

PUNCH & DICE

JULY]

Aero Zipp Fasteners Limited Magazine

[1945

EDITORIAL

Starting a paper or magazine sounds simple enough. An experienced editorial staff would probably think nothing of it, once the policy and programme had been determined. But when you are inexperienced and without a programme, things become a little harder.

About our inexperience we can only say, "We are willing to learn!" As yet, we can have no programme. What you see in this issue is our idea of what the magazine could be like. But do not forget: this is to be *your* paper. We need *your* ideas and suggestions. We must know what *you* want to read about. Maybe you do not like this first publication. We need all sorts of contributions. Perhaps you think the factory can be run more efficiently. Maybe you have some grievance to air or an idea for some works improvement—here is your chance. We solemnly promise not to publish your name unless we have your permission. You may write anonymously or you may use a nom-de-plume. We have the assurance of the Management that they will in no way interfere with the paper. In fact, if you have a legitimate grudge, they will help you to settle it. We hope to achieve a better understanding between Workers and Management this way.

Everybody likes a good argument in a paper. We hope to open a "Letters to the Editor" column. If you don't like women's hats, write to the Editor about it. We hope the ladies will answer with their traditional volubility. Ladies! Have you your own idea about, say, music while you work, or entertainment? Why not write to the Editor about it? We are prepared to discuss and argue out anything under the sun.

These are just a few ideas: we look to you, our fellow workers, to put forward bigger and better ones.

Please help to make this magazine a great success.

A. BLOOMER

J. BACKER

(Editors).

WAR TO PEACE.

It is obviously very gratifying to all that the war in Europe is at an end. But let us not forget the *reason* why we have suffered for a number of years curtailment of the amenities of life, the loss of relatives and friends, the lengthy parting from them, in some instances their return with bodies which were once fine and strong now maimed and crippled.

Those of us who are left and able, must see to it that the sacrifices made by millions of our fellows have not been in vain. What must we do? We must do our share to ensure that the democratic method of state control be maintained so that our own country will set an example to all other countries in the world. We must give careful consideration to the choice of representatives, both locally and nationally, in whom we place the control of our affairs.

We must do our part in the reconstruction of trade and industry. We must insist on a fair share of the results, but at the same time our insistence should be justified by our efforts.

Many of the readers of this paper will no doubt be persons who have entered the engineering industry during war time, when some loss of efficiency occurred owing to the new entries into both the workers' ranks and the ranks of the executives and management. In many instances this was quickly counteracted by the co-operation of both sides, and the results obtained in production of requirements for the propagation of the war should be an example of how the best results can be obtained in peace. The writer does not want to influence the readers politically, but merely to instill in their minds the necessity of each and every one of us to take advantage of the rights we possess (and have retained by such great sacrifice), to have an interest and voice in matters concerning our town, our country, and our world.

R. A. POUND.

On behalf of the Management, I welcome the first edition of *Punch & Die*. I hope this magazine will have a successful and long life and will help to strengthen the spirit of friendly co-operation in our factory.

I congratulate the Editors and the Social and Welfare Committee on their initiative and initial success, and I firmly believe that everybody will contribute to future issues.

Punch & Die will be an entirely independent paper. The Management will support the paper in every respect but not control it. *Punch & Die* should not only provide good entertainment but also grow to become the means of expressing suggestions and criticism.

I give the absolute assurance that all employees are perfectly free to express their views and that their personal standing with the Company will be in no way prejudiced by any contribution, criticism or jest.

My best wishes for a great success.

Let it have a good "punch" and don't let it "die."

H. W. SAMOLEWITZ,
Works Manager.

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AERO ZIPP FASTENERS— Past, Present and Future.

The purpose of this article (or series of articles) is to give everybody as clear a picture as possible of the development of our Company, its present position, its future prospects, and its general policy.

Every employee should know what the firm's position and plans are, so as to understand better the Management's actions and to be sufficiently well informed to contribute to the healthy and speedy development of the Company by whole-hearted co-operation and intelligent criticism.

Aero Zipp Fasteners Ltd. was founded in 1938 by Mr. J. Koppel, our Managing Director. He came from Czecho-Slovakia where he was partner of H. Dittmayer & Co., an old-established zipp fastener factory of world repute. Mr. J. Koppel came to this country with a complete set of machines and tools and with a number of key-men. Our associated firm Zipp Fasteners Co., Ltd., Edmonton, which was founded some eight years

earlier by Mr. J. K., was a great help in our early development. Mr. L. B. Koppel, their Managing Director, is also a Director of our Company; Mr. J. K. is a shareholder and adviser of the London firm.

