

PUNCH & DIE



1920

THE WORKS MAGAZINE
of
AERO ZIPP FASTENERS LTD.,
issued from their factory at
TREForest TRADING ESTATE,
PONTYPRIDD,
South Wales.

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Registered Offices : 3-9, SOUTHAMPTON ROW,
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PUNCH & DIE

CHRISTMAS, 1948.

THIRD YEAR No. 19

EDITORIAL

Before embarking on this Christmas issue of our journal an effort was made to find out just how much we wanted to have a magazine. We learned that not only did Aero Zippers very much want *Punch & Die* to continue, but they bewailed the fact that it was not being produced so often as formerly. Well *Punch & Die* will live even if it does come out less frequently.

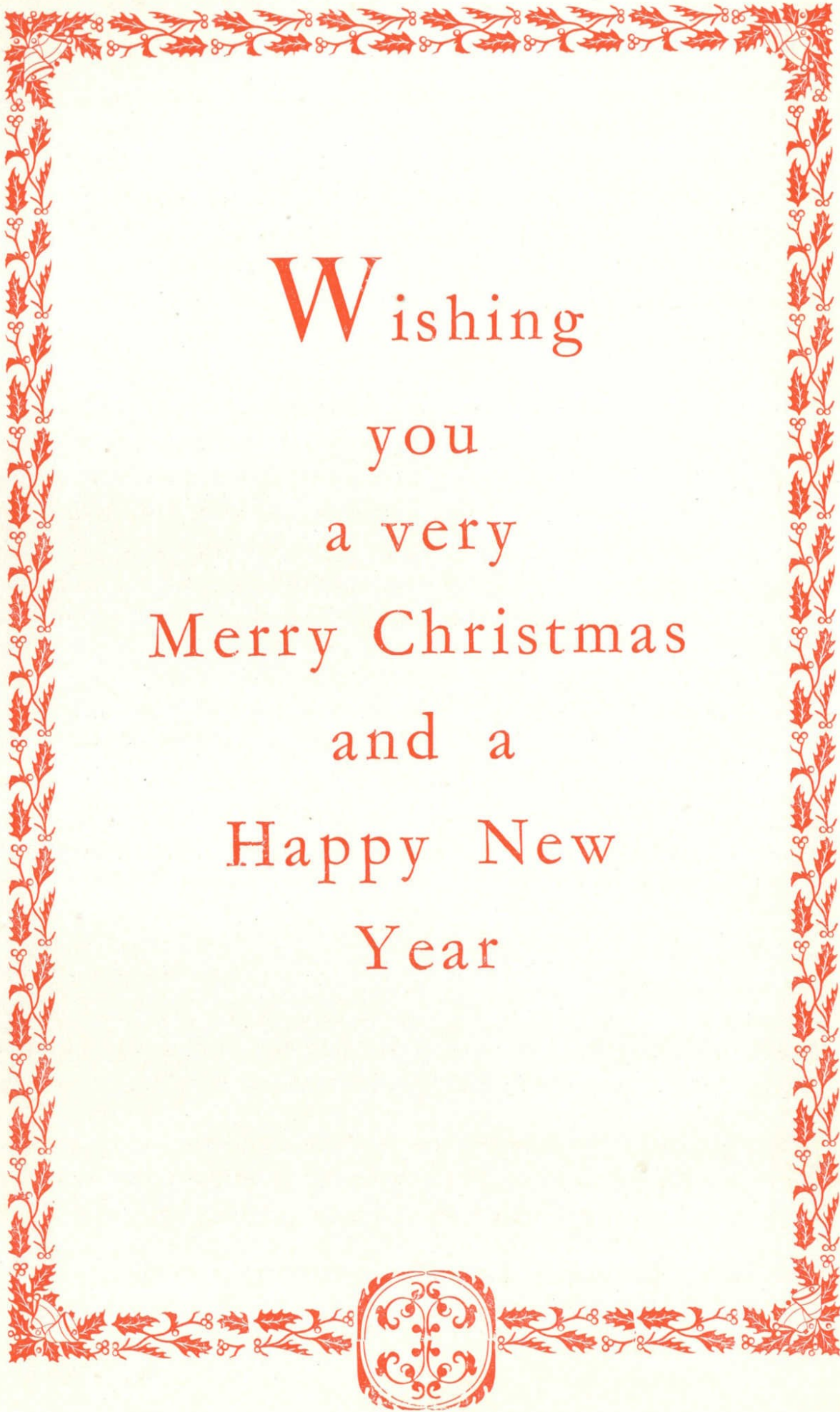
You will notice that the emphasis of the magazine is now centred almost solely on the people of the factory. The aim of the editor is to keep it as a real works magazine. That aim is in line with the policy of our firm for no matter what changes may be dictated by trade and technical requirements it is always people that matter most. Our growth and achievements would never have been possible without the willingness and endeavour which is a feature of our factory.

We hope you will like this Christmas issue because it is the work of volunteers, and the editor is very grateful for the valuable co-operation of Mr. George Conway (junior), Miss Joyce Vickery, Miss Wynne Price, Miss Pamela Lewis, Mr. Sid Levene, Mr. W. Clarke, Mr. D. Rowlands, Mr. W. John, and others who have helped him to compile this issue. This time we have contributions by our Export Manager, and by a member of our Sales Department. This is a step in the right direction because we feel that such interest will help to bind the factory and "London" more closely. The co-operation and mutual understanding can never become too great.


Punch & Die will continue to improve in 1949, and we hope it will always reflect the true feelings of Aero Zippers.

In conclusion the editor would like to wish a Merry Christmas and a very Happy New Year to all who work at Aero Zipp, to all friends of Aero Zipp and to all who share the Christmas with them.

G. S. H.



Wishing
you
a very
Merry Christmas
and a
Happy New
Year



F O R E W O R D

THE past year has certainly been one of very hard work. Trade in general was expected to return, to a large extent, to pre-war conditions, which meant the end of the Sellers' Market and increasing competition at home and abroad. On the technical side provision was made for this contingency by the acquisition of new production units—now installed in A 17—and by continuous efforts to increase present production and to improve the quality of our products. It is most gratifying that the confidence which I and the Board of Directors had, and have, in the competence and ability of our Staff and all members of the factory and in their skill and devotion, has been fully justified. Progress made in all departments of the factory has been very satisfactory and augurs well for the future. Our Sales Departments have also been fully alive to the tasks confronting them. Special attention has been, and is being, given to maintain and expand our exports. Foreign competition is on the increase and we are determined to meet it wherever we can.

Looking back, we may be forgiven for feeling not altogether dissatisfied with our achievements ; but we are also aware of the fact that we must not let up on our efforts. The future will bring more hard work for all of us as a team and for every member of the Firm individually. I have no doubt that every one will do his or her utmost and thus we can look ahead with confidence.

On my own behalf and on behalf of the Board of Directors I thank you, one and all, for the splendid work you have done and I want to assure you that the Board and I will not relax in our efforts to further the interests of all members of the Firm and to ensure their contentment and happiness in their work.

I hope you will all enjoy the festivities and the rest you have amply deserved, and I extend my warmest greetings to all members of the Firm and—if I may—also to their families and loved ones.

A Merry Christmas and a Happy New Year to all of you.

