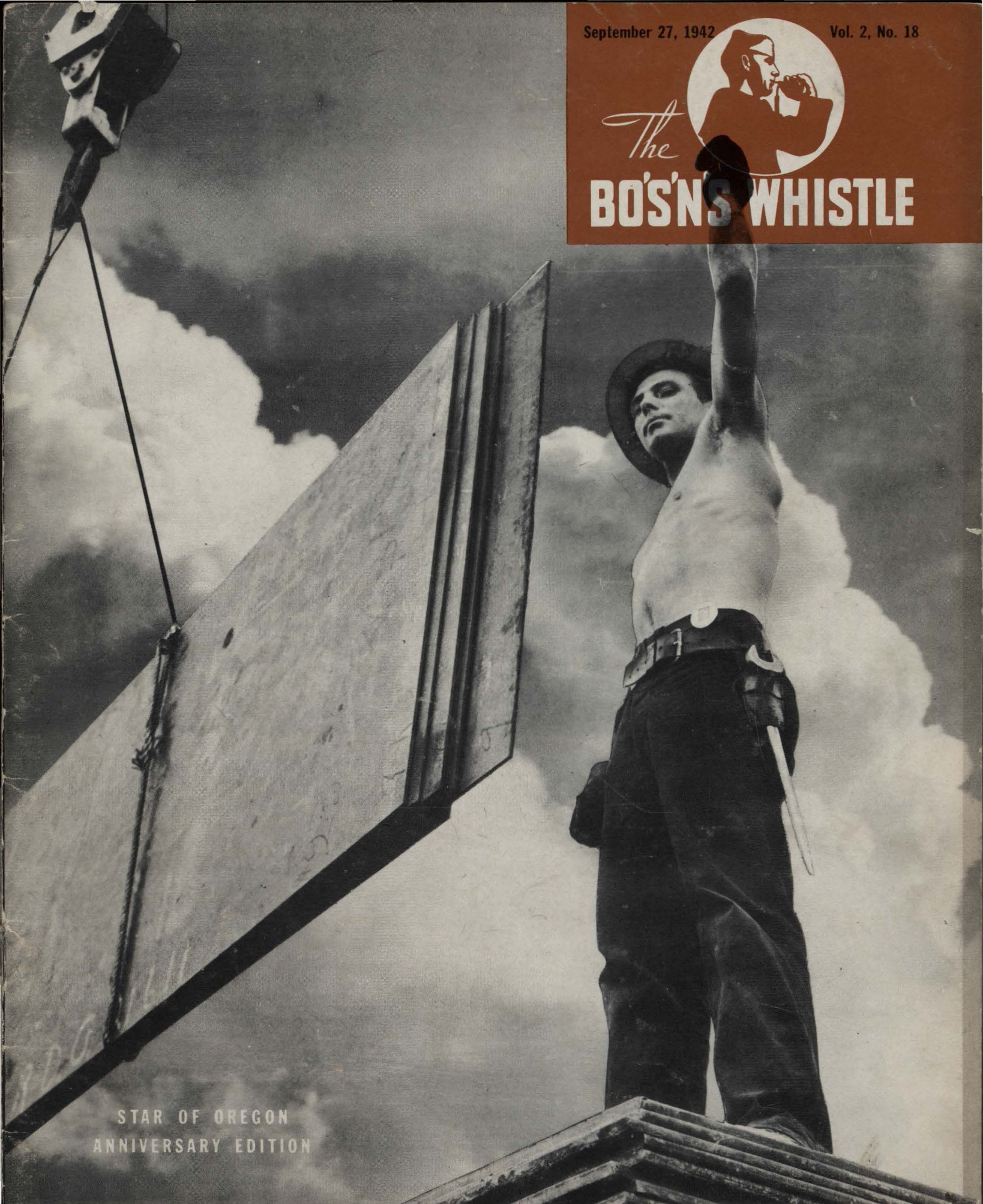


September 27, 1942

Vol. 2, No. 18



The
BO'S'S WHISTLE

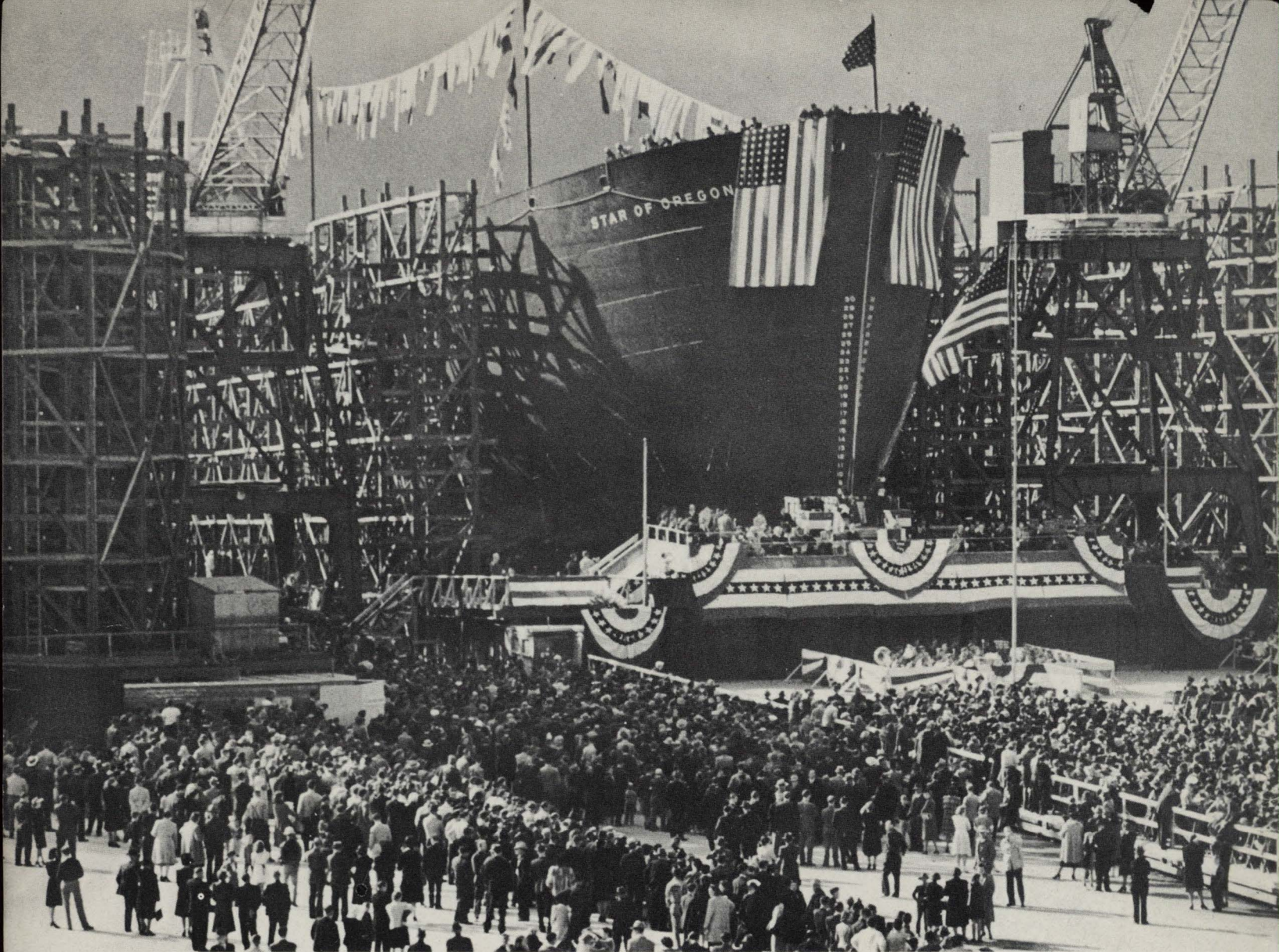


STAR OF OREGON
ANNIVERSARY EDITION



OREGON SHIPBUILDING CORPORATION • KAISER COMPANY, INC., VANCOUVER AND PORTLAND





PROGRESS and PRODUCTION

One year ago, on September 27, 12 shipyards in the United States participated in the launching of new merchant ships, the greatest mass launching since the days of World War I. On that day the "Star of Oregon," O. S. C.'s first contribution to the Liberty Fleet was launched in the then-phenomenal time of 131 days from keel laying to launching, less than 9 months from the day the first construction work began on the St. Johns mud flats. At the first launching ceremonies Edgar Kaiser, General Manager of the Oregon Shipbuilding Corporation, said, "There are two messages I should like to bring to the men and women of this organization—first, that we think reverently of the right we have, as free men and

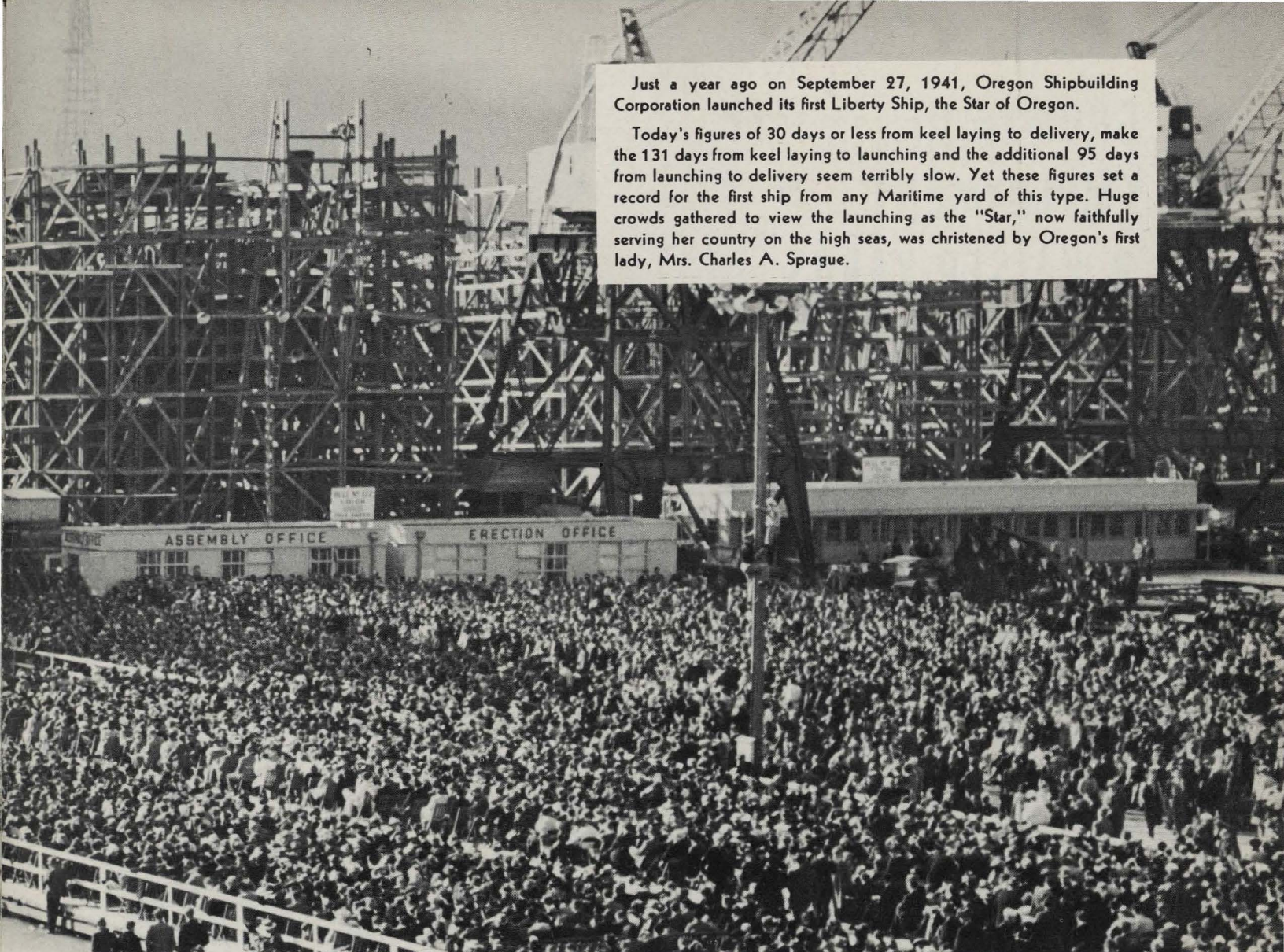


Edgar F. Kaiser, executive vice-president of the Kaiser Company and general manager of Oregon Shipbuilding Corporation and Kaiser Co., Inc., Swan Island and Vancouver, Wash.

women, following our own choice, to build for the defense of our great nation; second, to the launching crew, to the superintendents, to the engineers, to the office personnel, the journeymen and helpers, the laborers, to all of you, behind me stands our first step in building ships for America's Liberty Fleet—a good job, well done."

