Business Bulletin No. 2. This is one of a series of bulletins prepared to describe the American business system, to tell how businesses are built, to explain how businesses are operated and to define the position that business occupies in American life."

B U I L D I N G A B U S I N E S S

A MAN who drives a truck has certain definite tasks. He must pick up loads at different places, deliver the loads rapidly, but with care, so that he doesn't damage the load or the truck. He may have to see that the truck is properly greased. He may be required to make small repairs.

When this man buys a truck to go into business for himself, he must continue to look after those tasks and he must take on some others. He must make major repairs or pay to have them made. He may be able to run the business from his home, but one way or another he must rent, or build, or buy an office and a garage. He must take on the job of finding customers who will do business with him. He must persuade those customers to pay a fair price; he must collect the bills. And he must be responsible for damage that occurs to his loads.

B U S I N E S S M E N M U S T P R O V E A B I L I T Y O R F A I L

If the truckman hasn't the ability to do all of these things reasonably well, he will get less money from his own business than he got when he worked for somebody



EMPLOYEE

else and may, in the end, lose his truck and all of his savings. As a business man he must assume certain risks and responsibilities that he never took before (his employer always assumed those risks and responsibilities and protected him against them, but when he becomes his own employer he assumes them himself). If he can't fulfill his responsibilities, he will lose his business, his savings and his job all at once.



BUSINESS MAN

If the truckman is a good mechanic who can keep his truck rolling with little expense; if he proves to be a good salesman who can get and hold customers; if he can collect his bills and take care of his money; if he can avoid damage to his loads, he may establish a good business that will earn more money than he earned on his old job. He will be

entitled to more money because he will have developed abilities that he never used before, and he will have assumed risks and responsibilities that he never assumed before.

RISKS INCREASE AS BUSINESS GROWS

If this truckman's business grows, he will have to hire one or more helpers. If the helpers make mistakes which anger customers or cause damage to trucks or to loads, that's the owner's tough luck. It's his job to plan the work for his helpers, and to teach them how to prevent damage to loads and loss of trade. If he lacks the ability to work with men and to plan for them and teach them, he will never be able to build an important business. He will be forced to be content with a small business, or he may fail utterly.

Many businesses fail when the owner takes on assistants. That's a danger point in the development of business. Many men are able to run a business, while they do all of the work, but are unable to work with other men, are unable to teach assistants or to plan for them. When these men try to expand their businesses, they are likely to go broke.

BUSINESS TESTS A MAN'S CHARACTER

Furthermore, when a man hires other people in an effort to expand his business, he puts his own character to a test because the processes of expansion will expose his weaknesses and penalize him for them. He may have gotten away with some tricks when he was employed by somebody else, he may have been able to cheat some of the customers that helped him start his own business, but if he is a tricky fellow his tricks will catch up with him when he hires assistants to expand his business.

A man can be unfair with his employer and yet hold his job because the employer will merely peg him in a job where his unfairness will harm nobody. A man who operates a one-man business can trim some of his customers and the customers will merely knock his price down until they get the better of him. But when that man takes assistants into his business, his unfair practices bounce back on him. Assistants who have the ability and initiative to help him will not stay with him, and he will end up with incompetent help who will make many errors which will add to his expense and drive away his trade. Eventually he will fail or go back to his one-man business.

BUSINESS IS BUILT ON CHARACTER

Many business men fail when they try to grow beyond their one-man businesses, because they lack the character that business requires of men. Usually those men blame everybody but themselves. They seldom understand the simple fundamental fact that a man who cheats his business assistants is destroying the vitality of his business and thereby cheating himself. They do not realize that their unfair practices were merely a form of business suicide.



If the truckman has the integrity to survive the test that comes when he hires assistants, he will be past his first major hurdle and on the way toward a sound business. He will probably make some mistakes in choosing his men and will have to correct those mistakes, but eventually he can build an organization of people of integrity who respect and trust him and who respect and trust each other. Such an organization is necessary if the business is to be permanent. And it is the best insurance that the business will be permanent. Businesses not founded on integrity are short-lived.



SNOWBOUND

H.F. Allen

Thanksgiving eve brought to us here in Maine one of the biggest surprises since our State and Vermont went Republican. The turkey day dawned bright and real clear but rather cold, with nary a look nor sign of the white Blanket that Mother Nature had ready to drop on us in the dead of the night.