K. B. KOPPEL,
Managing Director.



Christmas Messages



From Mr. E. Frankel.

To old friends and new ones at Aero, my best wishes for a Happy Christmas and a Prosperous New Year.

In the course of my extensive travels during the last few years I have found that Aero's Zipp Fasteners are popular everywhere for their appearance and quality.

I hope that in the coming year the factory—management and employees marching together—will go from strength to strength.

E. FRANKEL.

Sir Thomas G. Jones sent this message to "Punch & Die" only a few days before his sudden death. We print it here because we think he would wish it, and because it is so typical of the happy personality which we knew him to be. ED.

"GOOD CHEER," from the Chairman, Sir Thomas G. Jones, K.B.E.

Here we are, thanks be to God, looking forward to another Christmas and New Year. Yes, cheerfully anticipating a little more this coming Christmas and New Year than we did last year. If we only think of a "little more" in the directions of happiness, kindness, goodwill, and good health, we Aero Zippers will go further. Let us adopt this as our season's greeting and New Year motto—"A little more of everything to you all."

Yours in festive spirit,

THOMAS G. JONES.



Christmas Messages



From Mr. L. B. Koppel.

My heartiest Christmas Greetings to you ! I feel I have to express my admiration for the great effort made by all of you to help the country in its production drive. The high percentage of Export goods produced in our factory is the result of good team work and I am proud of every one of our employees for showing such excellent achievements. Keep up the good work ! Best wishes for Christmas and a Happy and Prosperous New Year !

L. B. KOPPEL.

From Mr. M. M. Wagner.

You have read the messages of our directors, and I think it appropriate to add a few words for the management.

In the years immediately following the war we had everything in our favour, but during 1948 the sellers' market broke. This necessitated a switch of production from one type to another, and even greater concentration on quality.

You achieved a great deal. You have seen the change-over through, and our quality is much better, but we must not rest on our laurels. There is a tough job waiting to be done in 1949, but we know that with your continued co-operation we shall justify the confidence which we have in the future.

Meanwhile we wish you a well deserved Merry Christmas, a Happy New Year, and trust that we shall be allowed to carry on in peace for many years to come.

M. M. WAGNER.

AERO ROUNDABOUT

We welcome approximately 50 new girls who have joined us in recent months. We hope they will enjoy working with us and will have a happy time in A.Z.F. Other new arrivals include Mr. Thomas Davies and Mr. Z. Frankel who are training in our Toolroom.

Another newcomer to us is Mr. L. Ryder who, besides being a veteran toolmaker, possesses the uncommon accomplishment of being a master of the craft of violin making. Also we were glad to have join our Toolroom Mr. William James, and we are sure that his skill will be an asset to us.

Additions to our staff include Miss Barbara Williams who is now our telephone operator. We have got used to hearing her golden voice on the broadcasting system even if we do miss the dulcet tones of Evelyn Randall.

Mr. W. Holmes and Miss Beryl Pugh have joined our clerical staff and seem to have settled down now. We hope they will be happy and lasting additions to our staff.



Nurse Feibusch.



Nurse Nancy Evans.

Our Inspection Department has been strengthened with the additions of Mr. Arthur Thomas and Mr. Roy Tritschler. Mr. Tritschler's musical interludes are much appreciated by those who take the second lunch.

In August Nurse Feibusch left us in order to emigrate to Canada. We wish her good luck for the future, and hope that she will soothe many a fevered brow over there.

The vacancy created by Miss Feibusch leaving has been filled by Nurse Nancy Evans. Nurse Evans soon proved herself to be a popular addition to our staff and much sought after to help in our social affairs. She found things rather different from hospital work but soon adjusted herself to her new surroundings and has proved to be very co-operative.

Back from the Forces we welcome Mr. Stephen Phillips who forsook the Royal Engineers for our Toolroom, Mr. Jerry Collins who has gone to the Machine Room from the R.A.M.C., and Mr. Keith O'Shaughnessy, ex R.A.S.C., who is now in the A17. department.

Back to School

Before vacating the Toolroom Inspector's chair Mr. Ivor Griffiths gave us this Goodbye Message :

By the time you read this I shall be receiving tuition at the Teachers' Training College, Cardiff, and in doing so shall be realising my innermost ambition.

It is really with regret that I must say a fond farewell to all my colleagues at Aero Zipp and believe me I shall miss you all.

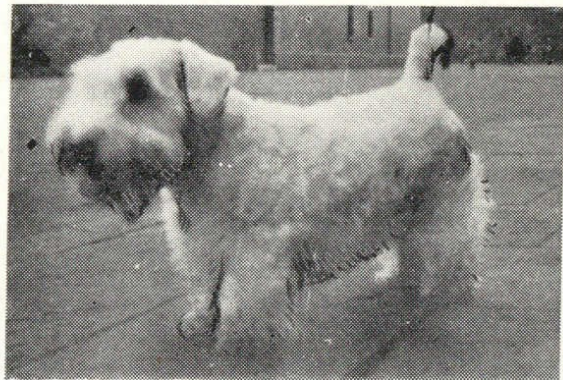
So cheerio, I shall be popping in now and then to say hullo, but meantime, I shall take the opportunity of wishing you a very Merry Christmas and a Prosperous New Year.

*Kind regards,
Ivor John Griffiths.*

All at Aero Zipp will wish him every success in his new profession. Our only fear is that instead of asking the poor boy "What is 2 from 3?" he will ask "What is .0003" from .0074"?"

AERO ZIPP QUADS.

Our hearty congratulations to Mr. Bill Morris's "Vick" who gave birth to two lovely girls and two lovely boys on 15th October. No trouble at all. Mr. Morris wishes to thank all the kind friends who have sent old bones. He would like to mention that he now has an ample supply, especially as some of the bones were not quite old enough and the neighbours have started to complain. Mr. Morris would like to say that his charges thrive best on rump fillet steaks, eggs, gammon rashers, . . . and Capstan Navy Cut.



GEORGE

takes a walk . .

and with good purpose goes straight to the Machine Room, where he caught a nice group consisting of : Muriel Lloyd, Haulwen Randall, Margaret Walters, Dilys Thomas, Mary Ryan, Margaret Boucher, Delphine Woods, Myra Dare and Peggy Davies.



(Below)

From there he went to Slider Assembly but Louise Vittle, Margaret Jenkins, Iris Price, Muriel Harding, and Betty Williams were much too busy to take much notice of him.

(Below)

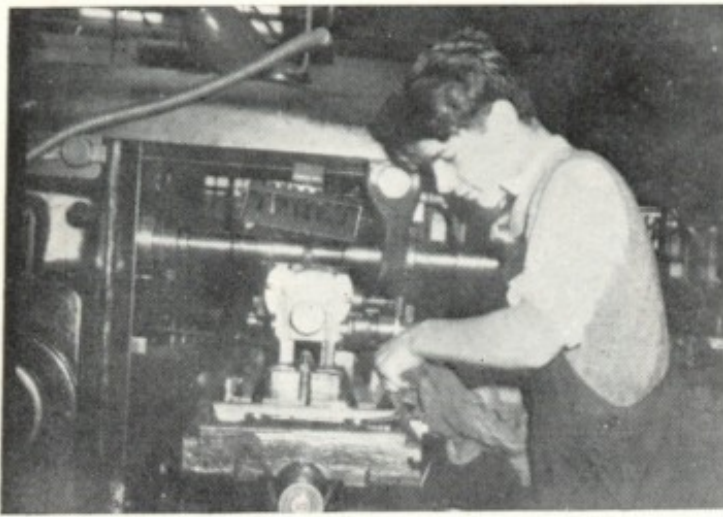
Hearing the loudspeakers again he decided to investigate further and couldn't resist a shot of Barbara Williams as she called for someone to go to somewhere.