One year ago the little handful of 8,000 inexperienced shipbuilders made timid predictions that a ship could be delivered from this yard in 4½ months. We were then a nation at peace, our degree of participation in the war not yet clear. Not until the stab in the back at Pearl Harbor on December 7, 1941, did we realize that we were to fight for our existence as a free people.

The need for ships became increasingly more apparent, as one by one our Allies were swallowed by the Axis. "Ships, and more ships—speed and more speed" became the watchword. In rapid succession contracts for more vessels were made at Oregon Shipbuilding Corporation,



Just a year ago on September 27, 1941, Oregon Shipbuilding Corporation launched its first Liberty Ship, the Star of Oregon.

Today's figures of 30 days or less from keel laying to delivery, make the 131 days from keel laying to launching and the additional 95 days from launching to delivery seem terribly slow. Yet these figures set a record for the first ship from any Maritime yard of this type. Huge crowds gathered to view the launching as the "Star," now faithfully serving her country on the high seas, was christened by Oregon's first lady, Mrs. Charles A. Sprague.

and two new Kaiser shipyards came into existence in the first part of 1942. Thousands of additional men and women became shipbuilders overnight, and production soared to achievements which a few months before were declared "impossible." Record after record has fallen in the Portland area through the economical use of manpower building ships by assembly line methods. Records are still being made, but the most important contribution to the defense of our country has been the steady flow of new ships, week by week. Many days have since been clipped off the construction time of each ship, and the goal of one delivered ship per way per month is almost at hand.

This rapidly growing army of production soldiers has created many problems, many of which are not yet solved. The major task of getting the thousands of workmen to the job in an efficient manner in the face of a rapidly diminishing rubber supply has taxed transportation facilities to the utmost. This situation is being met with additional busses, river transportation and trains.

The problem of housing the many new workers and their families who have come into the shipbuilding area is a critical one, and millions of dollars are being expended for the construction of defense homes. Within 90 days all of

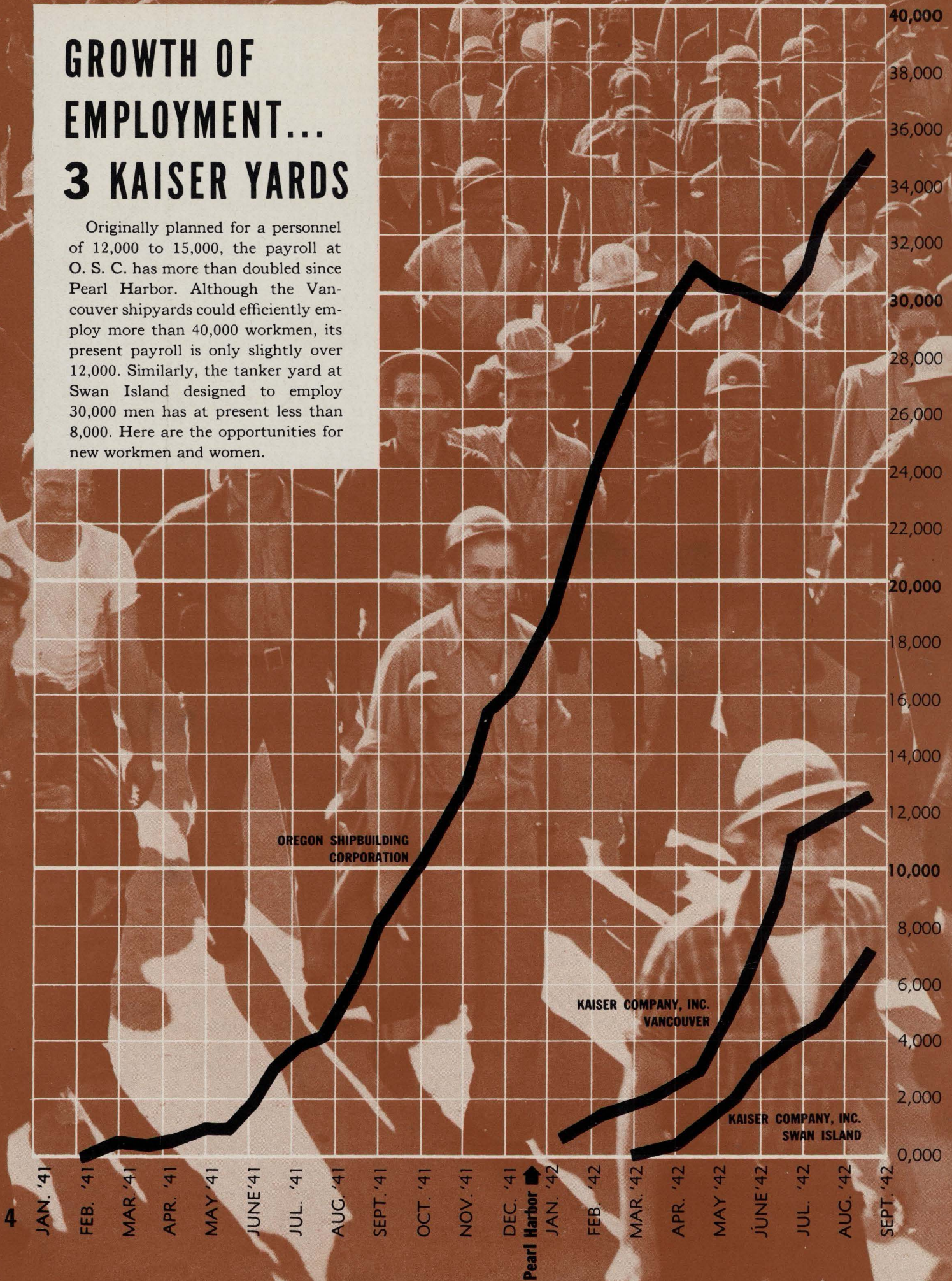
the major housing projects now under construction will be completed and 22,000 units will be available, and more housing projects are anticipated. Private citizens are being asked to aid in this critical situation by taking shipworkers into their homes.

To date most of the shipyard labor has been supplied locally, and every day men are leaving non-essential jobs to aid in the building of these vital ships. The women of the community are doing their part by replacing men in many of these non-critical jobs, and some of them are doing men's jobs in the yards.

Women throughout the state are urged to come to the aid of the shipbuilding program by urging their husbands who are not engaged in war production to come to the shipyards, while they maintain the home life of their own communities. 60,000 more men and women are needed in the Portland area to speed this production, 60,000 more men and women who will have to make sacrifices and endure discomforts foreign to the accustomed mode of living, and at the same time keep alive the home and community life which is one of the foundations of our democracy. We must have these ships—without them we will lose the war.

GROWTH OF EMPLOYMENT... 3 KAISER YARDS

Originally planned for a personnel of 12,000 to 15,000, the payroll at O. S. C. has more than doubled since Pearl Harbor. Although the Vancouver shipyards could efficiently employ more than 40,000 workmen, its present payroll is only slightly over 12,000. Similarly, the tanker yard at Swan Island designed to employ 30,000 men has at present less than 8,000. Here are the opportunities for new workmen and women.



SHIPYARD PAYROLL DOLLARS BOOST OREGON INDUSTRY

Since the beginning of the O. S. C. yard in February, 1941, and the later construction of the other two yards at Vancouver and Swan Island, over \$77,000,000 has been paid out in payrolls. Much of this huge amount of money finds its way back to industries within the state.

A large percentage of these earnings go back to communities from which men and women come to the shipyards. Heads of families who have maintained their homes in other communities throughout Oregon and Washington are able to invest part of these earnings at home, paying back debts, investing in homes and property, maintaining higher standards of living for those who are left at home, and building up a reserve of savings which will promote better living in their communities when they return.

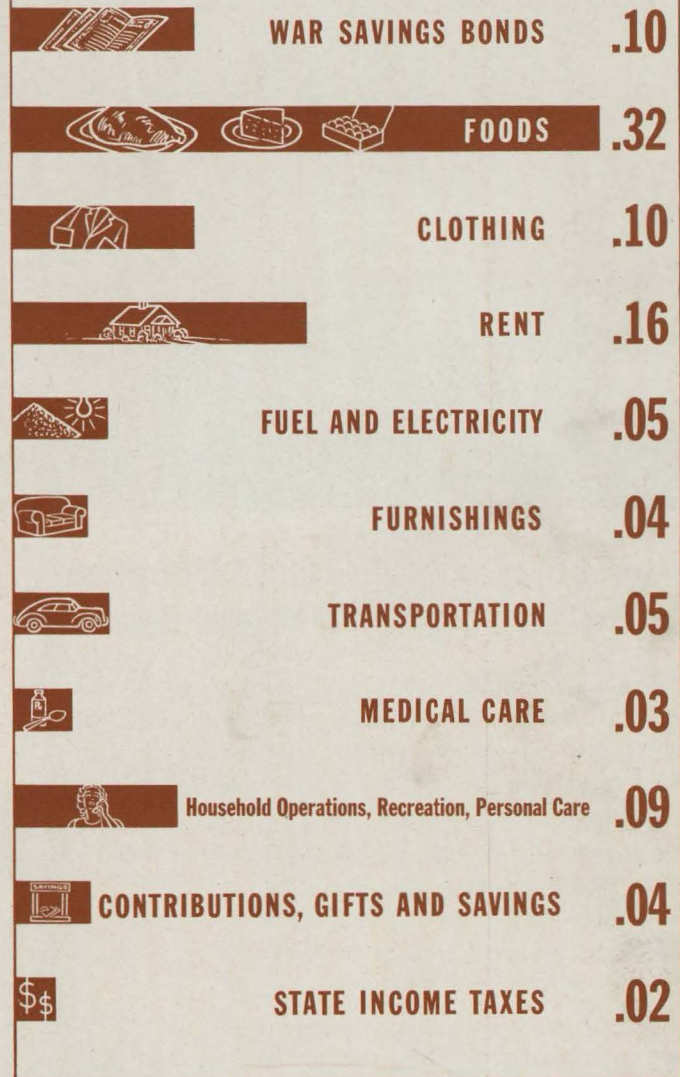
Nearly \$1,500,000 of this amount is returned to the state in taxes, aiding in local community developments, and millions of dollars in Federal income taxes and War Bond investments will help the people of other cities and towns impartially.

In addition to these huge payroll figures, other millions of dollars worth of lumber, plywood and materials are used directly in shipyards and shipbuilding. These dollars return directly through higher wage standards in local industries and sizeable financial returns to operators. Nearly \$25,000,000 has been spent for food by shipyard workers in the Portland and Vancouver areas. Farmers, ranchers, processors, and canners throughout Oregon and Washington have benefitted from this buying power.

Far from draining the resources of this great state, the shipbuilding industry, through its payroll dollars, is actually building a sounder foundation for community life after the war.

WHERE DOES THE SHIPWORKER'S PAYROLL DOLLAR GO?

Following are approximate percentages after Federal income taxes are deducted



HOW MUCH DO SHIPYARD WORKERS MAKE?