Scores of hunters, taking advantage of the four day holiday packed their war bags and high powered rifles into their cars, and set forth in quest of the elusive deer. Each party knew of a snug cabin, or perhaps had a swell tenting spot in mind, near which could be found plenty of game.

Approximately one hundred of these red clad nimrods converged in or around the newly opened country between Beddington in Washington County and Greenfield in Hancock County. This hunter's paradise was opened up through the efforts of the CCC boys, who built an excellent gravel road through the unbroken wilderness connecting these two towns. It winds in around beautiful ridges, across numerous burned lands, and skirts along the shores of majestic ponds and lakes.

Going north from the famous "Air Line" route, one crosses Humpback Brook winding its way from under the towering mountain bearing the same name. Next, one crosses Gould Brook which appears to be hurrying on its way to the Narraguagus River. Just above this, Barrell Brook then the Branch. At Bracey Pond one finds a camp site and huge outdoor fire place extending a welcome to all. A short distance above the road curves along the edge of Deer Lake, former CCC location. At this point the road begins to swing toward the west, past Eagle Lake over Main Stream, Hinkley Brook, Dead Stream and out into the town of Myra, a distance of approximately thirty miles.

On the west the road is bounded by the Union River watershed while on the east the Narraguagus (Indian name for shallow water) starts its long passage to the sea.

The entire road presents many hundreds of likely spots where one may hunt and if lucky, bag a deer. This country has its usual quota of hunting camps, some situated directly on the road, and others several miles off to one side, reached by trails or tote roads.

Eagle Lake situated just above to the northwest of Deer Lake.

seems to look the best to most hunters. It is around this section that our story hinges.

Two of our employees, Raymond and Howard Arnold, brothers of course, together with several other men, left their cars at Eagle Lake and took a tote road leading into Partridge Brook, a distance of five miles. Each staggered under his load of blankets, food, guns, etc.

Arriving at camp they proceeded to make the place comfortable before venturing out into the wilds in search of game. They soon found conditions bad but managed to bring down four deer.

Around the supper table on Thanksgiving Day each voiced the opinion that snow would be a great help in the quest. Little did they realize that their wish would be granted quite copiously.

Life in the woods at this time of year creates an appetite both for food and rest. The boys prepared for bed early, noticing that there were snow flurries, went off to sleep happy in the thought that the coming day would bring easy hunting and a full quota.

Five o'clock, the next morning, the alarm awoke the entire camp. Stockenked feet hit the floor, warm woolen clothes hastily put on, a fire built. Someone grabbed the pail and started for the waterhole. He opened the door and shouted in dismay. Snow!! Snow three feet deep on the level and drifting to even greater depths. Practically an impossibility to get to the spring let alone trying to hunt.

Their first thought was how to get back to civilization. No one was equipped with snowshoes, nor wings, and each knew that the outside world could not be reached by any one man traveling waist deep in that white blanket. The provisions were plentiful, the camp was warm, and dry, but each had his job and his family to get back to.

After a short debate, they decided to try and break a trail to the cars parked five miles away. Each took his turn in breaking trail, a heartbreaking job. After long hours of staggering and crawling, with every muscle aching they arrived at the cars. Here too, an unbroken expanse of white greeted them. Hopeless even to think of trying to drive those gas buggies.

There being nothing that they could do, these marooned men turned and tramped back down the trail to camp, knowing that in all probability, help would come

sooner or later.

Each morning one or two volunteers trekked out over the trail to see if help had arrived. Each night they returned with a negative answer.

Monday morning came, and with it a roar high above the snow clad forest. A welcome sound, not only to this party, but to several score others caught deep in the wilderness. All necks craned skyward, and soon a plane was sighted scouting low over the terrain. They greeted it with lusty shouts, frenzied waving of caps, blankets, red flannels, or what have you. This proved futile for the pilot or observer failed to locate them. This one party did not receive any food nor messages from the scout ship. Neither did they have a radio, so knew nothing of the plows that had been dispatched to free them from Winter's clutches.