Our factory commenced work approximately in April, 1939. The first target was to reach a production of 2,000 yards of special zipp fasteners a day, within a year. The fundamental policy can be described thus: "High quality specialities in reasonable quantities." Therefore, the first type was a "Baby" fastener closely followed by "Baby covered" and "Baby lacquered." An anodizing plant was installed for the treatment of coloured aluminium zipp fasteners were also taken in hand.

War broke out and interrupted this development. At first, there was a lengthy period of waiting for instructions from Ministries as to what was required. The Company had to go through a critical period of instability. Then, one by one, orders and directions slowly trickled in. The Air Ministry required heavy zipp fasteners, the Ministry of Supply some medium type. The Air Ministry approved our anodizing plant (the only one in the district). Ever since then, Simmonds and Helliwells and other firms have sent their aluminium components to us for treatment.

In May, 1940, six of our key-men were interned in the course of the general internment policy, as they were refugees from Germany. They were sent to Canada and it took 18 months before they were released and could return. In spite of this serious handicap, the firm undertook to start gauge-making at the request of the Ministry of Supply. Gauges were sorely needed for the tooling of Royal Ordnance Factories. It was a long and arduous road that led from press tool-making to the highly specialised precision of gauge-making. As some types of gauges and tool parts were required in great quantities, the Company acquired a capstan lathe for the production of these parts. This became the nucleus of a rapidly growing Capstan Department, which developed into an independent unit.

It did not take long before the factory capacity was filled with contracts for mass production press and machining work. To mention the major items: gas mask diaphragms (ca. 12,000,000), gas mask loops (ca. 18,000,000), rifle locking bolts (ca. 100,000), rifle safety catch (100,000), laminations for transformers (ca. 6,000,000), closing discs for cannon shells (ca. 4,000,000), various lugs for bombs and parachute trays for anti-personnel bombs.

In the meantime, additional factory space in A.17 had been acquired. This was first intended and used solely for the Plastic Department. However, as the Gauge Department grew in size and importance, it extended to take up nearly three-quarters of the area, leaving approximately quarter to the Plastic Department.

In spite of the numerous drawbacks, faults, and difficulties, the factory built up a good reputation with the various Ministries, so good that we were given some of the most awkward jobs! Every other private firm, e.g., had refused to accept orders for rifle locking bolts and safety catches. We undertook these jobs and after overcoming great difficulties and after many failures, we succeeded in producing them. The appreciation for our work was not only official praise. The Ministry lent us approximately £8,000 worth of machinery on the Government Assisted Scheme (in connection with Lend-Lease).

Whilst most firms now receive no more new Government Contracts and get cancellation of existing contracts, we have been given a new contract for paratrays that covers us for one year and exceeds our available floor area capacity. In spite of the fact that there is plenty of capacity in the country now, the Ministry of Aircraft Production placed the contract with us and sponsored a permit for an extension building. The official explanation for this extraordinary action is that the M.A.P. is in urgent need of these components and knows from previous experience that the A.Z.F. tool up and deliver faster than all other contractors. The fact that the emergency building licence has now been granted speaks for itself.

Since the outbreak of war the number of employees has been more than trebled. In spite of this increase in numbers, a very high degree of team spirit and co-operation all through the factory has been maintained. The success of the company is due to this spirit and to the unflinching efforts of employees in all departments who have performed their tasks to the best of their ability.

H. W. SAMOLEWITZ.

(To be continued).

OUR COLUMN.

No apologies are forwarded for the items below, but we wish to state that at no time are insinuations or ambiguous statements intended, and sincerely hope "Our Column" will be read in the spirit in which it is written.

GALLUP POLL.

We have been fortunate in obtaining the services of the distinguished correspondent, Mr. N. Parker. Throughout his journalistic career, Mr. Parker, whose slogan has always been "You want to know—I'll find out," has been extremely successful, as an enquiry into Cardiff Prison Records will show. Here then, is the result of our reporter's investigations into that burning question: What is contained in those super brief cases carried by so many of our members?

Result :

- 50% Sandwiches (cheese).
- 30% Shaving Tackle and other miscellaneous toilet requisites.
- 20% "Daily Mirror."

COMMUNIQUE.

We have been requested by the Management and inmates of the Gauge Department Stores to give wide publicity to the fact that the throwing of peanuts and bananas through the wire netting, especially at feeding times must cease immediately. A continuation of such behaviour in the future will be regarded by the inmates thereof as an obvious insult.

CONVERSATION PIECE No. I.

