



## “If I Had Only Known”

“If I had only known,” the young man smiled a bit wearily at the examining room where one of our doctors had just finished examining him only to find a serious defect. “I had health once, and how did I lose it? It is all clear to me now. The little things are the ones that count, an hour or two of sleep lost now and then to be made up tomorrow, a day which never comes; a meal or so missed here and there with a chocolate bar or malted milk substitute; a mid-morning snack, a little dabbling around for lunch; in too big a hurry to rest or eat in the evening.”

Thus we go merrily through life until we are brought up suddenly with a short turn as this chap was.

We put oil, water and gas in our cars regularly. We even try out different kinds of gas until we find one that gets the best results. The minute the motor becomes overheated, we stop and give it a chance to cool off. But how about our bodies? We drive them at full speed most of the time, often with insufficient food or rest, and when they show signs of fatigue, we laugh and say, “I’ll take a good rest next week and get to bed early every night.” Then something turns up next week and our good intentions are spoiled.

So it is with youth. In this period of life we have abounding vital resources, but they are not limitless. We cannot overdraw our account with Mother Nature without a final reckoning, and happy is that young man or young woman who recognizes early in life nature’s limitations and who builds habits that conform to them.

The privilege of annual health examinations which is being offered this year to employees in all Kimberly-Clark mills is doing much to give our people the truth on this question. Few there are of us who are perfect specimens, physically. Most of us, as we get along into the twenties, the thirties, and the forties, develop weaknesses or shortcomings that need correction and the earlier these corrections are made the better off we are. The acceptance of this health program by employees in all mills of the company has been cordial beyond expectation of the management and we look forward with confidence to the new year, believing that there is more to come out of our health program, both to the individual and to the company, than has come out of our safety program in the years that are past. There should be fewer young men and young women who will smile wearily some day and say regretfully, “If I had only known.”



## SAFETY FOR 1927

In the 1926 Paper Industry Contest, in which 72 mills were entered, Kimberly-Clark Company mills won first, second, third and sixth places. That's fine for 1926, but, what of 1927?

Well, anyway, there is going to be another International Contest of Paper Mills, starting January 1st, 1927, and running six months, or longer if mills are tied for first place at the end of the six months' period.

There will be three divisions as follows, based on average number of employees. Mills with 500 employees and over will be known as A Class, and will be in a separate division competing against each other. Kimberly, Niagara, Wisconsin, and Niagara Falls mills will be eligible for the A. Class. Mills with 200 to 500 employees will be known as B Class. Kapuskasing and Neenah Kotex will be eligible for this division. Par mills with 1 to 200 employees will be known as C Class. Atlas, Badger-Globe, Neenah and Experimental mills may enter this division.

In each of these divisions mills of like size being members of the National Safety Council are eligible to enter. This takes in both U. S. and Canadian plants which are member of the Council, and really means that the winner in each division has the safest crew for plants of that size in the country.

We want every mill to enter in its proper division, and we want winners in every division.

## Rules:

The rules are simple and as follows:

A report must be made before the 10th of each month on the previous month's record. This report is made on a form provided by the National Safety Council and is sent to the Council, who chart the progress of the Contest. The Paper Industry Magazine, donor of the Championship Cup, will carry in its columns on the same page each month, the previous month's scores. Each mill must report the number employees, number hours worked, number accidents, and number of days lost due to accident.

The standing of each plant will be based on the severity rate, that is, the number of days lost per 1,000 hours worked.

**Accidents:** A lost time accident is counted when the injured person cannot return to work at the beginning of the next regular tour or shift.

## Prizes:

Each division will have the same objective:

1st—a loving cup for the mill winning first place.

2nd—five certificates of merit for those five mills finishing next to the winner.

3rd—cups and certificates will be presented to the winners at the Safety Congress wherever held.

Having the same in each division makes available three cups and 15 certificates total. In addition, a board of judges will be appointed to take the records of the three winners, and taking the size of the mills, the operations performed and the records made, into consideration, choose the one with the most outstanding record, who will receive a large Championship Cup, put up by the Paper Industry Magazine, and the title "The Safest Paper Mill Crew in North America."

## What the K-C Company offers:

First, it is possible for every one of our mills to win either a cup or a certificate of merit. If you do, here's what will happen:

For winning a cup in your division, you may elect two employees from your mill, who will be sent, at the Company's expense, to attend the next Safety Congress and bring back the cup.

For winning a certificate of merit, you may elect one employee to attend the Congress and bring home the certificate.

## Note:

The next Congress will be held September 26th to October 1st, 1927, in Chicago. "At the Company's expense" means all traveling expenses, hotel expenses for about five days, and full wages or salary while attending.