With the exception of certain office, clerical, technical and engineering occupations, principal jobs at O. S. C. and the two Kaiser Co. shipyards are covered by a master contract between the management of the shipyards, the U. S. Maritime Commission, and the Metal Trades Department of the American Federation of Labor. The following are existing rates of pay under union scales established April 1, 1942, for day shift workers:

	Rate Per Hour
Acetylene Burners	\$1.20
Acetylene Welders	1.20
Anglesmiths, Slabmen and Flange Turners	1.33
Blacksmiths	1.20
Heavy Forgers	1.50
Firemen	1.08
Furnace Men	1.10
Press Operators	1.10
Heaters	1.10
Hammer Operators	1.03
Crane Operators	1.13
Burners	1.20
Heavy Forgers' Helpers	1.00
Boilermakers and Iron Shipbuilders	1.20
Bolter-ups	.95

Chippers and Caulkers, Steel	1.20
Caulkers, Wood	1.20
Compressor Operators	1.20
Dockmen, Marine Waysmen and Stage Riggers	1.08
Drillers and Reamers	1.08
Electric Welders	1.20
Electric Crane Operators, 20 tons and over	1.33
Electric Crane Operators, under 20 tons	1.20
Electricians	1.20
Heaters, Rivet	1.08
Heating Plant Engineers	1.20
Helpers, General, All Crafts	.95
Helpers, Slab and Flange	1.08
Holders-on	1.08
Laborers	.88
Loftsmen and Layers-out	1.33
Molders	1.20
Metal Polishers, Buffers and Platers	1.20
Machinists	1.20
Operating Engineers:	
On all equipment 20 tons and over	1.33
On all equipment under 20 tons	1.20
Apprentice Engineers	1.08
Painters	1.20
Pipefitters, Marine	1.20
Plumbers, Marine	1.20
Pressmen	1.20
Punch and Shears	1.08
Rollermen and Planer Hands	1.20
Riggers, Loft	1.20
Riggers and Plate Hangers	1.13
Riveters	1.20

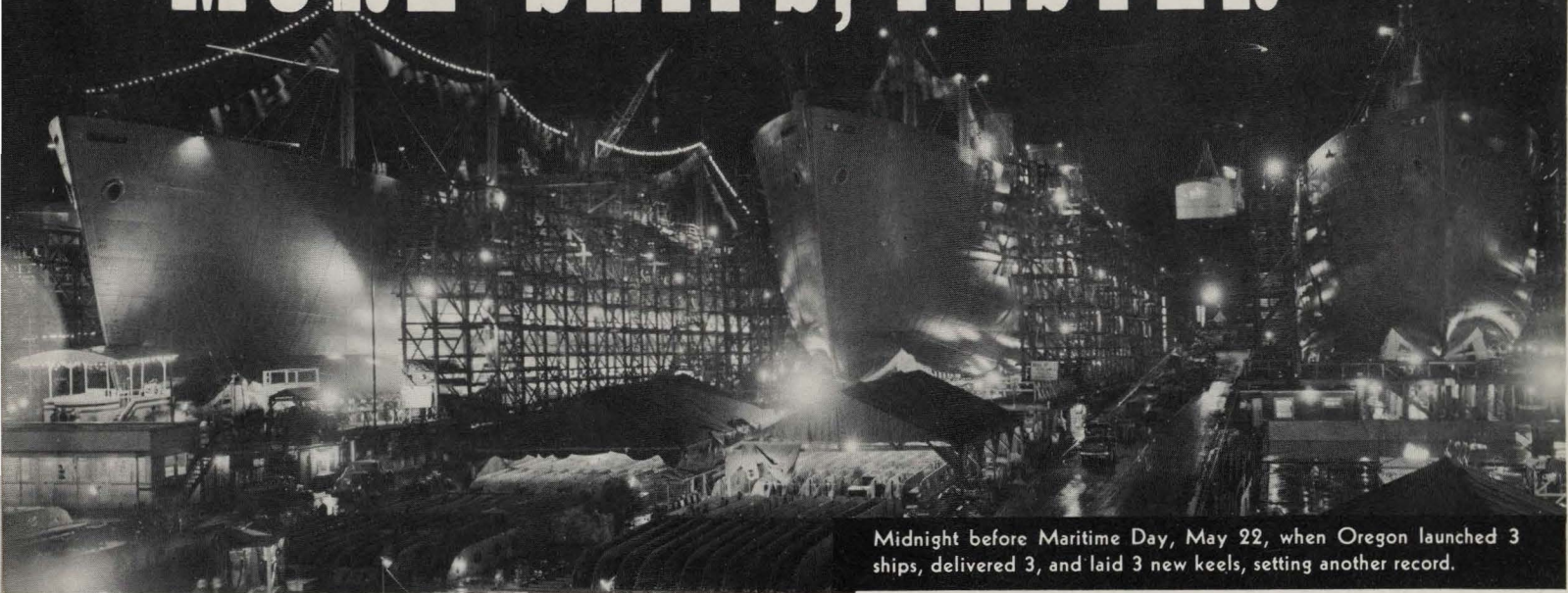
Sheet Metal Workers and Coppersmiths	1.20
Shipfitters	1.20
Shipwrights, Joiners, Boat Builders and Millmen	1.20
Steamfitters, Marine	1.20
Slingers and Hook Tenders	1.08
Tank Scalers and Cleaners	.93
Warehousemen	.93
Weld Examiner	1.33

Similar jobs on swing shifts (from 4:30 p.m. to 12:30 a.m. receive an additional 10%. Graveyard shifts (12:30 a.m. to 8:00 a.m.) receive 15% in addition to those scales.

OVERTIME

Except where special permission is given to work a seventh consecutive shift, shipyard workers covered by the Master Union Agreement work on the basis of a 6-day week, with the sixth day being paid for at time and one-half. A regular working day is 8 hours, with additional time being paid for at the rate of time and one-half.

MORE SHIPS, FASTER



Midnight before Maritime Day, May 22, when Oregon launched 3 ships, delivered 3, and laid 3 new keels, setting another record.

And Oregon Shipbuilding Corporation Employees Say It With National Records

From every state in the Union they come—from every craft and trade—the men and women who are fulfilling a promise to give our men in the front lines ships—and more ships.

Fast approaching the quota of 8,000,000 tons of ships set by President Roosevelt as a goal for 1942, America's shipyards are playing a vital part in carrying the fight to the enemy—wherever he may be!

And of these yards, Oregon's records are outstanding. First in the nation to use assembly line methods, the first and only Maritime yard to receive the Navy E, the first yard to receive the U.S.M.C. Award of Merit

—not once but three times—the first yard to employ women on ship construction. From far and wide have come production men—builders to learn how Oregon does it—to uncover the secret by which men and women without previous experience can set records that put old-time shipbuilding methods to shame.

Perhaps the secret weapon of this mighty organization is the enthusiasm with which employees from superintendents down to the newest helpers tackle their jobs. The spirit with which they meet forbidding problems—and lick them.

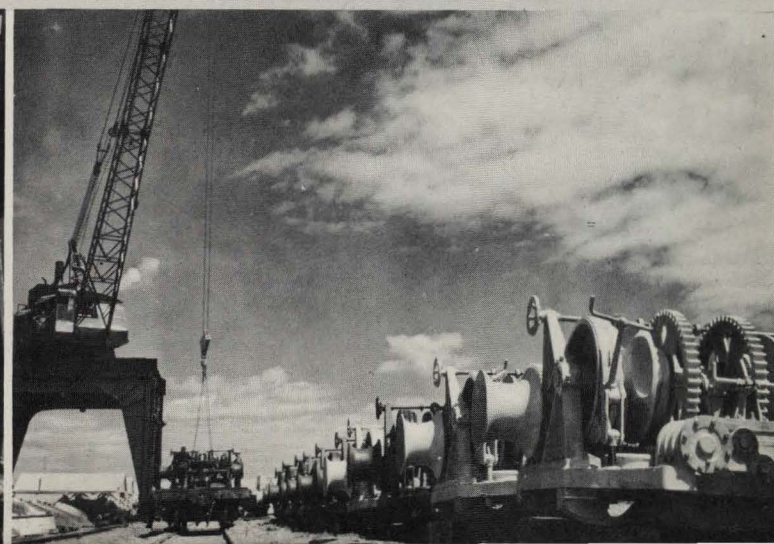
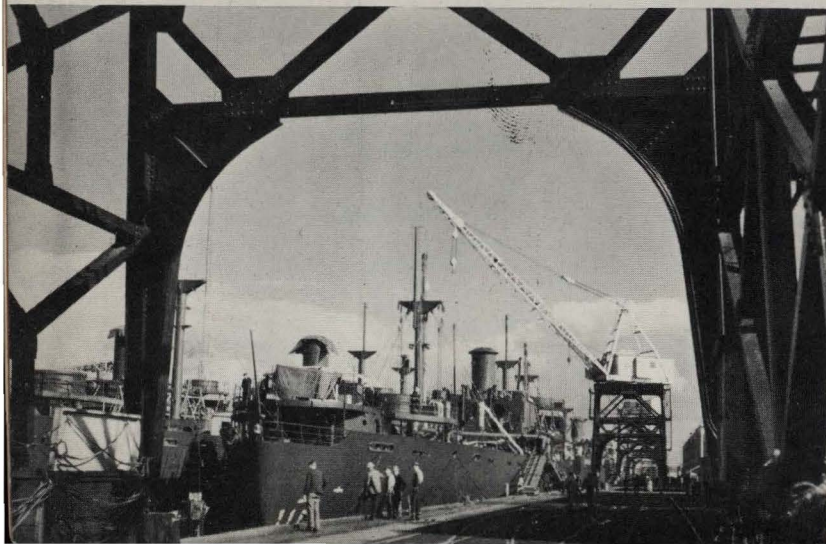
To a visitor, the Oregon Shipyard is a maze of din and activity, yet through it all runs an orderly assembly line—from storage areas to Plate Shop, to Assembly Building, to ships. And into this great production line



O. S. C. Administration Building

A beehive of activity is the Outfitting Dock, where Liberty Ships, approximately 85% completed at launching, are finished.

Part of the storage area from which machinery and parts are transported to partially completed hulls.





Mrs. Mary Carroll, America's first feminine shipyard welder, receives the merit award from Rear Admiral Howard L. Vickery, vice-chairman of the U.S.M.C. on July 19th.

go the talents and skills of dozens of crafts and specialized trades—engineers, loftsmen, welders, burners, shipfitters, riveters, electricians, painters, and dozens of others.

Because Oregon's men and women take pride in their jobs, they speak of Oregon's Libertys as "our" ships and of the big job as "our" job, even though the building of a ship is not the work of one man or a dozen men, but the combined teamwork of almost 35,000.