Tuesday morning had been set as the deadline. If help was not at hand, these intrepid adventurers planned to start on foot to the outside world. Should they go across country to Great Pond thence to Aurora, traveling by compass only? North and west to Myra on the new road or south to Beddington? A long walk in any of these directions, and probably be at least two days on the road.

Arising early, each put up a lunch and leaving all unnecessary weight behind, filed silently out their now well beaten trail, planning to drain their cars and walk south to Beddington.

When within a mile or so of their cars, they heard the thunderous roar of the exhausts of a tractor. Help at last, thanks to our Governor, State Police and man made machinery.

Another hurried trip back down the trail to camp, a hurried, packing of all belongings and once more these men faced the outgoing trail knowing that Winter's relentless hold had been broken by its enemy - man.

The five score or more imprisoned men scattered all through this vast country owe their lives to that one guide and woodsman who hiked from Eagle Lake, on a southwesterly course across country to Great Pond and Aurora to issue the call for help.

Gossip here at Main Street has it that perhaps the pilot of that plane did see this group, but probably seeing the girth of Ray Arnold decided he could not be in the want for food. However, I am remaining silent - I have to work with him!!

Put Safety Under Your Hat

It is generally supposed that hats and caps and bonnets and chapeaux are designed to cover the hair and protect the head. Perhaps this does not apply to some of the creations which are worn by the fair sex and then again perhaps it does. We are taught in our first aid course that the human brain is the most important part of a person's anatomy and that in addition to the protection which people are accustomed to place on the head, nature has been kind to us and has surrounded the brain with a bony structure, (not always solid) and a natural coat of flesh and hair. Well the flesh and bone usually last a long time but the hair sometimes does not continue to perform its suspected office and that may have something to do with the condition which often prevails.

Now what this all leads up to is the fact that this brain, which is so well protected, is also a very important safety gadget. Some go so far as to say that it is the most important and dependable safety device that industry will ever find. One Safety Engineer recently said "We the human element, the man power of industry, are constantly sining against the safety program of our employers. Proper safeguarding of machines and tools has reduced accidents one-third, but we, the human element, who cannot have mechanical safeguards placed on us, cause most industrial accidents." And then after enumerating a whole lot of causes, all of which are "under the hat" he draws the conclusion that we need develop and improve this safety gadget which we always have with us, hair or no hair, (isn't it strange how little hair safety directors have on top of their heads).

Remember to Forget

Well, here's another one; did you ever notice how easy it is to

forget things? We have been told that it is just as important that we are able to forget things as it is that we remember them; at any rate it is easy and natural for us to forget. This natural process is not necessarily a sign that we are forgetful.

On the other hand when we have had a forceful experience of some sort, it is not so easy to forget it although we may try hard to do so. We remember very well that pocketbook we had with the seventy-five cents in it that somehow got out of our pocket and never did come back. We do not easily forget that there was a quarter, two dimes some nickels and several pennies and we do not forget where we lost it. It was a forceful experience and it sticks with us. We have other experiences which we do not easily forget.

If you tie a string on your finger it is supposed to remind you every time you look at it of something you do not want to forget; something, perhaps, that you ought not to forget; something that it will pay to remember. We do our regular jobs so often that we do not have to worry about forgetting how to do them but we put the string on our finger to remind us to do them the safe way. We prefer to be reminded often rather than be reminded by a forceful experience.

We have a First Aid Instructor a Safety Director and Reddy Kilowatt, three red strings on everybody's finger to remind us that accidents may happen if we don't watch out. On this last visit around the property we contacted more than 150 employees and friends all the way from Millinocket to Eastport and we got a great kick out of it. You see everybody is interested and that helps a lot to make our program a success. After all the plan depends on the individuals and these assistants are only the reminders, to help us put our safety under our hats.

See Page 27 for
Continuation of
Relief and Group
Insurance Plan.

Bangor Hydro Employees Relief Association and Group Insurance Plan

Q. What is the object?

A. To provide mutual relief to its members in case of disability by accident or sickness; certain life insurance benefits, and certain hospitalization benefits.

Q. Who are the members of the Association?

A. All regular employees of over six months' standing who apply for membership before having completed nine (9) months' of service may become members without physical examination. Any regular employee of more than nine (9) months' service must pass a physical examination satisfactory to the Insurance Company.