P. S. This contest will displace all other inter-mill contests such as the \$1,000.00 contest, etc.

**Extra P. S.** If your mill wins the Big Championship Cup, we will throw a party for the entire mill in addition to the above.

## SAFETY HONOR ROLL

A Department must have at least 100 straight days without accident to get on the Honor Roll.

## NIAGARA FALLS

Department	Days since last accident
Woodyard	673 days
Woodroom	1221 days
Groundwood	1231 days
Beaters	689 days
Maintenance	1181 days
Electric	1609 days
Warehouse	772 days
Plant	245 days
Kotex Company	549 days
Steam	167 days
Laboratory	150 days

## KIMBERLY

Woodyard	265 days
Plant	260 days
Woodroom	1154 days
Beaters	1077 days
Finishing Room	380 days
Steam	1014 days
Electric	1811 days
Warehouse	955 days
Laboratory	2056 days
Bleach Plant	676 days
Construction	184 days
Maintenance	127 days

## NIAGARA

Woodyard	258 days
Finishing Room	326 days
Beaters	202 days
Woodroom	577 days
Groundwood	676 days
Warehouse	2707 days
Laboratory	2618 days
Maintenance	102 days

## SPRUCE FALLS

River	454 days
Drum Barker	158 days
Wood Room	353 days
Electricians	656 days
Laboratory	790 days
Sulphite	561 days
Machine Room	671 days
Boiler House	353 days
Machine Shop	439 days
Roustabouts	792 days
Warehouse	792 days
Carpenters	792 days
Stable	792 days
Atlas Mill	109
Neenah Mill	364
Experimental	356
Badger-Globe	106
Power Dept., Neenah	175
Maintenance, Neenah	116

## \$1000 CONTEST

Kapuskasing	31 points
Niagara Falls	20 points
Kimberly	15 points
Niagara	13 points

Talking of careless workmen, a sock on the foot is worth two in the eye.

And a belt on the pulley is worth two on the jaw when it comes off.

Not one case is on record of hanging a careless man with a wooden leg. They always use a rope.

Doesn't Swede Olfson know, that after making a definite date for 7:30 P.M., that it isn't proper to not show up until the next day at noon?

# COOPERATION

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### An Expression of Sympathy in Which We All Share

It was with deep regret and a feeling of personal loss that we heard of the death on December 1 of Mrs. A. S. MacArthur. Mac's host of friends among Cooperation readers, and especially those who, having known Mrs. MacArthur, realize to some extent how great is his loss, wish to express to him and to little Jean their deepest sympathy.

### Dr. J. B. MacLaren, Chief Surgeon of Our Company, and Dr. C. G. Maes, of Kimberly, Express Their Views on the M. B. A.

Kimberly-Clark Company,  
Mutual Benefit Association,  
Neenah, Wisconsin.

SIRS:

I have been associated with the M. B. A. as examiner for about eight years and have come in contact with many members.

As an organization the M. B. A. as maintained by K. C. Co. is nearly ideal and I believe full enough in its scope. It fits in that angle in each member's experience, when he needs help and supplies it promptly and without question. Each of us lives under the expectation that it is the other fellow who will get hurt, that we ourselves will never need emergency surgery, but enter into mutual insurance because it may help out someone else. We are thus caught unawares when the assurance of the payment of a portion of our expense becomes most acceptable. That Clause No. 68 should cover sickness, except as compensation for loss of time, is not feasible because of the lack of control of the M. B. A. over its members, the variability of diseases and the absence of a real necessity for immediate help.

The longer I am with the M. B. A. and the more I study its By-laws the more convinced I become that it is the best of its kind and should remain unchanged in its purpose and provisions.

Very truly yours,

J. B. MAC LAREN

Kimberly-Clark Company Mutual Benefit Ass'n,  
Neenah, Wisconsin.

DEAR SIR:

I am reminded that it is now over sixteen years since the establishment of your Mutual Benefit Association and of my association with it. More or less experimental though it may have been at the beginning, its steady growth and development have been remarkable and must be a source of satisfaction to its originators.

Perhaps the most outstanding characteristic of its make-up as an insurance or beneficiary organization is the distinctly human and neighborly system of self-help predominating its collective management, a system almost completely regulated and administered by the members for themselves and each other, but yet in full cooperation with their employers, an arrangement so highly desirable in our modern industrial life.

In charge of a General Committee the scope of its activities has been constantly extended to increase the service and benefits to its membership with little or no increase of cost to them. Note the addition from time to time of various clauses in its regulations to cover cost of special surgical and hospital care, also for unusual medical attention, the proportional payment of dental work, the fitting of glasses, etc.