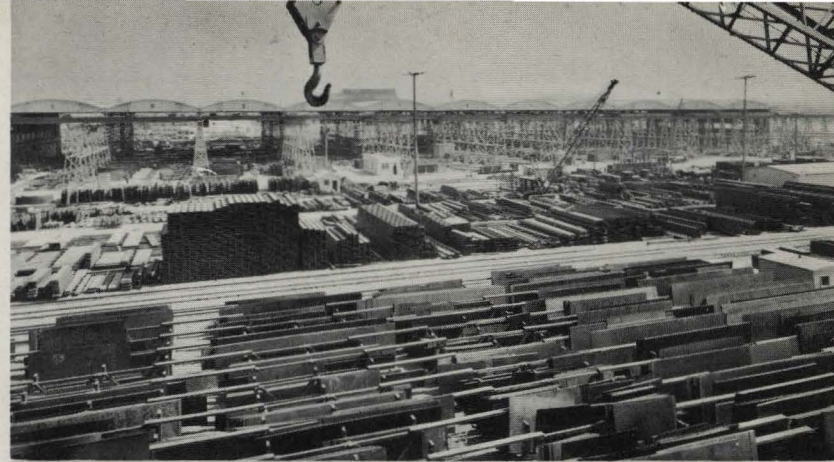
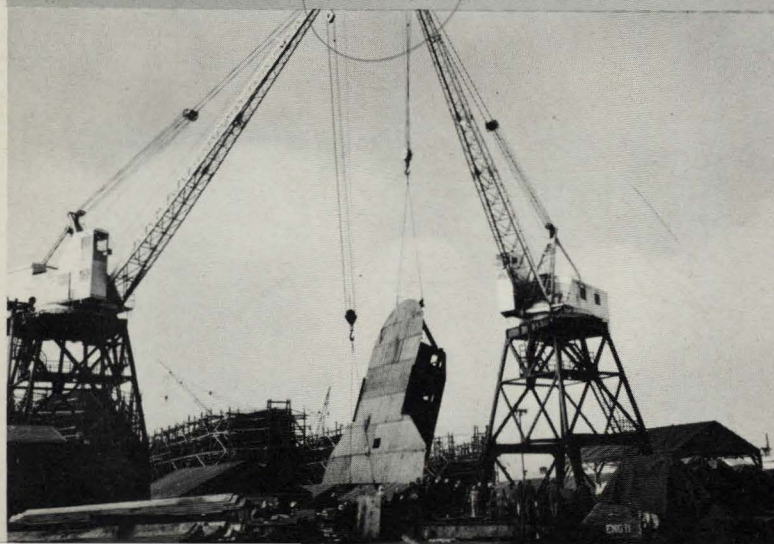


ALBERT BAUER,
Asst. General Manager



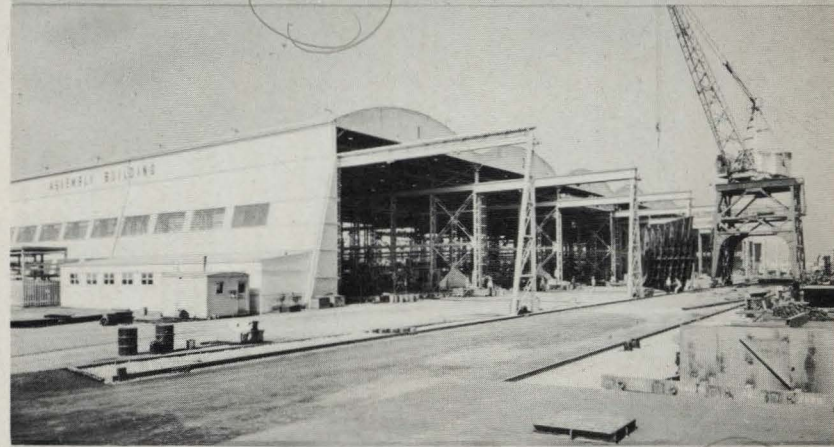
RUSSELL HOFFMAN
Yard Superintendent

An aft deck section weighing nearly 40 tons is about to be lifted onto the practically completed hull in the background.



Liberty Ships take a lot of steel, and here it is. Thousands of tons of it in the O. S. C. Plate Storage Area.

From the Plate Shop to the Assembly Building with its specialized departments and bays goes steel to be prefabricated into large sections, weighing as much as 54 tons.



The Plate Shop, where steel from the mills is cut and shaped—1200 tons a day—bent, drilled and punched for later fabrication.



At the head of each ship way prefabricated sections are stacked, carried by cranes into hulls as construction progresses.



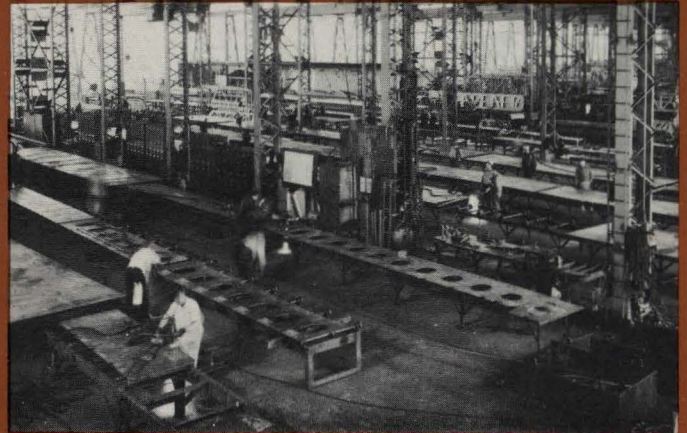
MEN and WOMEN, MACHINES and STEEL

Build the Ships that Must Win the War!

THE O. S. C. yard is a busy place. Filled with the din of a thousand noises—alive with the activity of thousands of people, for here, day and night, around the clock, in an atmosphere of excitement and activity work the men and women who are making possible one ship per way per month.

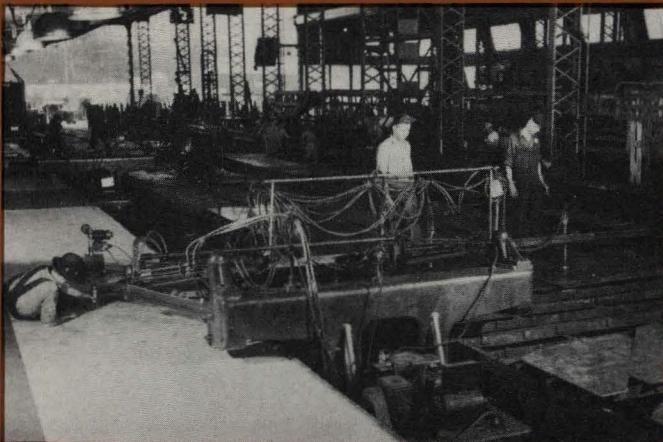


Part of the new Plate Storage Area at Oregon Shipbuilding Corporation. Over 1,000 tons of steel per day go from this area to the Plate Shop.



In the bays of the Oregon Plate Shop workmen cut and bend—punch and drill—an average of 1,200 tons of steel per day.

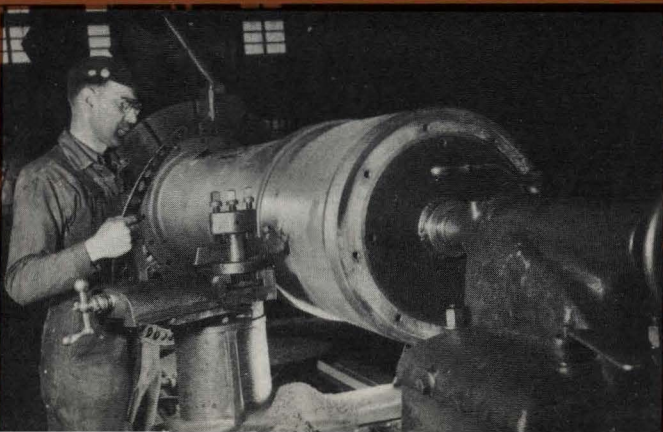
Guided by a paper pattern on the left, two plates are cut simultaneously by the Travograph in the O. S. C. Plate Shop.



The best of machines and labor-saving devices are used in building Uncle Sam's ships. Here, a semi-automatic band saw cuts steel pipes.

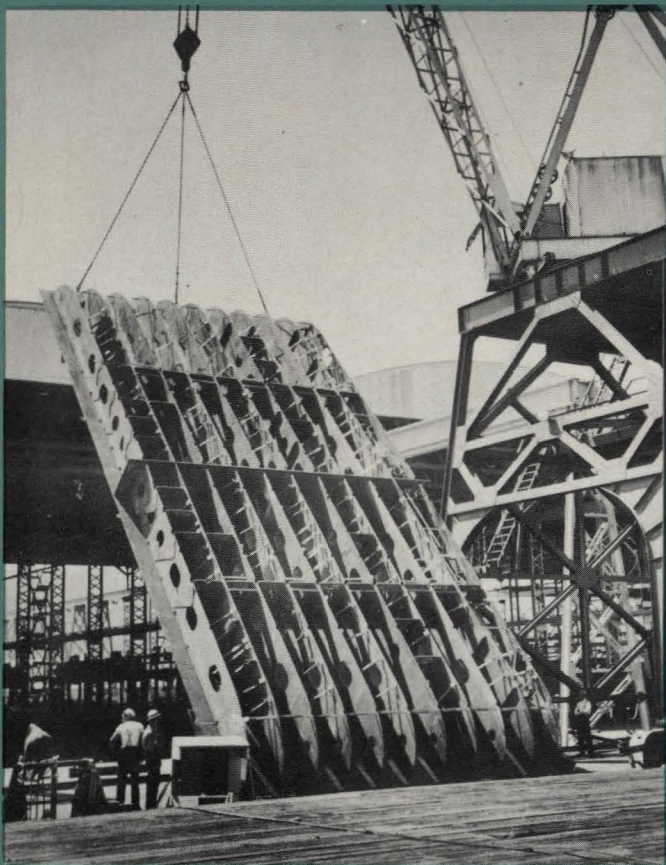


On this giant lathe workmen turn huge steel forms as easily as you would turn out a table leg in your basement woodworking shop.

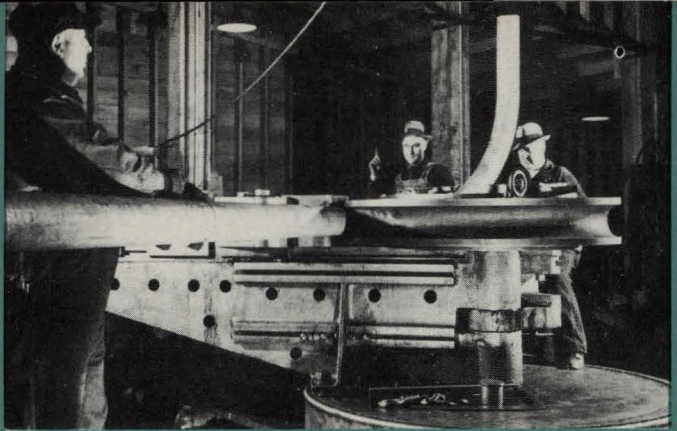


The fine art of welding is readily learned by feminine shipyard workers.





The Gantry crane lifts a prefabricated inner bottom section. It will be hauled by 16-wheel trailers to the storage areas in front of the ship ways.



Like a Dutchman bending a pretzel, this simple looking machine bends a heavy steel pipe.

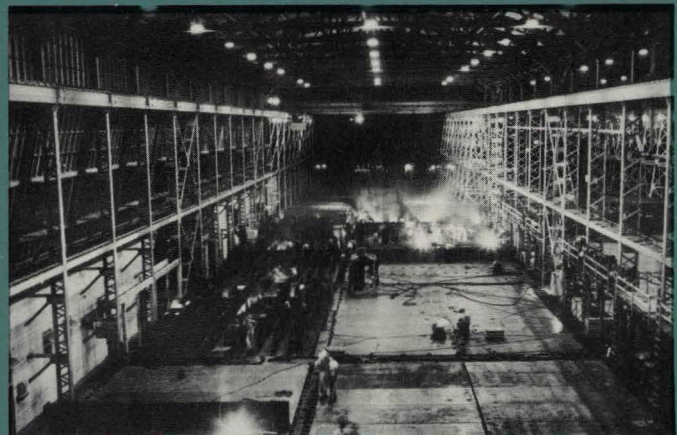


From the Plate Shop to the Storage Area at the Assembly Building come shapes stored in duplicate quantities—enough for 6 or 8 ships awaiting their place in the Assembly Building production line.

Oregon's feminine welders are setting their own records for safe workmanship and efficient production.



Work goes on through the night as welders' arcs flash and thousands of lights give the Assembly Building a daytime radiance.



Huge inner bottom sections are prefabricated in an Assembly Shop bay.



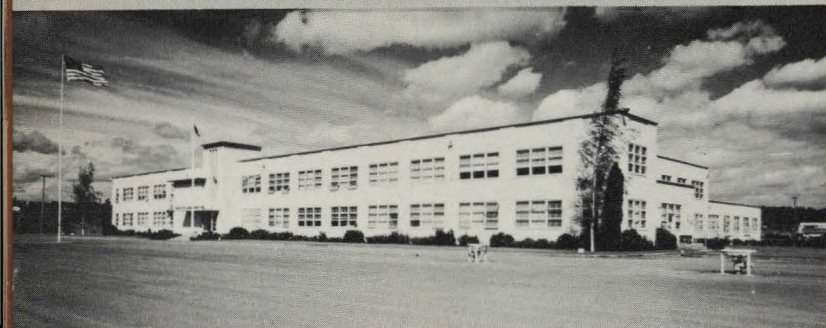
Here's just another of hundreds of different occupations. This man is a highly skilled pipe welder.