First Girl Capstan Operator to Second Girl Capstan Operator: "And I said to him: 'If you come one thousandth of an inch nearer, I'll get out and walk.'"

A skittle match was arranged between the Gauge Department and Mr. Morris' Selected, but when it was suggested to call the match "Gentlemen versus the Rest," Mr. Morris objected. So the match was cancelled.

We all know Mr. Samo is very friendly with the umpire for Cardiff Cricket Club, but is it just a coincidence that once the cricket season starts the white coat worn during the winter months disappears?

OUR COLUMN—*continued.*

REVELATION.

With the end of the war in Europe, it can now be revealed that Messrs. Aero Zipp Fasteners have been working under the able leadership and planning of Messrs. Lesser and Weber, on the plans of a super jet-propelled lawn mower.

Unfortunately, the plans which had reached an advanced stage, had to be shelved with the failure of Mr. Engle's Office to produce a satisfactory formula for the relative speeds of the turbo-dynamic-motor for use on wet and dry grass respectively.

MUSICAL INTERLUDE.

Lament of film star Bette Davis in popular film: "They're either too young or too old."

Lament of Gauge Department's Mr. D. D. Stone, on working to .00001 inch: "They're either too hot or too cold."

Finally, good people, the Editor awaits with trepidation and no little anxiety the publication of "Our Column." On your reception depends its next appearance.

Aur revoir.

"LAPIS."

* * *

PERSONAL NOTICE.

Now that we are free to mention air raid incidents, Mr. Bert Lane, our jovial landlord of the Upper Boat Inn, would like to correct a mistake that was made in 1942 during an air raid, when he said, "This one's on the house." He was referring to a bomb coming down and not to the beer. Would the three Aero Zipp workers who were sheltering here at the time, please forward the three shillings still owing, and oblige?

Who were the two Toolmakers in Mr. Salamon's Department who were discussing manual labour? One said: "I've never heard of 'im," The other one said: "He must be the Spanish President."

Is it true that our Inspector changes all his measurements into millimeters because he thinks a thou. is something to do with sausage meat?

THE SOCIAL CLUB REPORTS.

The Social Club of our Factory was formed some two years ago and the members of its committee were chosen by our own employees.

Each issue of the *Punch & Die* will give readers reports of Social Club activities, of Committee Meetings, and of future plans on the Agenda. It is to be hoped that these reports will encourage new and better co-operation from all workers. Here is a brief summary of what the Committee has accomplished in the past.

Various dances have been organised. The Committee did their share, but employees lacked co-operation, and consequently the attendances at these functions were extremely disappointing. Financial losses were incurred.

OUTING (last year).—Originally, 150 people had decided to go to the outing. One week before same was due, the number had decreased to approximately 60 or 70 people. All the catering arrangements had to be cancelled, and the Great Western Railway had to be notified, in consequence.

WHIST DRIVE.—This was a disgusting flop, mainly because only half-a-dozen people turned up, whereas 30 or 40 employees had promised their support. Another financial loss, due to lack of co-operation and interest, was reported.

The Social Club Committee have tried to do many things for you, but it is always you who let them down by not showing sufficient interest. We would like all individuals to avail themselves of, and enjoy the amenities that the club provides. It is most discouraging and difficult for the members of the Committee to put their hearts and souls into arranging these affairs if there is no response.

One thing, however, has been supported grandly since we have started, and that is the Troop Fund. The money we collect from you nearly every Friday is sent periodically to our former employees now in the Forces. How much they appreciate these gifts can be seen from their letters of acknowledgment, and the Social Club feel that it is really worth all the trouble (for there is a lot of work entailed in writing to 30-40 boys and girls each time). We take this opportunity of thanking the employees who help each Friday.

Regarding the future, there are various functions being arranged: the outing; a social and dramatic evening, when we hope to be entertained by our own factory choir.

We hope that these functions will receive your support if only to give encouragement to the artistes.

LOMA ROBERTS,
Hon. Secretary.

CULTURAL ACTIVITIES AND ENTERTAINMENT.

By Our Correspondent.

This column, under the above heading, will appear as a regular feature in our magazine. This is the first time that we shall be able, not only to announce the programmes of forthcoming events, but to voice our opinions about them.

It is pleasant to be able to report that a social evening and concert is being planned to take place shortly after the holidays. This event is being prepared by Mrs. Monks, Mr. A. Evans, and Mr. Weinberger.

The programme will include musical items, and a short play performed by members of the A.Z.F. Dramatic Society. It seems that most of our friends do not know about all the activities our Social Club have been trying to promote. All their efforts are naturally doomed to failure if there is no co-operation forthcoming from the entire staff of our factory. It is therefore the duty of every employee to give the utmost output in all activities.