(Right)

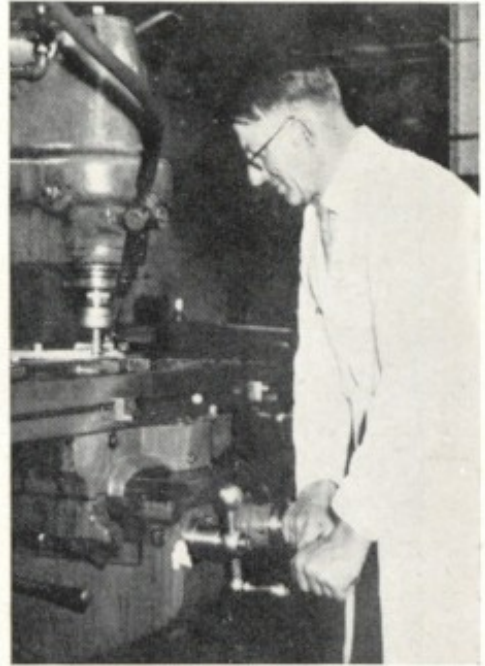
Gwyn Trew our welder was he decided too much of an old-timer to need further comment.





But who was this, too intent even to blink at a flash light. George has to ask, and finds it is Thomas John Davies, our newest apprentice and just come to us from Rhondda Technical School.

But why was Len Ryder looking so radiantly happy. Someone had washed his coat in Persil!



Die-casters Bill Davies, Harry Evans, and Jack Davies were only too glad to take a breather . . . and orange juice.

That finished George's walk, but here is another Weston Trip picture: Mr. and Mrs. Evan Shankland and son Roy aboard the boat.



Obituaries.

SIR THOMAS G. JONES,

*Knight Commander of the
British Empire.*



On the last day of November we were shocked by the sad news of the sudden passing of Sir Thomas G. Jones. The Chairman of a board of directors can be someone very remote from the employees of a factory, but not so with Sir Thomas. Just a few weeks ago he came and spoke to us all, and in his charming way he congratulated us on our achievements and gave us encouragement for the future. At the same time he kept himself conversant with our problems, our current affairs, and more than anything he interested himself in the wellbeing and happiness of the fellows and girls who worked at Aero Zipp.

The Press has reported at length the life story of Sir Thomas ; how he rose from being a boy working in a steel works to being a distinguished and honoured servant of his country. Those who knew Sir Thomas also knew that he was unspoiled by his distinction and that he understood and loved his fellowmen. It was characteristic of him that he could always think of something good to say about anyone.

Sir Thomas will be remembered longest for his friendliness, the warmth of his greeting, his endeavour to make others happy, and his exquisite manners. Our directors have lost a valued colleague, the management a wise counsellor, and the employees have lost a friend and champion. To Lady Mary Jones and the family of Sir Thomas we at Aero Zipp can only offer our deepest sympathy.

Mr. RAYMOND GATES.

Mr. R. Gates of our Press Department died in the East Glamorgan Hospital on 16th September, 1948. The passing of this fellow worker when only 24 years old was something which saddened the whole factory.

We knew him as a good fellow and one who had displayed great courage in his long illness. Our sadness could be as nothing to the grief which descended on his family. Our condolences seemed so trivial at the time, and we could only offer sympathy to them and to his sister Sheila who works with us in our Finishing Room. We lost a good friend and Aero Zipp Fasteners lost a very loyal employee.

AZF DRAMATIC SOCIETY



Since its formation in 1946 the Society has now produced four plays. "Hawk Island," "Housemaster," and "Ten Little Niggers" earned a reputation of which the society

of seasoned players. Mr. A. Talford-Evans and Mr. Mervyn Rule played the most dramatic roles and as Dr. Naylor and John Summers they really demonstrated the very high



Standing (left to right) :

Cyril Conway, Harold Salmon, Bill Roberts (Producer), Haydn Jones, Arthur Talford-Evans.

Sitting (left to right) :

Paul Willer, Margaret Hyslop, Betty Toghill, Delphine Woods, Mervyn Rule.

members were justly proud. In October the fourth play was presented. It had the title "Recipe for Murder" so you can guess that it was another thriller.

The cast had a strong nucleus

level which amateur dramatics can reach. Two other experienced players in the cast were Miss E. Toghill and Miss Delphine Woods. Both played the difficult parts of old ladies in a most skilful way. Miss

Toghill was the charming old mistress of the house while Miss Woods had to play the part of the crotchety and deaf old "Nanny." She portrayed this character superbly and also provided a great deal of light relief. It was something of a shock to find the part of the villain being played by Mr. Harold Salmon. In previous plays he had been so prim and proper but in "Recipe for Murder" he gave a fine display as the nasty man, and from his composure on the stage we could see how his experience in

Hyslop they could have given a more romantic demonstration. But that was wishful thinking prompted only by the charm of Margaret Hyslop. Both of them played their parts in a most competent manner. One of the most surprising members of the cast was Mr. Haydn Jones. Without any previous experience he consented to take the part at short notice. He played the part of a nervous and blundering young writer. Perhaps he was really a little nervous, we don't know, but he provided the humour which was necessary to



A scene from "Recipe for Murder."

previous plays had developed his ability. One must consider together the parts of the young lovers which were played by Mr. Paul Willer and Miss Margaret Hyslop. Paul Willer was not entirely a new comer although Miss Hyslop was appearing on the A.Z.F. stage for the first time. A few vain males in the audience were heard to mutter that given the chance to play opposite Miss

relieve the rather heavy plot. He won the audience just as did the more experienced and serious players.

One cannot mention the Dramatic Society without a word for Mr. Bill Roberts, the producer. His enthusiasm and skill, or should one say art, are the very making of our plays. His generosity in sparing so much time for our society is

something very much admired by all who know of his work.

Behind the scenes were those invaluable stalwarts who are essential to every successful play. There was Mr. Randall (effects), Mr. Morley Jones and Mr. Ron Bunney (lighting), Mr. G. Conway, Snr. (scenery), Mr. C. Conway (prompter), Mr. L. Pearce (make-up), the Welfare Committee, who with Mr. Robinson looked after the refreshments, Mr. Cook and the maintenance chaps who cared for the seating, and Miss E. Toghill, who, as secretary, looked after the business arrangements.

The society has decided to

start producing a new play in February which should be ready for production by April. After it has been presented to the factory it is prepared to give a show for a charitable organisation. Perhaps some Aero-zipper will be interested to contact the committee about this.

The Society welcomes Miss Barbara Williams and Miss Dilys Williams, who have joined them recently.

You will see that the Dramatic Society goes from strength to strength. We wish them a Merry Christmas and a Happy New Year of successful productions.

L. R. P. & G. A. C.

THE CRICKET TEAM.