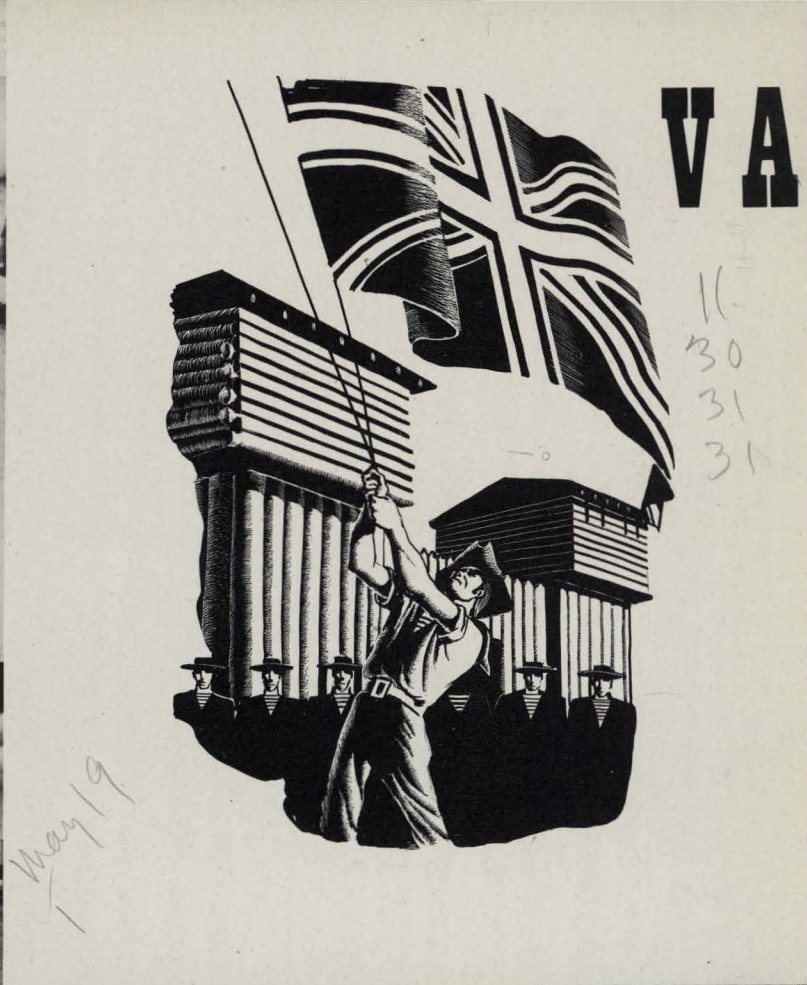
Rows of IBM calculators and machines make orderly routine of the endless payroll and accounting calculations.

This is the ultra-modern Vancouver Administration Building housing office workers, engineers, draftsmen and administrative personnel.



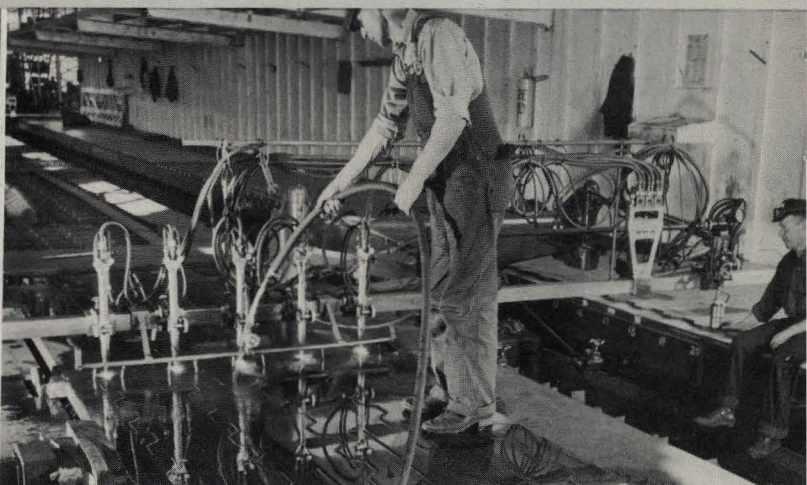
Near the Vancouver Administration Building is this separate personnel office, where War Bonds, Insurance, and other personnel matters are handled.

Inside the personnel office, where new employees sign up—for jobs, for insurance, medical and hospital protection.



Trim white exterior of the Plate Shop houses orderly, busy assembly lines for plate prefabrication.

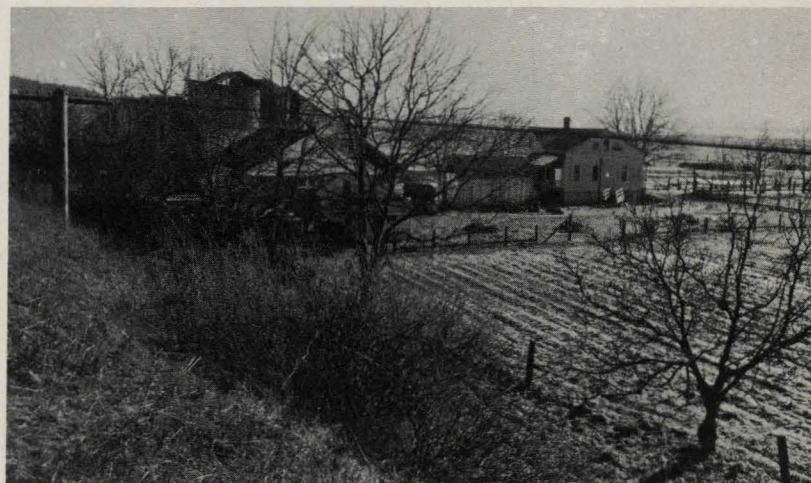
Automatic torches—five at a time—cut irregular shapes guided by the pattern on the right.



VANCOUVER

One hundred eighteen years ago Dr. John McLoughlin selected the site for Fort Vancouver on the north side of the Columbia River. On this same location in 1942 officials of the Maritime Commission and Kaiser Company chose the 245-acre piece of property as the location for a \$17,000,000 shipyard. Originally planned for an 8-way yard, facilities were expanded to 12 ways after work began. Here is another story of the American way of getting things done; of prefabrication; of the training of thousands of men inexperienced in shipbuilding; of the incredible speed that in six months transformed a dairy farm into a giant plant for building ships for victory. The site for this shipyard was by no means readymade—over 3,250,000 cubic yards of sand were dredged from the Columbia River to form the fill along the Columbia's shoreline.

The original shipbuilding contract at Vancouver called for the construction of 65 Liberty Ships. After the launching of two of these, however, the contract was changed and production is going forward at Vancouver on another



In January, 1942, the Vancouver yard site was a part of this dairy farm and pasture land.

type of vessel. Censorship restrictions forbid us to discuss it in detail here. Although today only some 13,000 people work at Vancouver, it is probable that the ultimate employment will be several times this figure. Besides the facilities of the shipyard itself, construction has progressed rapidly on dormitories for single men, homes for families, a modern hospital and other facilities for the well-being and comfort of Kaiser Co. Vancouver's employees.



The Vancouver yard office, where construction detail and administration are handled.

Vancouver has its own Mold Loft laid out to the specifications of the type of ships it builds.



Ample parking space is provided for Vancouver workers, with more room for those to come later.

More payroll dollars for Northwest industry as Kaiser Co., Vancouver, employees get their weekly pay checks.



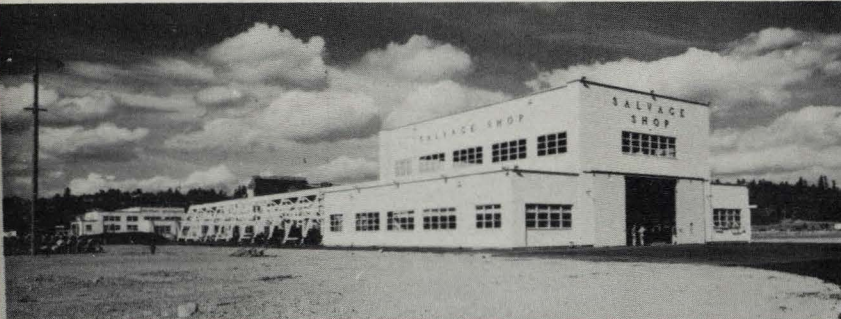
VANCOUVER



Vancouver's Independence Day gift to Uncle Sam's fighting forces was the SS "George Vancouver," launched July 4, 1942. This Liberty Ship, the first of two built by the Vancouver yard before their change in contract, established two national records. The first, the short time from keel laying to launching—80 days—25 days better than the time taken by any present-day Maritime yard to launch its first ship; the second—a total of only 165 days from the beginning of yard construction to launching; 70 days better than the record of the Star of Oregon.

The sponsor was Mrs. J. L. Stromme, wife of Col. J. L. Stromme, then commandant of the Portland Air Base. Col. Stromme told workmen, "We are fighting for our lives, the rights of free men, the rights of our children and our children's children to enjoy the benefits of Liberty."

(Left) M. Miller, assistant general manager—top man in the Vancouver yard. (Right) John Hallet, General Superintendent.



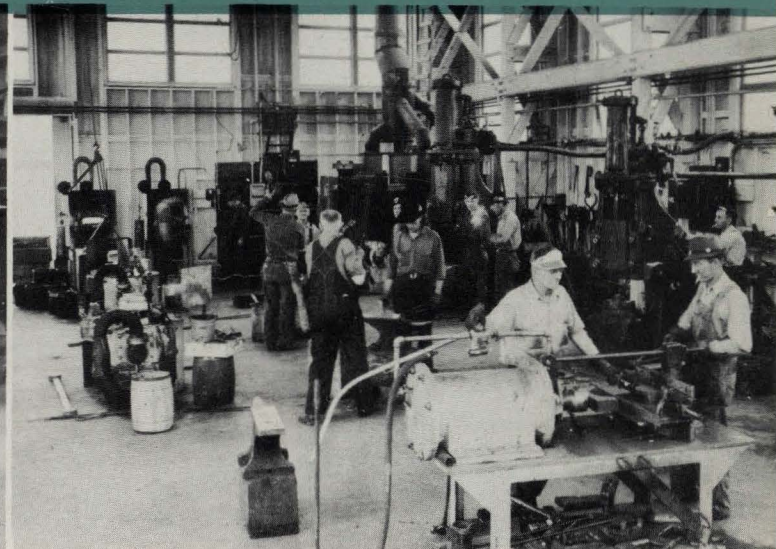
Preventing waste and utilizing scrap material is a vital part of ship-building. Here is the Vancouver salvage shop.

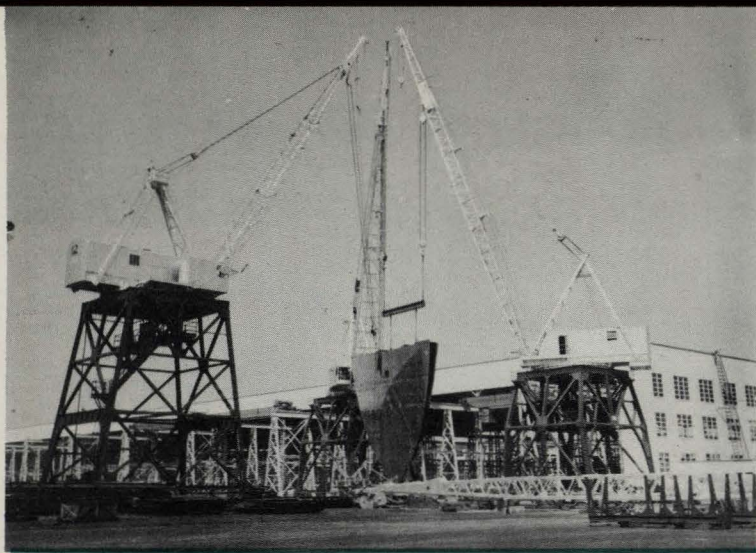
Inside the salvage shop workmen recondition scrap material, put all possible waste material back into the job.