Q. How does an employee become a member?

A. By applying to the head of his department for an application form.

Q. When does membership expire?

A. An employee shall cease to be a member upon leaving the employ of the Company.

Q. What are the costs of belonging to the Association?

A. An initiation fee of one dollar (\$1.00) must accompany the application which signifies the applicant's willingness to participate on a contributory basis to the costs of the Association for all benefits.

The present monthly costs amount to one dollar and a half (\$1.50) per month.

Q. What benefits do the Association provide?

A. Sick benefits, life insurance and hospitalization.

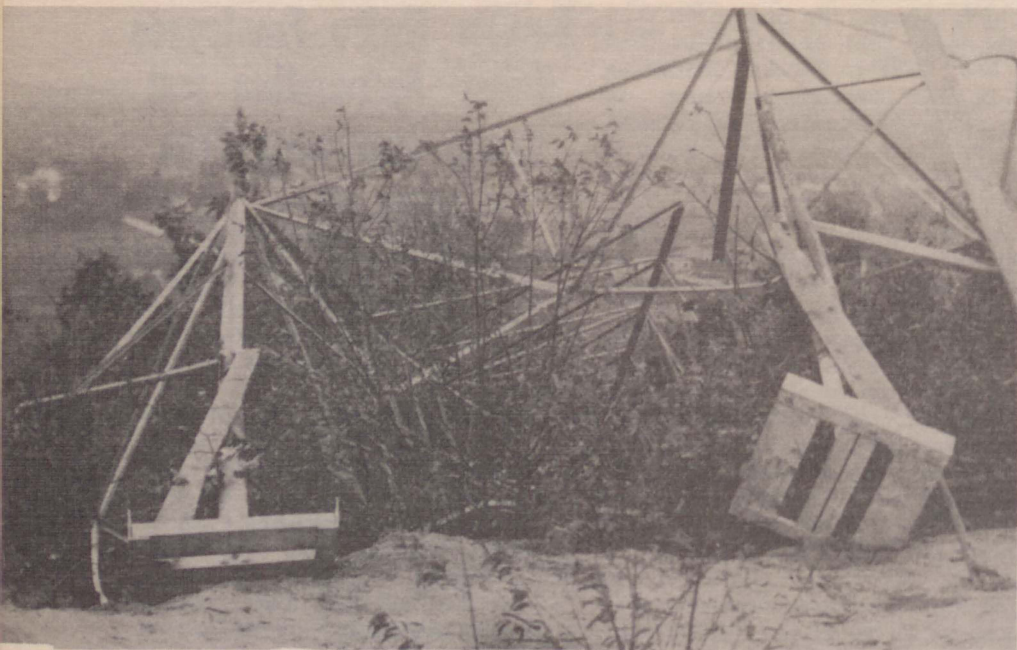
Q. What are the sick benefits?

A. Out of a general fund, sick benefits shall be paid in amounts totaling not over \$157.50 per twelve months' period. These benefits are divided into benefits of \$1.50 per day for ten weeks and \$.75 per day for a subsequent ten weeks in the same 12 months' period.

Q. When do the benefits start?

A. On the fourth day of any illness.

Q. Are there any benefits for short illnesses?



A Few Comments from Arthur L. Davis

The following writeup was received from Mr. Arthur L. Davis formerly Electrical Engineer of the Bangor Hydro-Electric Company now engineer for Turner Falls Power Company, Turner Falls, Mass. The above pictures were contributed by Mr. Davis. The top picture shows the damage to tower by the recent hurricane and the bottom picture is a scene where a salesman barely missed losing his life when a tree crashed the automobile in which he was sitting.

Dear Preston:-

I have delayed sending this in as I knew I would see Bill Burrill at Staten Island over Armistice Day and wanted to discuss "The Old Days" with him. We are both of the opinion that the present "Hydro News" is a splendid publication in its present form and gives former associates current news and activities of one of the finest business organizations to be found.

I look forward each month to the receipt of the "News" reading it thru from cover to cover. I have nearly a complete file of the News and make frequent refer-



ence to them when someone from anywhere in Maine visits us. I want to especially commend the various issues featuring some particular section of the territory served, such as the Millinocket issue, Milford, Ellsworth, Machias, Eastport, etc. The Harrington issue was particularly interesting to Mrs. Davis' aunt in Cambridge as her early home was in Harrington. She was one of the Coffins and knew the Nash family well.