Already considerable progress has been made in laying out a fixture list for the 1949 season. 1948 was our first season in cricket, and although we had no fixtures to our credit we spent many enjoyable Saturday afternoons. Several of the games were lost by very few runs, and our best effort was at Pengam, where the result was a draw of 74 runs being scored by either side.

Our principal bowlers were F. Rosser, T. Harrison, and I. Griffiths.

Our best bats were H. Ford, P. Gimblett, and W. John.

We look forward to showing much improved form in the coming year.

H. FORD,
Cricket Secretary.

AERO ZIPP SPORTS FIELD.

We discovered that on the bank of the river and just alongside the factory was a small field which was not being used for any very useful purpose. The manager of the Trading Estate was approached and he agreed to let us rent it. Well it is now ours and the firm is paying the rent.

It is not big enough for a football ground or a cricket ground but it is big enough to make a very useful practice ground for soccer or cricket. At the moment it is very rough and it now remains for some enthusiastic volunteers to get together and lick it into shape. We are not short of sportsmen in the factory so get "organised" boys and show what you can do.



Aero's Export Survey 1948

by M. FANTL, J.U.DR.
Export Manager



The importance of the export trade for the balancing of the economy of each country and for the payment for imported goods has become common knowledge. Until recently the export trade of this country has been ruled by a sellers' market. The diversion of labour and material towards the war effort resulted in a scarcity of raw materials even in the post war period and, consequently, manufactured goods have also been in short supply. Overseas markets, therefore, have absorbed all the available commodities regardless of their quality.

The beginning of this year saw, however, important changes. Production of raw materials has risen considerably and is speedily nearing its pre-war level. It is only natural that the output of manufactured articles, especially of consumer goods, has grown rapidly. It is no longer the quantity that is the decisive factor in the overseas market, but the quality. The overseas buyer is now insistent that goods of good value only shall be supplied.

There is also another element which has to be carefully taken into consideration by the exporter. Economic recovery in those countries most seriously affected by the war, and the return to peacetime conditions, have also become a reality in Continental and ex-enemy countries although, quite naturally, this process has been much slower than in the rest of the world. The desire of these countries to secure foreign currencies, particularly dollars and sterling, to pay for their indispensable imports results in their selling of export goods at any price which they can obtain. Their actual expenses in connection with the manufacture of the exported goods are completely disregarded, the loss suffered in the export trade has to be borne either by their home consumers or direct by their taxpayers.

Last but not least a number of foreign countries imposed severe import restrictions which presented considerable obstacles to ordinary trade. We cannot but look to our Government to do their utmost to have these barriers removed by direct negotiations with the countries concerned.

You are, of course, aware of the fact that our Company has a very fine export record, and you are no doubt anxious to know how we have been doing during the past year. It is, therefore, most gratifying that I can report good progress, in spite of mounting difficulties and increasing competition :—

Five new countries have been added to the list of foreign markets which we have been serving.

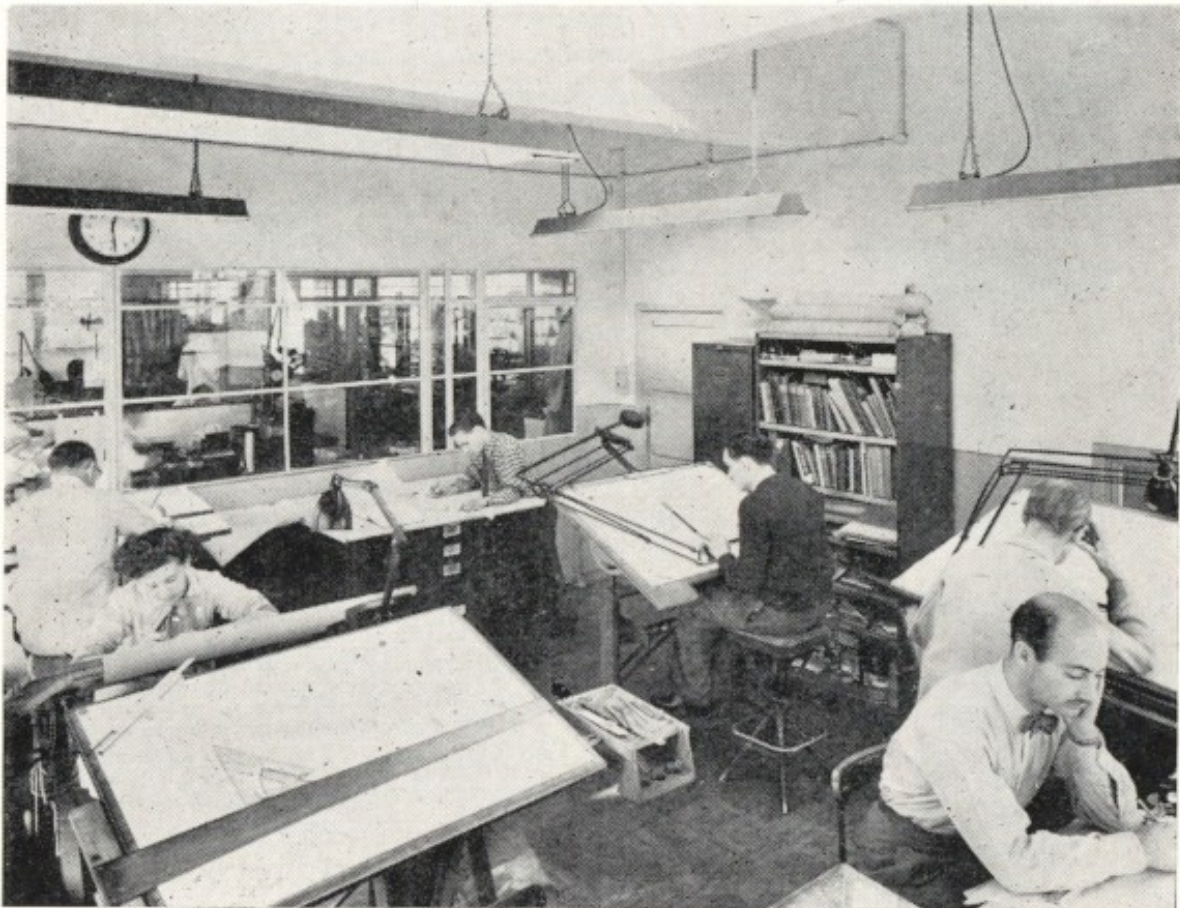
The value of exports exceeded the amount reached in 1947.

The quantity of our Zipp Fasteners exported was 30 per cent. higher than in 1947.

This outstanding success is a consequence of the close co-operation between our Sales Organisation and our Factory. This proves that every Aerozipper has been fully aware of the importance of the export trade for this country and that everyone has done his utmost, not only in his own interest, but also in the interests of the recovery of this country.

If we persevere in our efforts and if this excellent team spirit will also prevail in 1949, we can look forward to our export trade with every confidence.

With best wishes and good luck for 1949.



The Drawing Office Doodlers.