An important part of the streamlined Vancouver yard is the huge Machine Shop.

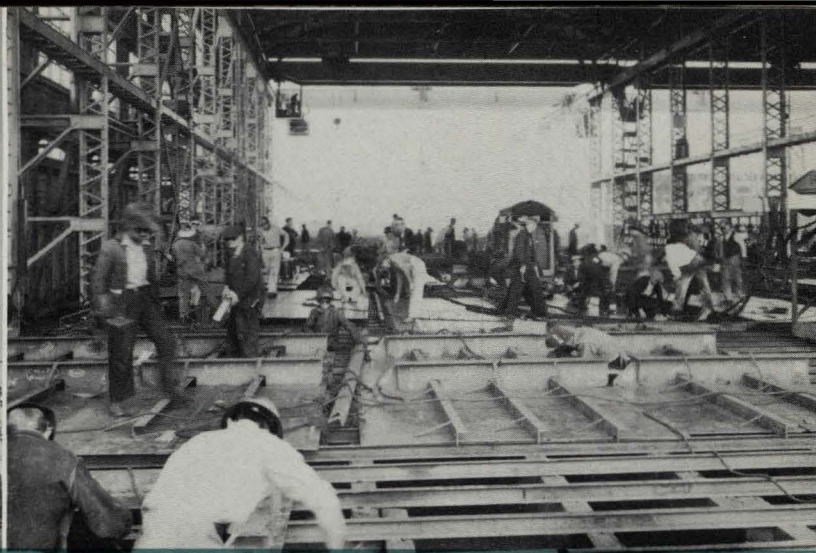
Workmen from dozens of different crafts are employed in the Vancouver Machine Shop.





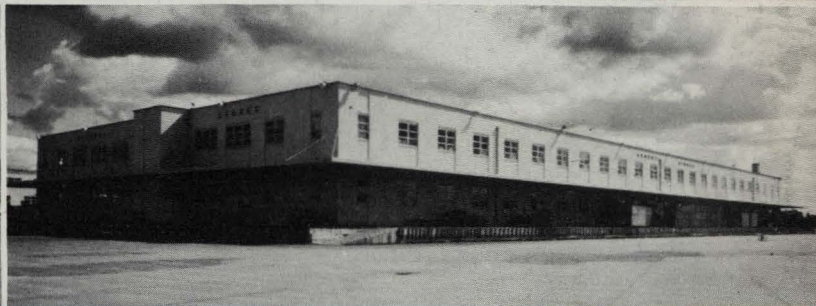
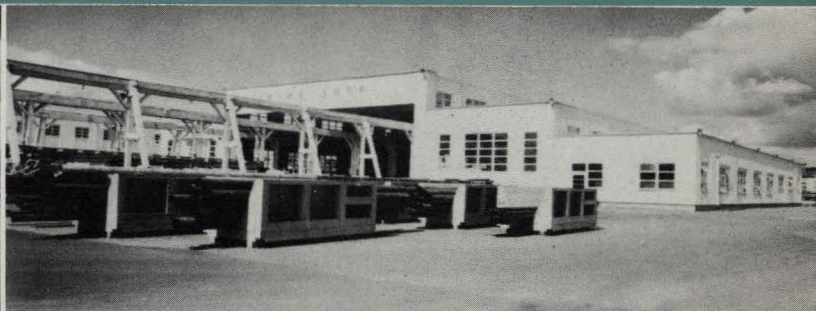
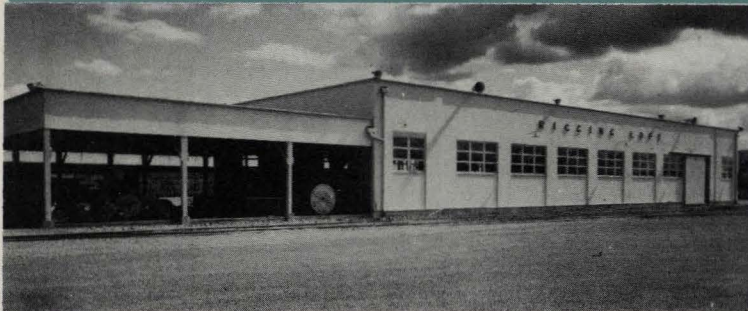
Whirley cranes lift a heavy forward inner bottom section in the Vancouver assembly area.

This is the K. C. I., Vancouver, rigging loft—built in 25 days.



Part of the Vancouver production line—a bay in the Assembly Building.

The important pipe shop, where miles of pipe are stored—prefabricated and assembled.



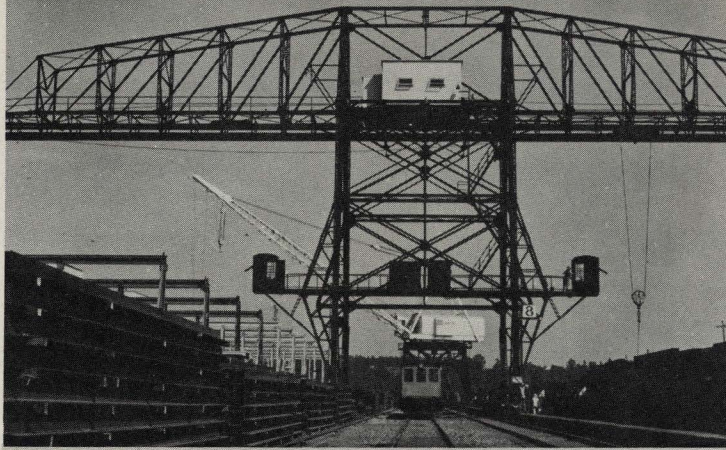
To serve yard workers and office employees is this big, modern cafeteria.

General stores, where everything from mattresses to paper clips are assembled to outfit Vancouver's ships.

Ready to be lifted onto a ship is this 230-ton, three-story deck house. ²¹⁵

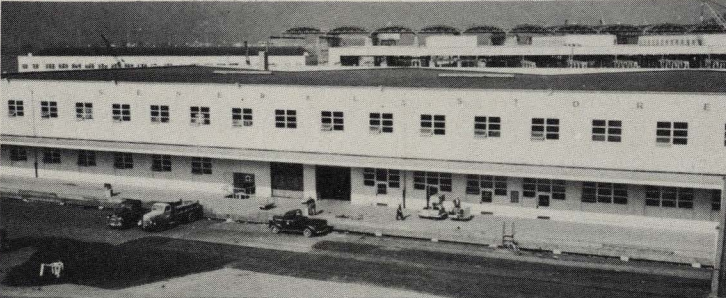
The K. C. I., Vancouver, fire department has the latest type of equipment with a full crew of experienced firefighters.





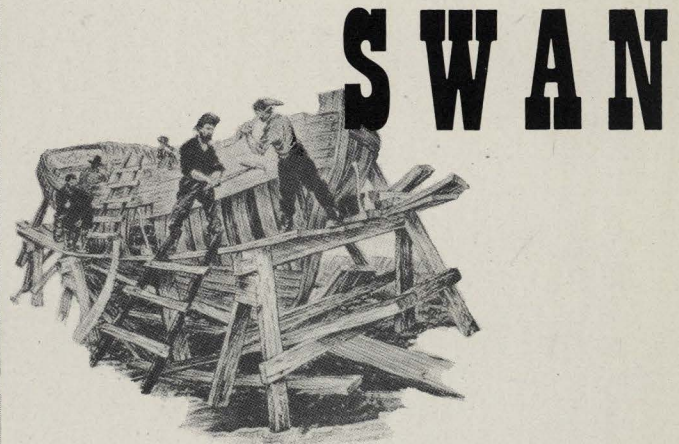
This Hammerhead crane handles plates and materials in the Swan Island Plate Storage area. Note the Whirley crane in the background.

Cranes from the Plate Shop travel out on these extensions at the left, picking up plates from the storage area (center).



Material by the trainload and truckload goes in and out of the General Stores building in orderly procession.

In this building the boilers for Swan Island's oil tankers are prefabricated.



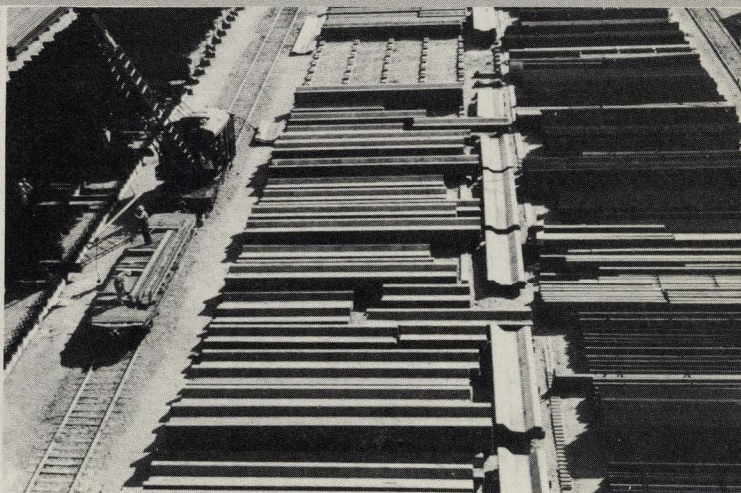
To the employees at Swan Island the first anniversary of the launching of the Star of Oregon is of particular significance, for on this island just 101 years ago Joseph Gale launched another "Star of Oregon," a schooner whose timbers came largely from the wooded island itself.

Following the award of a contract for 56 — 21,000-ton oil tankers March 21, the island site of the former Portland Municipal Airport was rapidly converted to a modern, complete



One of the many Swan Island buildings, each with a specific job. This one is for machinery storage.

Waiting for the men and equipment to make them a part of Swan Island's oil tankers are these shapes in the Plate Storage.



ISLAND



ELMER HANN,
General Superintendent



A. R. NIEMAN,
Assistant General Manager

tanker shipyard. In less than 6 months from the original contract date at least 90% of the yard facilities had been completed. Five tanker keels had been laid, with over 19,000 tons of steel already fabricated and the first two hulls scheduled to be launched within another month.

The tremendous size of these oil tankers under construction has made its own difficult problems in the engineering and facilities construction of the yard. Nevertheless, much work had been taking place on the ways long before yard facilities had been completed. Here, as in the other two Kaiser shipyards, new ideas to conserve manpower and to help workmen "build 'em faster" are being inaugurated. One of these contemplated ideas

is an assembly plant where a midship deck house weighing 140 tons and the aft deck house—much larger—will be completely prefabricated, even to the plastering and wiring, and lifted bodily onto the deck of a partly finished tanker hull.

Under the guidance of some of the best construction workers in the world, clerks, bakers, lawyers, teachers, students, salesmen, writers, and people from every walk of life have taken over new and utterly strange jobs, first in the construction and then in actual shipbuilding at Swan Island. The speed and efficiency with which this yard has come into being are a high tribute to the ability of these inexperienced people to make good in a big job.



Entrance to the Kaiser Co. Swan Island administration building.



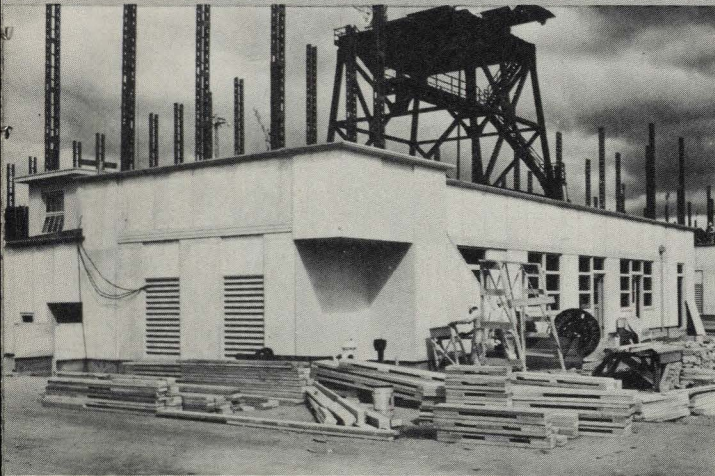
Just completed and already in operation is the streamlined cafeteria where the best of food is served to employees.