As you know, I usually drop in to the Bangor office about once a year and in the very short time allotted, try to see as many of my former associates as possible as I greatly enjoy renewing acquaintances, especially my friends of long standing in Bangor or Hydro. If you have the opportunity, please tell those I am unable to see owing to lack of time and distance away, that I hope sometime to be able to take enough time to go where they are and say "Hello" to them.

Probably you have heard of our hurricane and flood of September 21st. I was out thru the whole of it being enroute to Turners Falls from Springfield. Had to abandon my car about six miles below Amhurst and walk into Am-

hurst in the greatest wind that I have ever experienced. One had to lay over against the wind at an angle of around 45° to even stay in one place. When it started I thought Roosevelt was making another speech but not hearing "Mr Friends" I figured that something else was happening.

Arthur L. Davis



Charles F. Smith Died Dec, 4 th

At New Briton, Conn., at the age of 77, Charles F. Smith died. He was Chairman of the Board of Landers, Frary and Clark, manufacturers of cutlery and electrical appliances, and long prominent in Connecticut industry.

A Tribute to the General

We knew him best as "General"
and he surely looked the part,
You could sense it just to see him
and you knew twas in his heart,
To be big and strong and kindly
and to cheer you with a smile,
And many things that go to make
such friendships worth the while.
So, many of us knew him,
one could hardly name them all,
For he often came among us,
made another friendly call
He'd put out his hand in greeting,
give us one more kindly smile
Seemed so pleased to meet our fellows
loved to travel mile on mile,
Here in Maine among the mountains,
here among the trees and streams.
Said, one time, he loved our old state,
said he saw us in his dreams.
Said he loved our Mr. Graham
and he always felt at ease
When he came down here among us,
'mong the lakes and streams and trees.
We will miss his friendly visits
we'll miss every little call,
But will not forget the General
not by any chance at all.
And we'll feel we're ever waiting,
talking he may come once more,
And we will keep a candle lighted
that will shine right through the door.

Hall C. Dearborn

We Have Lost a Friend

He was a grand man. He was a great fellow. He was a real sport. It is in such natural terms that one thinks of the General, as we of the Hydro had grown to call our good friend, Charles F. Smith. But our feelings for the General go far deeper than words can tell. He was a loyal friend of our company, and had a deep affection for our organization, for our President and for our General Manager, and for many others in our rank and file.

The General lived a rich, and full life. He rose to the highest office that his large, and successful business offered. His wisdom, his loyalty, his integrity, his warm humor, his generosity mingled in beautiful balance. He made friends and kept them.

We liked the title General, and it fitted him so well; the kind of man we like as our leader. You see he really fitted.

We believe that Home to the General, was really Maine.. When last he talked to our entire organization, it was with real emotion. He knew that he was among friends. In his own words, it was to Maine that he always turned for friendship, for recreation, and for rest. Maine and the General were at peace with each other. Their love for each other was generous and unstinted. We have lost a Friend.

Charles F. Smith

Charles F. Smith, former president of Landers, Frary & Clark and still chairman of the board of directors, who died Sunday, at the age of 77, was a gentleman of finest quality. In business life he was one of New England's leaders. In the community he was a mainstay, deeply interested in its welfare, leaving many physical memorials of his accomplishments for its benefits and by no means the least, New Britain's surpassingly beautiful War Memorial on the summit of Walnut Hill Park. In his personal character he had all the virtues which win respect and affection.

No cold narrative of his modest career and the places of responsibility and trust which he ably filled during nearly 56 years would suffice to explain what his life meant to his associates, his friends, his companions in service.

For appreciation of that, one needed the privilege of his acquaintance, familiarity with a presence the loss of which is sadly mourned. None came in contact with him but to feel admiration and an inspirational experience. Such men as he are rare, can ill be spared even when their active careers are out-run by hurrying time.