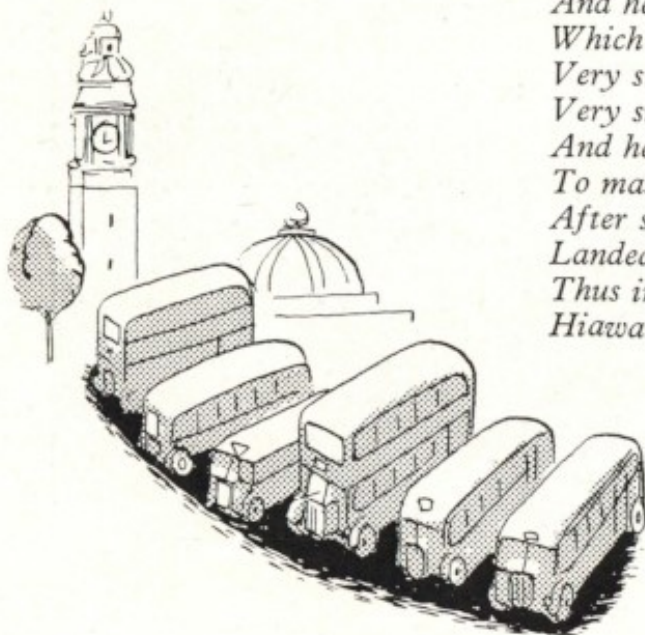
HIAWATHA'S JOURNEY



*On the banks of Mississippi
Rolling swift and wet before him,
(Swift, because of flowing quickly,
Wet, because of ample water)
Stood the noble Hiawatha,
And his wigwam stood beside him.
Hiawatha contemplated
How to keep the flap from flapping
In the night when he was sleeping
In the arms of Minnehaha.
She endeavoured to persuade him
That a zipp would be the answer.
These the words of Minnehaha :
“ In Treforest, mid the Cymru,
Dwells the tribe of Aero-Zippers,
Have a pow-wow with their chieftain,
Who will doubtless understand you,
Having had a long acquaintance
With the speech of one who uses
All the languages of Babel ;
Languages both dead and living,
Languages that he invented.
All of these he puts together,
Puts together in a sentence,
And the chieftain understands him.”*



*Hiawatha took his blanket,
Took his ancient woolly blanket,
Which he bought from Marks and Spencers,
(Five and tenpence plus the postage)
Took his calumet and hatchet,
And he went aboard a steamer
Which proceeded o'er the ocean.
Very stormy was the ocean,
Very sick was Hiawatha,
And he longed for Minnehaha
To massage his ailing stomach.
After seven days he landed,
Landed in the docks of Cardiff.
Thus in health but full of sadness
Hiawatha came to Cardiff.*



First he asked a stalwart copper
 How to reach his destination,
 Then to Cathays he proceeded,
 Where the Ponty bus was waiting.
 There were several in a column ;
 Western Welsh and Rhondda Transport,
 Passengers alone were lacking.
 (If the noble Hiawatha
 Had on Saturday attempted
 Such a journey, he would notice
 Would-be passengers in plenty,
 But a lack of Ponty buses.)
 The conductor, fares demanding,
 Came and spoke to Hiawatha,
 But alas, he had forgotten
 What it was the copper told him.
 Still he had a hazy notion,
 And he said " Exalted Schooner "
 Which annoyed the good conductor.
 Then the noble Hiawatha
 " Zenithed Argosy " repeated,
 But no-one could understand him.
 Then came " Elevated Vessel,"
 Followed by the " Higher Trawler,"
 Till at last it dawned upon him,
 " Upper Boat " was what he wanted.

To the wigwam of the Zippers
 Hiawatha came and wondered
 At the beauty of the maidens.
 And he wished that Minnehaha
 Could be gathered to her fathers,
 Then a beauty of the Cymru
 Could adorn his leafy lodging
 On the banks of Mississippi.
 But alas for Hiawatha,
 Though his squaw was sixty-seven,
 She enjoyed a health amazing,
 And seemed likely to outlast him ;
 To outlast him many summers.
 Many summers, many seasons,
 Seemed the mighty Minnehaha
 Very likely to outlast him.

Timidly tapped Hiawatha
 On the window marked " Enquiries,"
 And he stated what he wanted,
 Stated in his broken language
 Who he was and what he wanted.
 They in tissue wrapped a zipper,
 Handed it to Hiawatha,
 Who returned by bus to Cardiff.
 Thus departed Hiawatha,
 Having got the thing he came for.



Anon.

WESTERN PILGRIMAGE

A. FREEDMAN (*Sales Dept.*)

The Directorate had said, very logically we thought, "If you are selling zipp's you should be able to explain how they work." We had answered enthusiastically, "Yes, of course it would seem necessary" and had settled down for ten minutes easy instruction in the principle of the zipp fastener, to our brilliant intellect a "piece of cake." It wasn't.

After many moons had passed the Directorate had sighed gently and said, "Well, perhaps if you go and see how they are made it might help you," and we had replied rather doubtfully, "Yes, we supposed so." And in the fulness of time, here we were, bound for the land of mountains and coal mines to find out what put the zipp into zipp fasteners. We did not quite know what to expect—our impression of the factory was a sort of gigantic sausage machine, where orders went in at one end and delivery notes came out at the other—sometimes. What went on in between was anybody's guess, and as the train roared through the Severn Tunnel, we wondered idly what a zipp fastener factory looked like and whether the red carpet would be put down in honour of our visit.

We had not long to wait. On the following morning, as we were bowling along a wide grass-lined road, our guide pointed to a long white building on our left hand and said, "That's it." Our first reaction was one of surprise that it took all that space to make one tiny zipp fastener. We said as much, but were told, "Ah yes, but we also make SM." And so we arrived at the factory. No carpet! Oh well, we didn't really expect it. We learned later that it was entirely reserved for the ladies of "Despatch."

We were at once taken in hand by Mr. Backer and given a thorough and complete "doing" on the zipp fastener, including its history, geography, and parentage (though doubtful in some quarters). Eventually we said in a dazed kind of way that we thoroughly understood, but we have since entered a strong plea of self-defence. And so, with some fear of the unknown, we went into the factory.

First the machine shop and tool room. No sign of a zipp. We felt a certain sense of disappointment until we were told that these were the machines for making machines. Now machinery has never been our strong point—the mincer has always been an uncharted mystery. We moved on feeling a little out of our depth. Next to the die-casting department! This was better—something which we could see happening. We stood for quite a while watching the rhythmic motion of the operator producing the slider case and thought what a nice winter job it must be. Summer of course, was another matter. Then to the stamping machines. Here we saw a job which was just "up our street." A man was dabbing oil on a coil of brass with a brush. We enquired tentatively about a vacancy in the department. When we were told what else we would have to do, we excused ourselves and stole gently away. Tripping our way delicately through the watery fastness of the plating room

and through various store rooms, we opened a door enquiringly and there, spread before our eyes was what we had been looking for—the Assembly Department.

Zipps in every stage of production—zipps and girls—all shapes and sizes (the zipps we mean): everything from start to finish, a veritable hive of industry. We were fascinated by this room. The automatics, the semi-automatics, the blonde in the green overall—but we digress. We stood and watched the girls—their fingers moving like lightning—often too quickly for the eye to follow, and mentally we raised our hat to a fine body of workers. A little brunette we were watching looked up for a second and—we walked away, softly humming “Cwm Rhondda” and for a few moments not thinking particularly of zipp fastener production. We returned to this department many times and never failed to be intrigued by the various processes. Any misinterpretation is entirely optional.