Another view of the General Stores building, with ample dock space for loading and unloading materials.

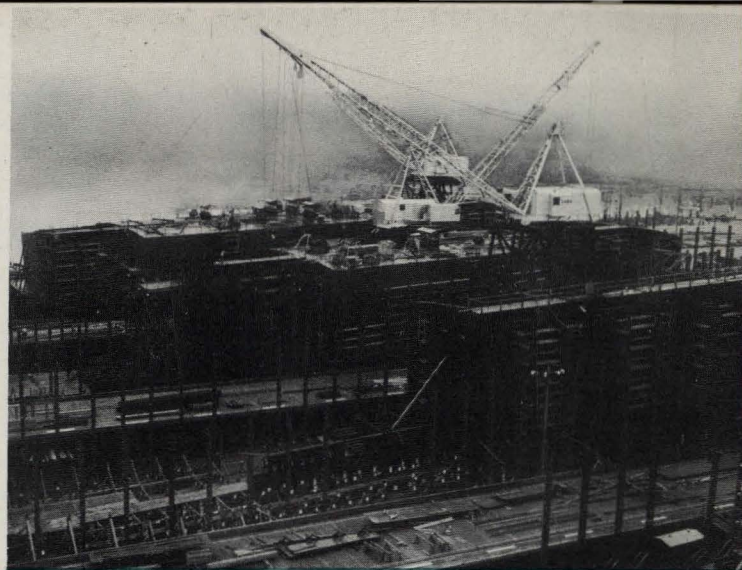
With steel scaffolding and cranes in the background, trim offices and tool rooms stand at the head of each tanker way.

Each of the three shipyards has its own complete Accounting Department. Here is Swan Island's IBM room.

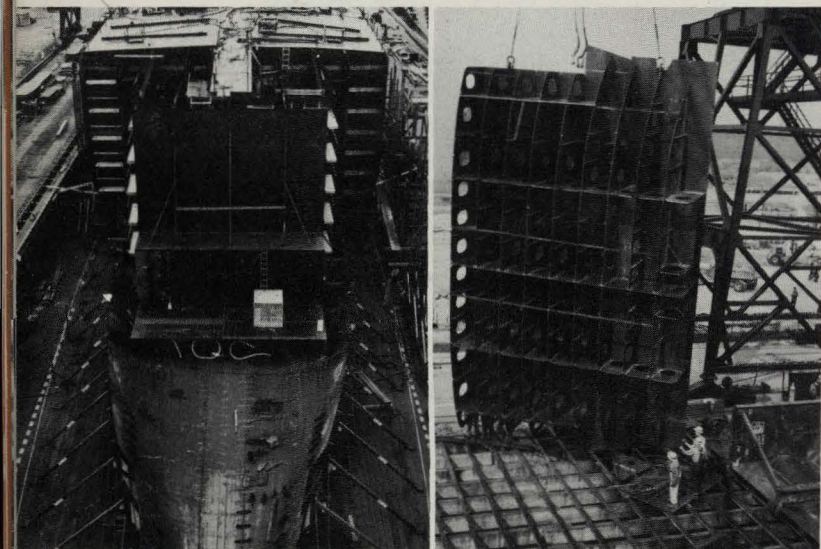


SWAN ISLAND

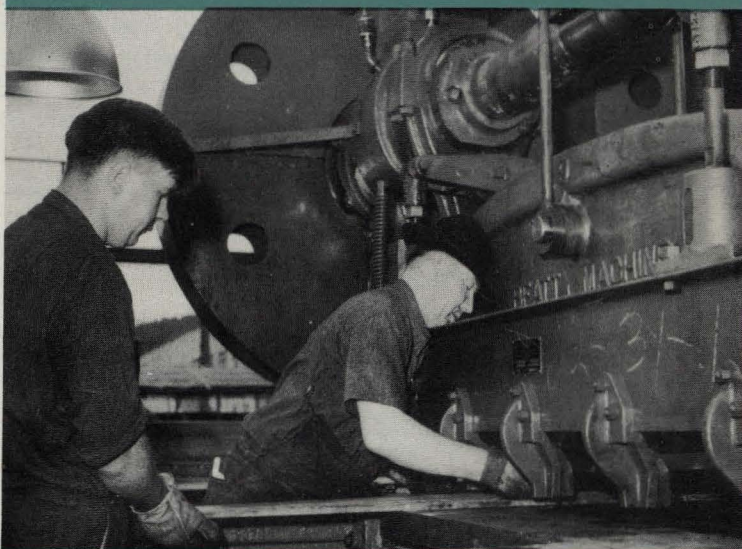
At this Kaiser Co., Inc., Portland yard the visitor will notice many differences from the other two yards. For example, the ways are longer and wider to accommodate tanker hulls which at launching weigh as much as a fully loaded Liberty Ship—something like 11,000 tons. Other differences are apparent, too. The use of steel scaffolding, for example, in place of wooden framework around the hull. This allows cleaner working areas and easier handling of materials. Since the tankers themselves are huge ships rated at 21,000 tons, all facilities are scaled up in proportion. Plate Shop and Assembly bays are wider, equipment for lifting and transporting is, in general, heavier. Here, as in the other yards, dozens of different crafts are needed to carry out specialized jobs.



View of three partially completed tanker hulls on Swan Island ways.



View from the stern of a Swan Island tanker under construction. Gantry cranes turn over a prefabricated section weighing 32 tons.



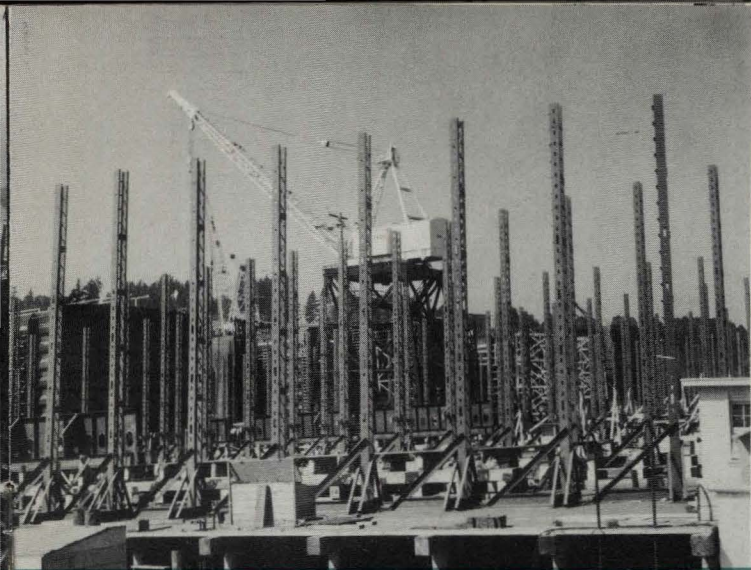
This monster shears 3/4-inch steel plates as easily as friend wife would cut a birthday cake.



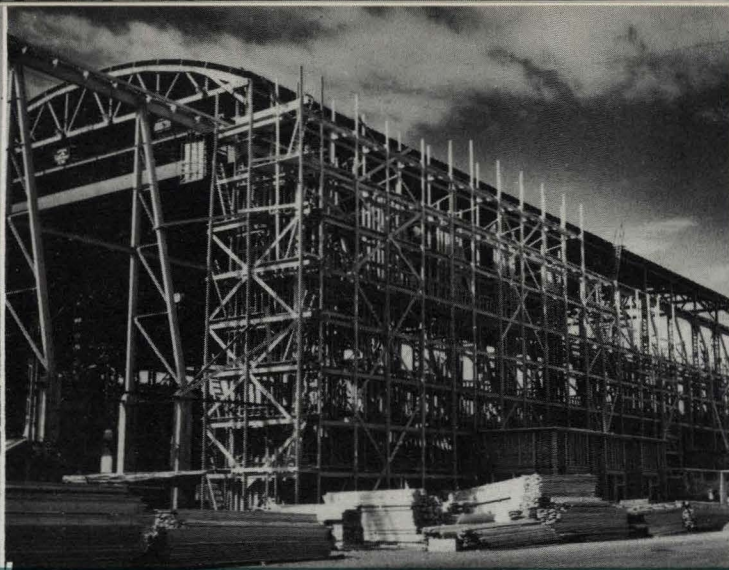
On this big Mold Loft floor, loftsmen make templates and patterns for tanker plates and sections.



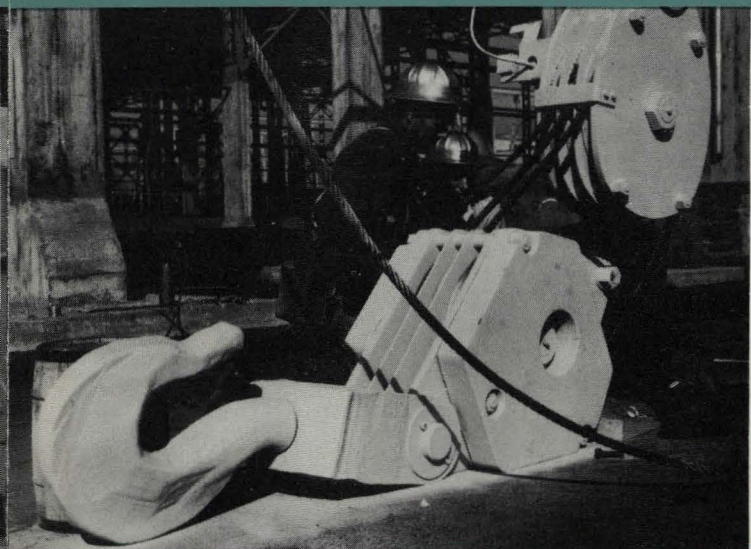
Making sure they'll fit. This man is grinding the edges of a plate in the Plate Shop.



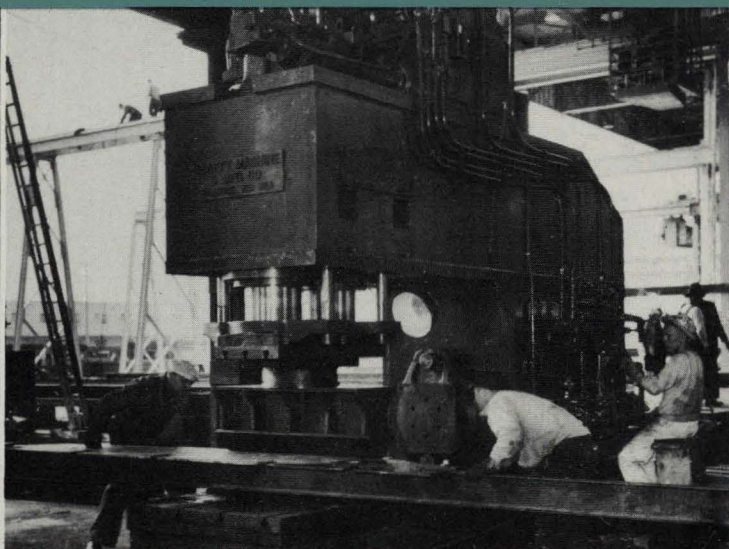
This orderly forest is steel scaffolding used along ship ways.