Charles F. Smith

Probably it would be the consensus of New Britain people that no one in recent years has done more to promote the well-being of that community than Charles F. Smith, whose death at the age of seventy-seven was announced in our columns yesterday. Like many another successful industrialist, he had a humble start and he achieved the place of influence that was his by dint of industry, hard work and constant effort to develop his native abilities. But it was not enough for him to turn his talents to his own account. He sought innumerable opportunities to make them of genuine service to his fellow men.

Although far from being a sentimentalist, no one was more desirous than he to correct social ills and establish principles of economic justice. In trying to inculcate the spirit of self-reliance in others he was ever ready to extend help where assistance was needed, but without making the recipient feel that he was an object of charity. He believed in helping those who availed themselves of every opportunity to help themselves. As a strong individualist he felt that society as a whole could be made better only as each of its component parts strove earnestly to accept the full measure of responsibility for his own conduct and advancement. This philosophy, however, did not deter him from making contribu-

tions of money, time and energy to the promotion of the general welfare. New Britain does not need to be told of the good works he accomplished.

His whole outlook on life was that of a sincere and practical liberal, whether in the sphere of politics, economics or religion. If he was not easily moved from his own convictions, it was not because he lacked an open mind but rather because he had thought things through from all angles before reaching a conclusion. Possessed of only a high school education, he acquired through intensive reading a culture that would have put many an academician to shame. He made himself particularly familiar with history and the science of government, and on such subjects he could converse with the greatest fluency. A strong and rugged character, he knew how to express indignation when the occasion seemed to call for it, and at such times one might not glimpse the kindly heart and generous soul that were his. Men and women of every faith and nationality, business associates and industrial employees, have good reason to feel that New Britain was made the richer in every way because Charles F. Smith worked and lived among them.

Death of Mary Nickerson

It is fitting that all of us pause for a few moments of reflection and to pay tribute to one who has been called to a higher service.

No name recorded on the tablet of our memories will be engraved with more tenderness and affection than that of Mary Nickerson.

There is no need to recount her achievements, her acts of kindness and her generosity. The high principles which actuated her shall have an uplifting influence upon us.

Mary's life was one of service and service is love, kindness and charity in action. The beauty of service being the spirit that prompts it. She made a place for herself in the hearts of each of us, and those who have known her will always appreciate her splendid qualities.

This little poem is so fitting:

"Here was a friend
whose heart was good;
Who walked with us
and understood;
Here was a voice
that spoke to cheer;
And fell like music
on the ear;
Hers was a smile
we loved to see;
Hers was a hand
that asked no fee;
For friendliness or
kindness done.
And now that she
has journeyed on,
Hers is a fame
that never ends,
She leaves behind
uncounted friends."

Veterans Service List

We list below the names of those employees of more than five years of service, whose employment anniversaries come during the month of November 1938:

		Years of Service
Casper, Joseph F.	Janitor, Service Bldg., Bangor	Nov. 26, 1909 - 29
Burns, Edward M.	Pitman, Car House, Bangor	" 24, 1911 - 27
Sprague, Philip L.	Asst. Treasurer, Bangor	" 9, 1914 - 24
Bartlett, Edson	Car Operator, Bangor	" 13, 1914 - 24
Ellis, William L.	Master Mechanic, Car House, Bangor	" 22, 1915 - 23
Earle, Frank H.	Car Operator, Bangor	" 24, 1916 - 22
Colby, Walter E.	Operator and Lineman, Ellsworth	" 16, 1918 - 20
Humphrey, Fred L.	Repairman, Car House, Bangor	" 17, 1918 - 20
Mansell, Edmund J.	Car Operator, Bangor	" 23, 1919 - 19
Le Breton, Walter	Serviceman, Old Town	" 14, 1922 - 16
Gardner, Lincoln A.	Manager, Ellsworth	" 1, 1924 - 14
Freeman, Daniel E.	Meter Tester, Bangor	" 17, 1924 - 14
Joslin, Myrle T.	Power Meter Tester, Bangor	" 1, 1926 - 12
Strout, Arthur P.	Chief System Operator, Bangor	" 1, 1926 - 12
Withee, Harold G.	Car Repairer, Bangor	" 28, 1927 - 11
Grant, Alton C.	Electrician, Bangor	" 27, 1928 - 10
Ekholm, Conrad W.	Car House Helper, Bangor	" 10, 1930 - 8
Barnjum, Harold F.	Meter Reader, Old Town	" 17, 1930 - 8

A. Not unless they are more than three days.

Q. How are benefits obtained?

A. Members shall present a certificate signed by the attending physician and forward same to the secretary of the Association.