Get in touch with one of the above-mentioned organisers and give a hand. Cast off your shyness; no-one will expect a team of experts. If you can sing while you work, you can sing on a stage! How about it?

* * *

CANDID COMMENTS.

Somehow or other all our factory-organised entertainment seems to go wrong after a short time. The boxing club lasted two months, the football team about the same time, the one and only whist drive was, according to reports, a flop. Now and again a dance is organised at which, whilst a few seem to be enjoying themselves, the majority look bored. Why? Our Welfare Committee explains it all with a wave of a hand and the phrase, "No co-operation." Has the Committee ever considered why there is no co-operation? I suggest that it is not enough to start a group of some kind or other and then leave it to its own devices. It is just like building up an Army and never bothering about a Commander or Equipment for it.

Take our "VE DANCE." With the exception of one or two records the music was very nice for a smoking concert, or a sing-song, but not for dancing. There was nobody in charge of the gramophone who knew how to change from one

dance to another so as to keep the few records we have from getting stale by ever repeating them. Last but not least, we need on these occasions a Master or Mistress of Ceremony. This M.C. would be in complete charge for the whole evening. He or she could arrange for the right records. He/she would have to get the people from their corners by switching in at the right time a "Paul Jones," "Ladies Excuse Me," etc., as well as a song, a recitation (speak up man, I can't hear you), or perhaps an exhibition dance by some volunteers (*arranged for before the actual event*).

I admit that it will be hard to find in our factory somebody with the necessary qualification for such a job, but he or she will be well worth looking for.

PRUNETIUS PRUNUS I.

* * *

TWO SUGGESTIONS.

I

I would like to propose the formation of an Engineering Society or Discussion Group. These societies, led and guided by competent men would, I'm sure, be hailed by the majority of men and boys of A.Z.F. Visits might be arranged to other works and factories in the vicinity which, besides being of great interest, would considerably broaden the engineering outlook of each member. If these societies were large enough, experts might be persuaded to deliver lectures which would be of the greatest educational benefit to us all.

What about it, Mr. Samo?

W. E. JENKINS,
Gauge Department.

II

If the firm desires us to return our Wage Cards with our envelopes, I think we should be issued with some tangible evidence of what money we have earned, because if there is any trouble with the Income Tax people, then we are left without any proof at all. Also, I think it would be a better idea if we could have a slip stating what wages are due, on the Thursday or at least early on Friday because as it has happened before owing to a mistake in the Wages Office or an error in clocking, many of us have been short in our money. Finishing time on Fridays leaves it too late to correct things and I think that pay-days are far enough apart as it is, without having to try and manage on a short pay which was not expected. Also, a bird in the hand is worth two in the bush.

A. BIRCHER.

ERIC'S PLAN.

I know a little factory that's down on this estate,
Where the Storekeeper comes in each day about
an hour late.

He doesn't live so far away. It takes only a
couple of minutes,
You can go there and back in half the time, were
you sparrow or linnet.

And then with such possessive air he strolls across
the floor,
To decrease the crowd's proportions that wait
inside the Store.
So I've conceived this bit of fiction called Eric's
thwarted Plan.

Eric sought his master after a very busy day,
Mindful of the proverb dealing with the time for
making hay,
"Sir," he said, "in me you have a man who is
perfectly unique,
Not in Helliwells or Simmonds, will you find so
singular a freak."

"I think that it is only giving what to me is fairly
due,
If you kindly let me enter into partnership with
you."
Speechless for a moment, Samo then ejaculated,
"No."

Then he paused and backed it up with an
uncompromising "Go."

At this unexpected treatment Eric was thunder-
struck, but "Went,"
He vowed the direct vengeance as he gave his
feelings vent,
All the blessed truth I've checked, then he turns
on me like this,
Wait awhile my beauty, you'll find some things
very much amiss.

The next move in the drama came to pass within
a week.

Tho' the Boss had half forgotten what he called
his Storeman's cheek.
As a record crowd had gathered, and the Store
was pretty full,
While Eric stood there by the counter giving his
moustache a pull.

I entered with a teeth box and saw something
evidently wrong,
Eric unflushed and in no hurry started to address
the throng.

"Friends," he said, "I'm going out, I can't serve
you all much longer,"

And out he went to get served himself, with
something by far stronger.

And when he goes out playing Golf the shots he
makes are lawful,

But if a professional were looking on, he'd call
them b——y awful.

That he holes in two, the statement's true, but if
he meets with some mishap,
Then the golf course soon will be transformed
into an animated map.