Through rooms stacked with tape of every conceivable colour and stocks of teeth that would give a dentist nightmares, we opened more doors and found ourselves in the cool oasis of the Despatch Department. We were attracted by the calm, quiet atmosphere and mentioned it to the presiding angel, Miss Toghill, who until now had just been a voice on the telephone. She smiled rather sadly and said, “It isn’t always like this.” We fancied she could have said a good deal more, but we made no comment.

We should not omit to mention the canteen. Good, well cooked food, pleasant service, and a bright cheerful atmosphere, made our meals a pleasure. We admired the stage and were told about the Dramatic Society. We expressed our great interest until we learnt that they did not need a hero and were certainly not doing Hamlet this year.

Our final call was at the first-aid room: light, airy, and well equipped. We were introduced to the nurse in charge and have never felt more like an accident about to happen—even if it were only a tiny one. We certainly felt a severe head-ache coming on and had to tell ourselves sternly to keep our mind on the business. With reluctant steps we went back down the corridor.

The time eventually came to say goodbye to Treforest and we walked out into the clear November afternoon and looked round at the green and brown of the surrounding hills, wishing vainly that our London Office could have such a setting.

We found ourselves in a strangely serious mood as we started on the long journey back to London. The effect of all we had seen was to bring home very forcibly that a chain is as strong as its weakest link:—that we of Aero, whether in office or factory are a team, and that any member of the team could by his own actions either make things easier for the rest or help to gum up the works.

We returned to London with pleasant memories of the obviously happy atmosphere which pervades the factory, and of the courtesy and very real help we had received from everybody with whom we came into contact, from the management downwards. There were also other memories. That little brunette for instance. . . .

Our visit had certainly taught us a good deal about zipp fastener production. As for how they work—Does anybody know of a good book on the subject?

The INSPECTOR and YOU

By W. J. P. CLARKE.



“No man can serve two masters.” That was said nearly 2,000 years ago, yet we in the factory sometimes think that we are expected to do the impossible. We all have a chargehand or foreman, yet most of us have to contend with an inspector. The foreman may say: “Jolly good, you have a record output to-day,” and then the inspector turns up and says: “Half this stuff is scrap.” Who is this inspector? What is his authority? Why is he necessary?

When you go into a shop to buy a pair of shoes you study the shoes and the prices and select the pair which gives you the best value. If at the first wearing the shoes split or give you a sore heel you may be able to take them back; but in any case you will think twice about buying that brand again or even going to that shop again. So it is with zipp fasteners. We must satisfy the customer if he is to come again and maintain the demand for our work.

Experience, often costly and bitter experience, tells us the necessary standard. We must be as good and as cheap as other manufacturers. If we are to prosper we must be better. The inspector steps in to see that the

standard is maintained and to ensure that our work is not wasted.

The control of quality starts with the receipt of raw material. In our case it is chiefly brass strip and cotton tape. Samples have to be obtained and we must ensure that the bulk conforms to the samples. Also checks must be carried out to ensure that the material is suitable for the purpose for which it was ordered. The Press Department and Machine Room know very well what difficulties arise when materials are not up to standard.

The essence of mass production is standardisation and interchangeability. Roughly speaking all the parts of a certain type are the same but you know that they have small differences. By means of his instruments the inspector ensures that the differences are not too great. If the differences are too great the parts will not fit together and a great deal of scrap would be made. Where size is the all important factor limits are set. For instance, brass strip used for our press work must only vary in width and thickness by the difference

between the limits but this difference may be as little as two thousandth parts of an inch. Also the inspector must look after the company by ensuring that the customer gets what he ordered in regard to colour, appearance, length, type of slider, efficient operation and durability. All these factors have to be watched at every stage of the work, and in order to be able to do his work the inspector must know the standards which the sales department requires. It is because he has to decide what is scrap and what is not that the inspector often becomes unpopular. His rulings may affect bonus, but then we have to remember that when we sell

our labour it is the same as selling shoes. Our goods must be up to standard. And, as the eyes and ears of the company, the inspector becomes quick to detect faults and to see that our standards are kept up to date.

I have tried in this short article to cover a subject about which experts have written books in an endeavour to explain the object of the inspector's work. His work saves money for the company in the purchasing of materials, helps you to produce with as little scrap as possible and ensures that the customer gets the article which he wants. He is the influence which co-ordinates material supply, production, and sales.

SUGGESTION SCHEME

In our last magazine we told you of the progress which our suggestion scheme had made. The results of the eight months from April to November are:—

No. of suggestions received	..	39
No. of suggestions awarded	..	21
Total awards made	..	£66 10s. od.



Roy Tritschler and George Courtney put their heads together.

This makes the total of awards made since the scheme started eighteen months ago £177.

As you know the minimum award made is £1. So far the highest award made has been £25 which was given to two of our inspectors, George Courtney and Roy Tritschler, for a particularly good idea.

All suggestions which might help production are very carefully considered by the management and the Joint Production Committee. So, if you have a brainwave or any idea which you think might be worth considering then write it up and put it in the box or give it to your committee member.

Aero Nippies



Arranged by WYNNE PRICE



*Jaqueline,
daughter of Mr. F. Taylor of the Toolroom.*



*David,
the son of Mr. Ray Sheppard of the Toolroom.*



*Hugh, the four year old son of Mr. Morley Jones,
the Electrician.*



*Philip John, 10 month old son of Mr.
Harold Salmon of the Slider Dept.*



*Yvonne, daughter of Mr. Ashton of
Slitting Department.*



*Ronald, son of Mr. Ivor Griffiths of
Die Casting.*



Glymmis, daughter of Mrs. Julia Edwards of the Slider Dept.



Gary, grandson of Mr. W. Davies of Slider Casting.



Donald, son of Mr. Dan Davies, Plating Dept. Foreman.



Tyfeion, the son of Mr. B. Williams of Die Casting.



Keith, six month old son of Mr. Les Pearce, of the Stores.

Leslie, son of Mr. Ted Howard of Plating Dept.



Joint Production Committee

Our Joint Production Committee has now been functioning for nearly two years. Our experience during this period has continually emphasised the importance of joint consultation if full co-operation and understanding between the workers and the management are to be achieved.

The Joint Production Committee, however, has not enjoyed during this period a flourishing nor a placid existence. In fact during the summer months of this year the committee's survival even was often in the balance.

It is not my intention to delve into the causes and reasons which resulted in the committee being in such an unenviable position. It will be sufficient to state that one of the main factors was the committee's failure to arouse and more so maintain the interest of the workers in its activities. This problem has often been discussed at our meetings and we have always noted with grave concern the apathy of the workers in general towards Joint Consultation.

However, we managed to survive the "doldrums" of the summer months and increased activity during September saw the election of new members to the committee. The new committee held its first meeting on 22nd September, under the chairmanship of Mr. Hart. This was the first meeting of the J.P.C. that was presided over by the management representatives, and we hope that by this alteration in our procedure it will enable a prompter answering of questions as well as a general speed-up of the tempo of our meetings.

The new committee showed itself eager to settle down to its duties and quite lively discussions resulted on various topics submitted for consideration.

At this juncture I would like to appeal to all workers to respond to this enthusiasm shown by their representatives on the committee and to take a keen interest in its activities. You can be sure that all suggestions, grievances, and difficulties will be fairly dealt with with all expediency.