The human and social side of the care of the disabled member is well shown, as the sick and injured are under the direct supervision of their own committee, consisting of their own fellow workers, neighbors, and friends. What the visit and interest of these mean to the disabled in his hour of trouble is readily understood. And it may not be amiss here to mention the work of the nursing staff, whose help to the sick and injured and to their families cannot be measured in dollars and cents, but whose aid and comforting presence is so highly appreciated in time of distress.

Unthinking criticism is occasionally heard from those disabled for a short time only, who receive no benefits for the first few days or a week, while these short time benefits are being paid by sick and accident companies. Few men are seriously inconvenienced by a few days disability, and it is when serious trouble occurs that entails weeks or months lay-up and great expense for hospital and physicians' services that the M.B.A. steps in and cares for him most generously.

Contrast the foregoing remarkable features of the M.B.A. with the coldblooded collect and pay business methods of the numerous health and accident companies, who incorporate none of these features and whose "pay" is often made so grudgingly, and the balance for beneficent service and generous treatment of the disabled is overwhelmingly with the Mutual Benefit Association.

Respectfully yours,

C. G. MAES, Med. Ex.

## WAREHOUSE NEWS

We would like to know why Agnes always goes to the main office at five o'clock each evening. There's a good reason, isn't there Agnes? Won't you tell us his name?

Stella remarked that Santa was very good to her at Christmas, but we wonder if someone didn't play that part because it must have been a diamond. We are waiting to hear the wedding bells, Stella.

Mr. Ernst believes in safety first. We are positive, because a few days ago we wanted a snap of him and the girls, but he answered, "Did you forget I am married?" Better luck next time, Mr. Ernst.

Herman, we are sure, had a nice time New Year's Eve, because he was all smiles when he returned. We would like to get the details of his celebration, but Herman believes in secrets.

We understand Malvin is going to join the bowling league soon. Good luck to you, Malvin.

Frank Bryner left us on December 15th to spend the balance of the winter months in California. He promised his first picture would be shown at Niagara.

Herman Berg is our new oil man. Hope you'll like us and stay, Herman.

Ed Parent is with us again after a two year sojourn in the Sulphite.

John Baker, our receiving clerk, is the proud "daddy" of a baby girl. Congratulations, John.

Speaking of congratulations, Olaf Westby is also in line for them; he embarked on the matrimonial ship which sailed for "loveland" this fall, and took unto himself a wife as the old saying goes. All he tells us is that the ceremony took place in Iron Mountain and that he is still very happy.

Rudolph Lufgren formerly of the Pulp Sampler Testing Station, is now employed as warehouse office clerk, chart designer, etc. He succeeds Lloyd Paige, who left Niagara on December 1.



BoHo Crew of Niagara Power Department  
Standing: G. F. Sorenson, new foreman, Max Raboin, Colin Coss, and George Phillips.  
Seated: Lester Rhodes (recently transferred to Niagara Falls) and Clarence Cottrell.

## NEW YEARS RESOLUTIONS:

Rudolph: Save 85 per cent of his monthly earnings. Will spend four nights a week at home. Will not tease the girls.

John: Will be more sociable to the girls (will gladly give each and every one a pretty calendar.)

Stella: Make another attempt at last year's resolutions.

Agnes: Will not miss a jitney dance, basket ball or evening walk (5 o'clock walk).

Herman: Not invest in another radio.

Fred: Not to smoke more than five cigars a week.

Melvin: Will leave Granger tobacco for the others.

## WAREHOUSE FAVORITES:

Melvin: How Many Times?

Herman: Where'd You Get Those Eyes?

"Ole": Drifting and Dreaming. (Of Gladstone)

Fred: Hush a-bye my Baby.

Seymour: Hello Aloha.

"Ding": Ting a Ling.

John: Lonesome and Sorry.

Oscar: I love my Baby. (Who is she, Oscar?)

Agnes: I'd Love to Call You Sweetheart.

Stella: I'd rather be the girl in your arms than the girl in your dreams.

Rud: Gimme a Little Kiss.

Ed: Moonlight and Roses.

Herman Berg: Hugs and Kisses.

Olaf: Show me the way to go home.

Jim: Just another little drink.

## FRENCHIE EXPOSES THE DEERLESS DEER CLUB

Niagra

DEER PETE:

Well Pete I'll spose you'll been glad de holidays shes cum an gone. I'll guess over wan in dis plac shes have de wan gran tam an Santa Claus shes doan pass by no wan. Ever wan shes mak de reslutions for de new Years and I'll spose dey'll las' just bout as long as dey'll ever done.

Well Pete you'll doan tole me notin bout your deer huntin treep dis year. By gar Pete you'll know bout dat deerless deer club wat dem fellers used to have here, well dey'll doan ave dat club no more cause dey'll change dat club lak de deer season change. Dey'll all got som wenison dis year and dey'l been so sure dat dere luck shes change dat dey'll took de deerless off now. Dem guys shes tink dats pretty good law wat geeve dem two years for rest up, and dat breeng dem better luck.