And now to end my story after this most unfair
description,
I've tried to show his habits, golf and rather high
position,
The one thing that I cannot "Fix" is how he gets
out at five to six.

ADAPTED BY W.G.M.

* * *

SURFACE CRACKS.

Knurling is the act carried out to receive
Knighthood.

Tempering is a method of acquiring the blues.

Plug Gauges, similar to greengages, only more
gripping.

A Sine Bar is a boozier for deaf mutes.

Toolmaking is a term loosely applied for a
profession in which acts of magic are sometimes
asked to be carried out.

Turning is carried out by men highly skilled
with a use of a file, and experts on current
affairs.

Grinding is a favourite pastime carried out
generally by professional applewomen.

The height of *ignorance* is that of a man who
wanted to introduce institutes for blind Holes.

* * *

ENGINEERING TIPS.

(1) One should always take care to switch on
machine before operating.

(2) A hole should always be drilled before
tapping is commenced.

(3) Care should always be taken to see that
both Managers and Foremen are out before lighters
are made.

(4) Never leave more than .00003" for grinding
on a job to avoid overstraining the grinders.

(5) Turners should always use bottom speed
for turning to make up for the time they lose at
the reading room.

LOOKING ON THE LIGHTER SIDE

It seems amazing that after all the designs and shapes on lighters made at Aero Zipp without our employers' knowledge (we hope). As soon as they get a contract for lighters to be made in the foreman's presence (God bless him!), trouble starts.

After a lengthy discussion in the Canteen, it was decided that as Mr. Bryant's, our noble turner's lighter was the nearest in design to those needed by the firm, he should immediately take charge of the job, but I regret to say that he is unable to accept the position as he has just received an order from his home village for half-a-dozen pokers.

Mr. Price of the Gauge Department, was then approached, but I regret to say that he has only had experience on cylindrical ones made out of aluminium.

Mr. Church then tried, but I am afraid that being foreman makes one's memory bad because all he said was "Lighters. I know nowt about, Lad." So there we are, readers—still stuck with the problem of why the sparks should fall .002in. short of the wick.

So may be some of you experts who have not been mentioned might like to fill the breach.

* * *

THANKS.

Below is a copy of a letter received from one of the fourteen prisoners of war we addressed for the purpose of sending them books and games. May I take this opportunity to thank those who contributed weekly to this fund.

E. PEARCE.

The Nook, Mill Hill,
Woodford Road, Poynton.
26th May, 1945.

Dear All,

A few days ago I returned home after spending four years in Germany as a prisoner of war, and I feel that I would like to write and thank you all for the kindness you have shown to us whilst in captivity.

It is absolutely impossible to repay what we owe to you.

Every possible thing to help relieve the hardship and monotony was done for us, which proved time and time again, that a friend in need is a friend indeed.

So, I hope you will accept this small letter as a token of gratitude for all you did for us when we needed it most.

Yours sincerely,

ERIC THOMAS, Ex-P.O.W. 5342.

A.Z.F.

Aero Zipper, Aero Zipper,
Oh! the pleasant sight to see,
All the zips from Aero Zipp,
Baby "type" as well as "D."

Aero Zipper, Aero Zipper,
Medium, Plastic, Lacquered, Plain,
Oh! you get from Aero Zipp,
Everything, despatched per train.

Now then, let us stop and wonder,
Who produces all the stuff.
And I hope to be forgiven,
If the "critic's" slightly rough.

There is one, he is quite rummy,
For he likes to feed his tummy,
Albert is punctual every morning,
Although dislodged trains give no warning.

Now about Samo; just a bit;
Sarcasm is the lowest form of wit.

As regards Hans, somewhat erratic,
He likes "modelling" on the fully automatic.
Regarding girls, he's rather shy,
But a horse he'd sooner try.

Church is foreman; although wee,
He sure shows his authority.

Bill Morris. Oh! he is ever so,
Clad in spotless, spotless white,
Would selling icecream not be right?
Or do you think that's out of bounds?
Because of all the classic sounds.

Now for something mild like custard,
Evans asks, "Do you like mustard"?

As regards planned engineering,
Hans Lewinsohn needs no interfering.
He's expanding rather quick,
And he thinks that's a bit thick.

Nickeling and anodising,
Randall is quite enterprising,
He appears to be quite brave,
To always go without a shave.

Last but not least, our Managing Director,
Of course he is the greatest factor,

Let the sun shine, when it rains,
Always available for complaints,
Tidiness is very much his line,
Yes, managing, that suits him fine.

MARIAN ROC.