Therefore let us all make a supreme effort to place the Joint Production Committee on a sure footing once more so that it can achieve in the factory the position of importance that it deserves.

In conclusion, on behalf of the Committee members and myself I should like to wish both workers and management the compliments of the season and the best of luck for the future.

WILLIAM JOHN,

Secretary,

Joint Production Committee.

A Pot Pourri of Life at Aero Zipp

By **SID LEVENE**



Well, friends (that is, until the end of the article), here we are again, with yet another issue of our popular magazine, and this of course, necessitates an "Our Column."

Thus, knowing that I shall make one person happy (myself), I shall now give you "Our Column," another manuscript of deep philosophy, concerning our factory life, and especially things that the parties involved would rather not have had printed. Here we are then, with the little topics that my spies and myself have dug up. (From where? you will probably say.)

A little while ago, our friend Walter Nilsen, joyfully entered the factory whistling "I Found a New Baby." We naturally tendered our congratulations, humming in the meantime, "Time Will Tell." We were quite right. Now he woefully whistles, "Go to Sleep, Baby Mine," intermingled with "I Wonder Why You Keep Me Awakened."

Memo to the canteen:—The cup parts of our cracks seem to be getting less.—As a remedy, I would suggest that you take these so-called cups, and (Note.—I cannot allow this.—Censored by *Ed.*)

Congratulations to the Amateur Dramatic Society for their recent presentation, "Recipe For Murder." My one criticism, however, is of one particular scene, where one particular character enacts a love sequence, with about as much fervour as a stone Waul Piller. (Sorry, old man, this crack is a natural, and just has to go in.)

We hear that one of the members of the new dept. sewing machine section, has become very adept in this field. He's hoping that his wife will not get to hear of this, though. We understand that he now sews seams so straight that they do not deviate even a couple of thou. Who is he? Doesn't it "REG"ister, or are we getting a little too close to the razor's edge?

Most of you have probably noticed a stream of motor-cars, giving an air of prosperity to the front of our factory. Occasionally, we are dismayed by the vision of a 1910 "You push—I'll pull," which parks, in its rightful place, a long way to the rear of the other automobiles. There is a rumour to the effect that its owner

is waiting for a spare car to this part. Whenever we have to suffer the presence of this abomination, you will usually see, if early enough, six desolate and toil-worn individuals, staggering to the bus stop. These unfortunate individuals are members of which T.A. car pushing squad?

P.S.—Anyone wanting this so-called car, plus £10, please contact Nobby C., who is to be found in an office situated somewhere between the D.O. and the Development department.

You fortunate people have all seen a very smart young lady in white, prowling around the factory. (I hope to get paid for this subtle bit of flattery.) This, of course, is our nurse, travelling forth on her errands of mercy. A rather surprising factor to note is the sharp increase in “illnesses” amongst the male personnel of the factory. (Gosh, I have an awful headache!) I understand that at ceriatn times, various persons have asked to see her home. I am authorised to state that these persons, on application to Mr. Conway, may buy photographs of it, if still required.

Mac Hunt (you remember him, he M.C.'d the October dance), tells me that he has an investment scheme, in which he can make £500. All he needs is someone to invest £500 in this little scheme.

Talking of the October Dance, which, by the way, was a great success in more ways than one, the high spot of the evening was the female with the low gown. Understand that during the night an Aero Zip record was broken, or haven't you heard? Did I say gramophone record?

Howard Ford, of the Teeth section tells me that if he had all the money he's spent on beer, he'd spend it on — you've guessed it—Beer.

And so, folks, we come to the end of yet another “Our Column.” Being the Christmas issue of the magazine, I shall thus take this opportunity of wishing you all a Very Merry Christmas, and in fact, all that you wish yourselves.

Remember, though. Don't do anything over the vacation that you shouldn't, as it may be in the next issue of “Our Column.” *CHEERIO.*



Eve, did you draw this 'B' Grippler?



SOCIAL & WELFARE ACTIVITIES

Five years ago the A.Z.F. Social and Welfare Committee was first formed. It started out with high ideals, little or no interest from the workers and no money, but they had the spirit and realisation that a factory is not just a place of work but a place to make friends and to form social attachments to make life in the factory pleasant instead of hum-drum and monotonous.

To do this dances were organised in the canteen, a whist drive was arranged, and various other social activities were organised to bring the workers together to encourage a new and better co-operation between all employees.

From year to year since those early days the activities of your club have become stronger and more varied than anyone ever expected. Our annual summer outings and Christmas dances become bigger and better each year and we sincerely hope that they will continue to do so.

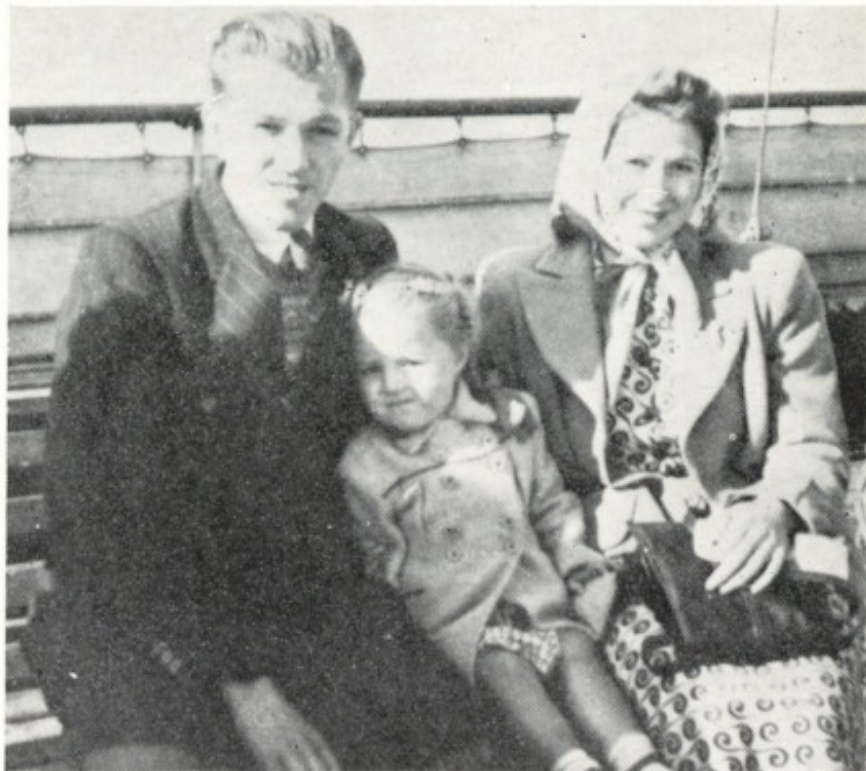
The past year has been very successful and this is mainly due to the co-operation of each and every one of you in taking part in the social activities that have been planned. The summer outing this year to Porthcawl and the Gower Coast was a huge success and everyone wanted another before the summer ended, so for the first time we had two summer outings in one year.

The second trip to Weston was also a success and this time we



*Weston Trip—
Betty "Kelly"
Blatchford keeps a
tight grip on her
husband while Betty
Toghill lends a hand.*

*Weston Trip—
Mr. and Mrs.
Rupprich and
daughter.*



provided our own amusement on the boat and on the beach, when Mr. Tom Shepard complete with drum-kit and Mr. Roy Tritschler with piano-accordion serenaded the winsome wenches of Weston with sweet music in the Aero Zipp style which is known to you all who have attended our canteen dances.