Mon Diew Pete ever wan used for laff on top Laurence Eisenach, and tol heem dat mebbe shes good wan for hunt de duck but poor wan for hunt de buck, and poor Laurence shese gone home ever fall an mak de vow shes never hund wit dem fellers gain. Laurence got so darn mad two years go dat shes tole no wan but shes put in de last two years for study all bout deers. Well by gar Pete Laurence shes mak de good job on dat cause dis fall shes ave de laff on top all dem fellers de first day.

Dem fellers shes all start brite and hearly de firs day an wan dey'll got bout ¼ mile frum de camp dey'll hear sum ting to tearing tru de brush and Laurence say dere goes beeg buck. Pretty soon dey'll see dat deer over on hill an Laurence tole Tom for took shot at dat beeg buck. Tom shes look and tole Laurence shes crazy dats doe. Wile dey'll chew de rag Les Hatton shes over dat way an shes hopen fire and breeng down de deer and Tom lose 1 dollar wat shes bet wid Laurence cause wen dey'll go over by Les dere nice beeg fat buck lay dere. Tom want for have sum wan give her swift keeck in de pants an Harry shes 'hind Tom and accomodate Tom so hard dat Tom shes doan care bout seet down and play card or eat for three days. When de boys shes pass on top de camp dat nite ever wan begin for tink how cum dat Laurence shes know firs ting wid out see de deer dat wan shes buck. Ever wan shes tink Laurence hees mak de good guess bout dat deer and keed her till shes got mad and shes tole dem fellers, shes lak for mak sum easy pauga shes make de bet for five bucks piece dat shes can do de same ting next day, an to mak it easy money for dem shes let dem fellers blind fold heem. Well de boys feeger dey mite jus as well get sum dat ceety slickers Jack so dey'll all put five bucks in de pot. Nex day de'll start for mak de drive gain and dey'll put de blindfold on Laurence and Tom shes leed heem. Bimeby pretty soon dey'll hear noise and Laurence tole Tom for shoot dat wan cause shes buck, an wen she'll doan see heem for holler for sum wan else shoot him. Well Tom shes seen de deer but shes can't see no horn so shes fraid for pay fifty bucks for fine so shes holler som wan else shoot cause Laurence say dats buck. Well Harry shes took couple shots an drove dat deer over to McAdams and Mac she plopp heem on de first shot. Well dem fellers all run over toward de deer and dey'll all make de vow dat wen dats doe and game warden cum over wan blame it on Laurence cause no wan shes seen de horns before yet. Well by Gar Pete wen dem fellers pass on top date deer shes been nice spike horn buck wid spikes bout wan hinch long. Dem fellers all look on Laurence and say you lucky stief, so Laurence shes say well I'll done it wance more and den collect. Well shes done dat wan more tam dat day an dat nite shes 25 bucks to de good. Ever wan coax heem for tole heem how shes done dat, but Laurence tole dem shes been de laffin stock long nuff now dem fellers cum cross wid five bucks more she tole dem. I'll guess dey'll cum cross wid de five bucks cause Tom shes tole me how Laurence shes done it but better not I'll try for sold de secret cause Laurence shes got de copyriht on dat and I'll only got myself in de beeg trubb wen ill done dat. Mon Dieu Pete wen feller took de tam for study sum ting lak dat for 2 yea'rs I'll tink shes titeled to all shes can mak, so wen sum wan want for find out how to tole buck in de woods day or nite I'll spose she'll find at out by payin Laurence ten bucks. Well Pete I'll weesh ever wan Happy and Prosperous 1927 an hope you'll all had de gran Christmas. Mebbe I'll seen you soon Pete frum

FRENCHIE

# Promise Yourself

To be so strong that nothing can disturb your peace of mind.

To talk of health, happiness and prosperity to every person you meet.

To make all your friends feel that there is something in them.

To look on the sunny side of everything and make your optimism come true.

To think only of the best, to work only for the best, and, to expect only the best.

To be just as enthusiastic about success of others as you are about your own.

To forget the mistakes of the past and press on to the greater achievements of the future..

To wear a cheerful countenance at all times and to have a smile ready for every living creature you meet.

To give so much time to the improvement of yourself that you have no time to criticize others.

To be too large for worry, too noble for anger, too strong for fear, and too happy to permit the presence of trouble.

To think well of yourself and to proclaim this fact to the world—not in loud words, but in great deeds.

To live in the faith that the world is on your side so long as you are true to the best that is in you.

—*Author Unknown*