Q. Where are certificate forms obtained?

A. From the secretary of the Association.

Q. Are pensioners members of the Association?

A. Not for sick benefits or hospitalization, but they will continue to participate in the contributory group insurance plan.

Q. How will pensioners continue to participate in the contributory group insurance plan?

A. By contributing sixty cents (\$.60) per month towards premium on \$1000 group insurance certificate.

Q. What are the life insurance benefits?

A. Each member of the association receives a certificate for \$1,000 of life insurance (see additional insurance data below).

Q. What is the death benefit?

A. The amount of the insurance is payable to the person named as beneficiary in the event of death from any cause.

Q. Can an employee change the beneficiary?

A. Yes. The employee must file a written request on a form furnished by the insurance company and accompany same with certificate of insurance.

Q. Where can this form be obtained?

A. From the secretary of the Association.

Q. Has the group insurance certificate any loan or cash value?

A. No. Group insurance has no loan or cash value.

Q. Does the insurance terminate at any time?

A. Yes. Upon leaving the employment of the Company.

Q. Can this insurance be converted?

A. In case of termination of employment the insurance may be converted into any form desired

without physical examination, not later than thirty days after leaving the employ of the company

Q. What is the cost of conversion?

A. The premium for the type of insurance taken will be fixed at the rate applicable to the age of the insured at the time of conversion.

Q. Is there any other insurance plan?

A. In December, 1936, Mr. Graham announced an additional insurance to members of the Relief Association in amounts of \$500 for employees of two years' standing and \$1,000 for employees of five or more years' standing. Upon completing five years of service the \$500 certificates are increased to \$1,000 certificates by endorsement.

Q. Are the benefits the same?

A. No, this additional insurance expires when an employee accepts a pension, or leaves the employ of the company. All other benefits are the same.

Q. What are the hospitalization benefits?

A. Each member of the Association is entitled to benefits from hospitalization not to exceed \$180. in any twelve months.

Q. How are the benefits divided?

A. The benefits are divided into benefits for residence in any recognized hospital not to exceed \$150. to be paid at the rate of \$5.00 per day.

An allowance not to exceed \$10 for X-Ray examination.

An allowance not to exceed \$10 for anesthetics.

An allowance not to exceed \$10 for operating room charges.

Q. How are benefits paid?

A. Benefits are paid at the rate of \$5.00 per day for each day's residence in a hospital together with the amount of the costs of X-Ray examination, operating room expense and anesthetics up to \$10 each.

Q. If X-Ray bill amounts to \$15, what is the benefit paid?

A. \$10. And the same holds for operating room -charges and anes-

thetics.

Q. If X-Ray bill amounts to \$5, what is the benefit paid?

A. \$5. And the same holds for operating room charges and anesthetics.

Q. If an employee is in the hospital 10 days and has the following bill, what benefit does he receive?

10 days @ \$3.00	\$30.00
X-Ray	15.00
Operating Room	5.00
Anesthetics	10.00
	<u>\$ 60.00</u>

A. He would receive \$75.00.

10 days @ \$5.00	\$50.00
X-ray	10.00
Operating Room	5.00
Anesthetics	10.00
	<u>\$75.00</u>

Q. What procedure does an employee follow to receive the benefit?

A. The hospital bill or a duplicate must be forwarded together with the certificate signed by the attending physician to the secretary of the Association. The hospital bill is returned to the employee.

Q. If an employee has more than one hospitalization in a 12 month period, are the benefits the same?

A. Not necessarily. Benefits up to \$150 are available in a 12 months' period for hospital residence and not to exceed \$10 each for X Rays, etc. If benefits already received do not leave sufficient balance to take care of additional hospitalization, the benefits will be determined by the balance available.

Q. Can any of the Relief Association benefits be obtained without the others?

A. No. A member must accept all of the provisions of the Association.

Q. Can an employee receive sick benefits as well as hospitalization benefits from the same illness?

A. Yes. They are separate benefits.