A trip was also arranged to the British Industries Fair in London, and once again, every time since then that an exhibition has been held at Olympia or Earl's Court, we have been showered with requests to take

a party up again, but all these things mean more work than we can undertake.

Once again the Dramatic Society have scored a great success with "Recipe for Murder" and our cricket team, although not quite so successful, are quite as enthusiastic and strong in numbers. Our table tennis team is held in high esteem in the Estate League and we wish them every success again this year.



On 1st October we held yet another dance in the

*Weston Trip—
The potential strength
of Aero Zipp adequately
represented by apprentices:
Maurice Gutfriend,
Gordon McClellan,
Phillip Gimblette,
Brian Hopkins, and
"Sigi" Soloman.*

canteen and I am very pleased to say that it met with more support than we had anticipated, and because of this we hope to hold another early in the New Year, so if you have any ideas for improvements please bring them forward.

Enough then of the Social part of our club. Perhaps more important are the Welfare activities of which you know so little, and of which, unless you come into personal contact with it, you are likely to know nothing,

but good work is being done in cases of need and illness. These cases are dealt with in confidence and that is why so little is known of these amenities that the club provides. Well over £100 has been given this year in wedding gifts and to people away ill, so I hope you will continue with your support. On behalf of the committee and myself I wish you a very Merry Christmas and a successful New Year.

D. R.

THE SOCIAL AND WELFARE COMMITTEE.

President : Mr. K. B. Koppel.

Chairman : Miss E. Toghill.

Secretary : Nurse N. Evans.

Treasurer : Mr. David Rowlands.

Committee : Mr. I. Griffiths, Miss Connie Davies, Mrs. M. Dyke, Miss E. Thomas, Mr. Morley Jones, Mr. Len Dean, Mr. George Conway, Jnr., Mr. Len Morgan, Mr. Sid Levene, Mr. J. O'Brien.

TABLE TENNIS.

We entered two teams from the Treforest Trading Estate Table Tennis League this year, and at the Annual General Meeting of the League Mr. I. J. Griffiths was elected as Honorary Secretary. The results of our games so far have been :—

" A " Team	<i>v.</i> M.A.P.	Home ..	Lost	3—6
	<i>v.</i> Creeds	Away ..	Won	5—4
	<i>v.</i> Lenks	Home ..	Lost	4—5
" B " Team	<i>v.</i> Std. Telephones	Away ..	Won	5—4
	<i>v.</i> Simmonds " B "	Away ..	Lost	0—9
	<i>v.</i> Elliots	Away ..	Lost	0—9

H. FORD,

Table Tennis Secretary.

SHOP TALK



Overheard by PAMELA LEWIS.

MARRIAGES.

Our most sincere wishes for the future happiness of those Aerozippers who have married recently.

Miss Megan Flower (Despatch) to Mr. Grenville Isaacs, 14th August at St. Mathias' Church, Treharris. Honeymoon—London.

Miss Joyce Stock (Despatch) to Mr. Thomas Hughes, 24th July at St. Mark's Church, Pwllgwaun, Pontypridd. Honeymoon—Bournemouth.

Miss Mary Ridley (Machine Room) to **Mr. Bill Goody** (O.Z.P.). 31st July at All Saints Church, Trealaw.

Miss Blodwyn Hatch (Despatch) to **Mr. Les Parslow** (Machine Room). 25th June. Honeymoon—Cornwall.

Miss Myra Dare (Machine Room) to Mr. Bill Griffiths, 17th July at Pontypridd. Honeymoon—Carmarthen.

Miss Peggy Perkins (Machine Room) to Mr. D. Evans, 14th August at St. John's Church, Mountain Ash. Honeymoon—Weston.

Miss Sheila McGrath (Machine Room) to Mr. Elwyn Whiles, 24th July at St. Dyfrig's Church, Treforest. Honeymoon—Weston.

Miss Margery Wort (Machine Room) to Mr. O'Shaughnessy, 24th July at Glyntaff Church, Treforest. Honeymoon—Barry.

Miss Nancy Richards (Machine Room) to Mr. W. Jones, 31st July at Nazareth Chapel, Blaenllechau. Honeymoon—North Wales.

Miss Elsie Breakingbury (Sliders) to Mr. Vernon Vickery, 7th August, St. Donat's Church, Abercynon. Honeymoon—Porthcawl.

Miss Dorothy Underdown (Finishing) to Mr. Roy Hopkins, 14th August at Wesleyan Chapel, Treharris. Honeymoon—Manchester.

Miss I. Price (Machine Room) to Mr. B. A. St. John, 9th October at St. John's Church, Miskin, Mountain Ash. Honeymoon—St. Athan.

Miss Margery Francombe (Machine Room) to Mr. Stanley James, 25th September at St. Margaret's Church, Mountain Ash. Honeymoon—Weston.

Miss Phyllis Redwood (Machine Room) to Mr. Emrys Davies. To be married on 1st January, 1949, at Pontypridd.

Miss M. Jones (Machine Room) to be married to Mr. E. Lester. On 18th December at Glyntaff Church. Honeymoon—London.

Miss Betty Wilmott (Finishing) to **Mr. Godwin**, ex A.Z.F. On 18th December at All Saints Church, Trealaw. Honeymoon—London.

ENGAGEMENTS.

Best wishes to :—

Miss Eve Randall (Drawing Office) to Mr. David Townsend. 30th October.

Miss A. Mainwaring (Machine Room) to Mr. M. Peglan. 19th October.

Miss M. Thomas (Machine Room) to Mr. John Hooker. 16th October.

Miss Barbara Evans (Machine Room) to Mr. Ken George. 16th October.

Miss Queenie Satterly (Machine Room) to Mr. C. Smith. 1st June.

Miss Doreen Keeping (Finishing Room) to Mr. A. Cook. 11th September.

Miss Peggy Davies (Finishing Room) to Mr. I. Williams. 31st May.

Miss Chris Bird (Machine Room) to Mr. G. Harries. 6th September.

Miss Pamela Lewis (Personnel Office) to Mr. Geoffrey Hale. 7th July.

BIRTHS.

Congratulations to :—

Mr. and Mrs. Walter Nilsen, 11th September, a daughter, Jennifer.

Mr. and Mrs. Dan Davies, 15th September, a son, Stuart.

Mr. and Mrs. E. Davies (Press Dept.), 22nd October, a son, Graham.



JENNIFER NILSEN.

Christmas Programme



FRIDAY, DECEMBER 17TH, 1948.—The Annual Christmas Dance to be held at “Bindles,” Barry. Transport from all parts.

SATURDAY, DECEMBER 18TH, 1948.—The Annual Children’s Party to be held in the Works Canteen at 3 p.m. Father Christmas and “Punch and Judy” in attendance.

SATURDAY, DECEMBER 18TH, 1948.—Christmas Prize Drawing. Winning tickets to be drawn by children at the Party.

THURSDAY, DECEMBER 23RD, 1948.—Factory closes at 5.30 p.m.

MONDAY, JANUARY 3RD, 1949.—Factory re-opens at 8 a.m. after what we hope will have been a very happy holiday.



ZIPP