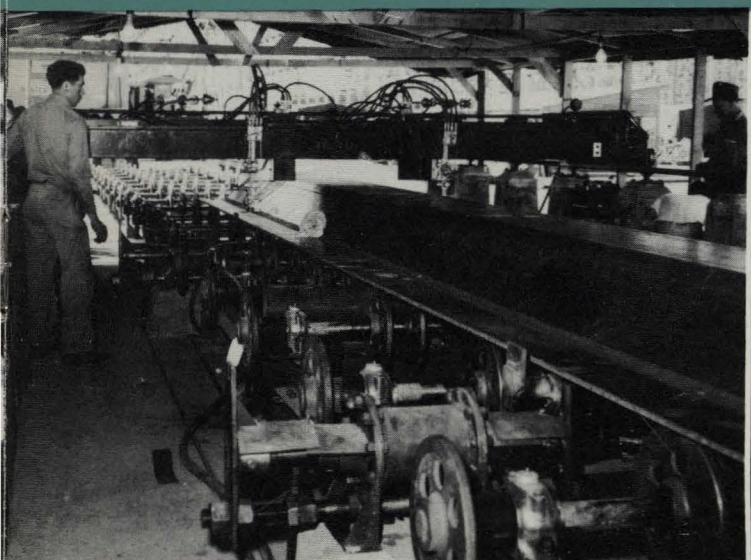
Work is not yet completed on all of Swan Island's buildings and facilities. Here workmen are putting side walls on the Assembly Building



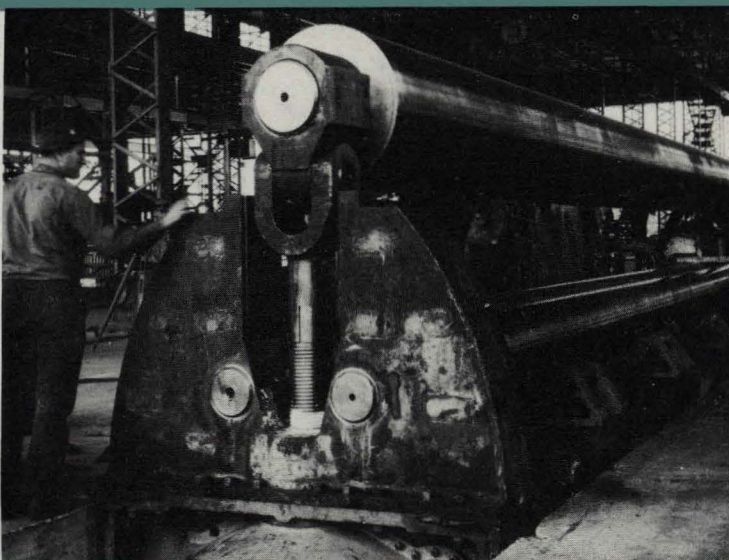
The big cranes do not come readymade. Here are workmen rigging the main hook for a giant Whirley.



Flanging steel plates on one of the hydraulic presses in the Swan Island Plate Shop.



This machine trims the corrugated "Yoder" plate—just another of many Plate Shop operations.



Installing a 38-foot roll in the Plate Shop. The top roll of this big wringer weighs 35 tons.

LADIES in OVERALLS



BURNERS

Sept 15

A year ago shipbuilding would have stopped at the sight of a woman on the ways, but today the picture has changed, with over 770 women doing the work of men in the yards. Probably in another year that number will have been multiplied many fold. At first masculine workers eyed these women curiously, skeptically, and proceeded to ignore them. Today men in the shipyards accept women as fellow workers, for they're doing men's work—and doing it well. At O. S. C. there are nearly 200 feminine welders and 86 trainees on the ways working on the actual erection of hulls. In the Plate Shop 40 women welders and 34 trainees are making decks and doing other heavy work.

42 feminine electricians' helpers and 6 electrical welders work in the electric shop. In the Assembly Building 181 women welders with 133 trainees are doing heavy prefabrication work. In many of these occupations women are often more competent than men, and they are particularly adept at precision operations.

There are numerous other occupations for women in the shipyards. The warehouse alone employs 42 of them.

In addition to these heavy occupations, countless other women are employed in clerical and office capacities, as messengers, IBM operators, and others. Some of the women in the yards have come from office positions, most of them have been housewives.

Housewives and women in towns outside the Portland area are urged to help replace men in non-essential industries in their own communities, to obtain jobs at home wherever possible, in order to free their menfolk to obtain shipyard employment.



MESSENGERS



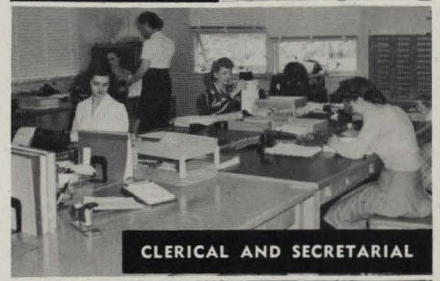
WELDERS



ELECTRICAL SHOP



WAREHOUSE CLERKS



CLERICAL AND SECRETARIAL



TIME CHECKING



BLUEPRINT DEPARTMENT

OCCUPATIONS AND UNION WAGE SCALES FOR WOMEN WORKERS

	Per Hour Amount
On Ways:	
Welders	\$1.20
Plate Shop:	
Welders	1.20
Electricians:	
Helpers95
Electrician Journeymen	1.20
Electric Welders	1.20
Assembly:	
Welders	1.20
Warehouse:	
Warehouse Women93
Warehouse Leaderwomen	1.13
Outfitting Dock:	
Machinist Helpers95

TRANSPORTATION

The problem of getting over 50,000 shipyard workers to their jobs and home again is indeed a serious one and becomes more critical daily as more and more private automobiles are put away for the duration. The first result of the rubber shortage has been to place an unnatural load on public transportation facilities. Housing shortages in the local area have made it necessary for workmen to travel greater distances—placing increased burdens on other forms of transportation. One of the first jobs of the "Travel Bureaus" at the three yards was to encourage men to "double up" in the use of private automobiles, raising the average number of riders per car from 1.7 in September to 3.2 by June, 1942—one of the highest ratios of any war industry in the United States.

The next step was the purchase of 150 busses by the Maritime Commission for the exclusive use of shipyard workers. To carry workmen from downtown Portland to the Swan Island and the O. S. C. yards, two San Francisco ferries, "Hayward" and the "San Leandro," each having a capacity of 3,500 passengers, are soon to be put into operation.

Employees of the Kaiser Co. Vancouver yard now have the use of a ferry crossing the Columbia River from Portland's east side, now carrying approximately 2,000 passengers per day. Service from downtown Portland to the Vancouver shipyard will soon include a special train operation on the S. P. & S. Railroad.

In addition to these new facilities, public transportation companies have added busses for transporting workers from rural areas and over 180 busses owned cooperatively by workmen carry an average of 10 to 55 passengers each to the three yards. Fares for all types of transportation have been kept low and it is believed that mass transportation is now available for every Kaiser employee.

A veteran from San Francisco Bay, the ferry "Hayward," will be reconditioned to transport shipyard workers from downtown Portland to O. S. C. and Swan Island yards.



Bus lines from nearby towns provide transportation for other hundreds of shipyard workers.

Cooperative busses operated by groups of shipyard workers serve all three shifts. 180 of these at O.S.C. carry from 10 to 55 passengers each on every trip.



Ample parking areas provide space for private cars at each shipyard. Tire shortages and employees' "doubling up" are decreasing the number of passenger vehicles at the yards.

City busses provide mass transportation for thousands of workers at all three yards. These have been augmented by 150 additional busses purchased by the Maritime Commission.



HOMES

The tremendous growth of employment in the Portland-Vancouver area has brought about housing problems that have seriously curtailed the assimilation of manpower into the shipyards. There is a solution to this problem, however, in the form of more than 20 separate housing projects in various stages of completion. These projects comprise over 22,700 housing units, including dormitories for 4,000 men, 10,064 one to three-room War apartments, and 8,733 single or duplex houses. Of this number, 4,000 dormitory units and 3,632 family units are either occupied or will be available by October 1; 7,876 additional family units will be available by November 1, and the remainder by December 15 or earlier.

Although these projects should adequately house the new manpower scheduled to be employed in the three shipyards, there is assurance that additional housing will be under way before these units are completed.

A recent intensive advertising drive sponsored by the shipyards has brought to light many Portland homes for sale or rent, rooms in private homes for small families, or single persons, and other property which may be easily remodeled to accommodate families.

Pending the time when these housing units will be fully completed, workmen coming to Portland for the first time are urged to leave their families at home temporarily, since they can be reasonably sure of finding adequate living quarters within one to three months after their arrival—perhaps earlier.

To accommodate new arrivals to Portland, the Kaiser Co. is providing a large reception center where men and their families can live for a few days while getting acquainted with the residential areas of the city. At this center and at each of the three shipyards a housing service is maintained to assist employees in locating accommodations compatible with their means and desires.

HUDSON HOUSE - located $\frac{1}{4}$ mile east of the Vancouver shipyard provides bachelor quarters and single and double rooms at rates of \$5.00 per week for single rooms, and \$3.50 per person per week for a double room. Excellent food is provided in the central dining hall for an additional \$1.45 per day, making the average monthly cost per person for room and board \$53.00.

COLUMBIA VILLA. These two and four-family units include kitchen, dining alcove and 1, 2, 3 or 4 bedrooms. Gas heat. Scheduled for completion by November 1.

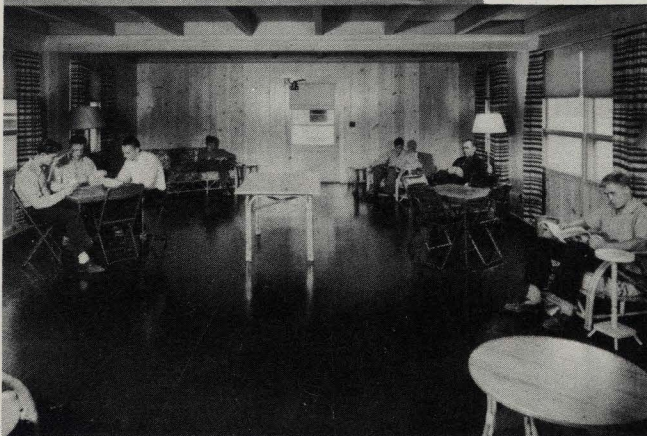
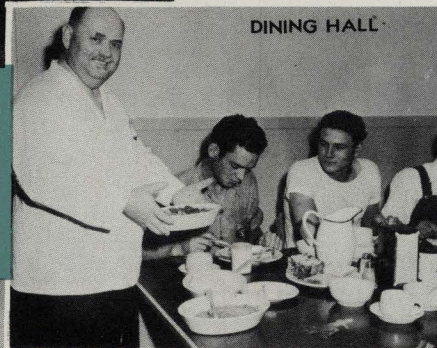
PARKSIDE HOMES. One of a number of temporary War Housing projects, completely outfitted except for interior furnishings. Coal heat. Electric refrigerators. Rentals vary from \$36 per month for 1 bedroom houses, to \$45 for 4-bedroom houses.

UNIVERSITY HOMES These are temporary apartments—1 and 2-room family units of Pullman type. Erected in buildings containing 8 to 16 units each. Completely furnished, laundry and utilities included. Rentals are \$7.00 per week single; \$10 per week double.

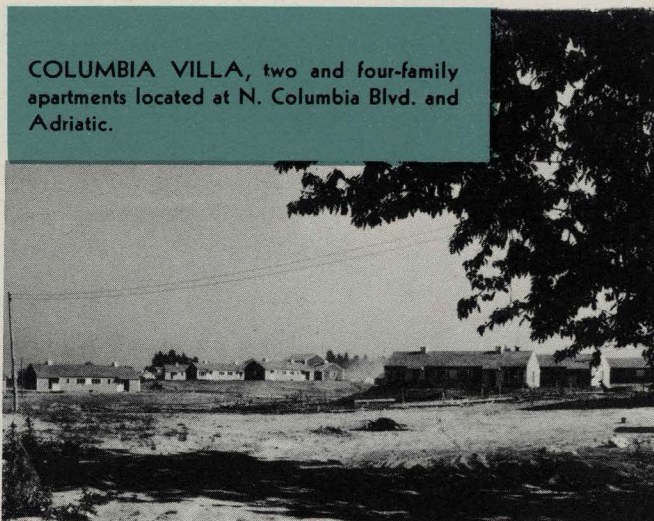
Additional projects are described on the following pages, together with a complete listing of all of the housing facilities now under construction in the Portland-Vancouver area.

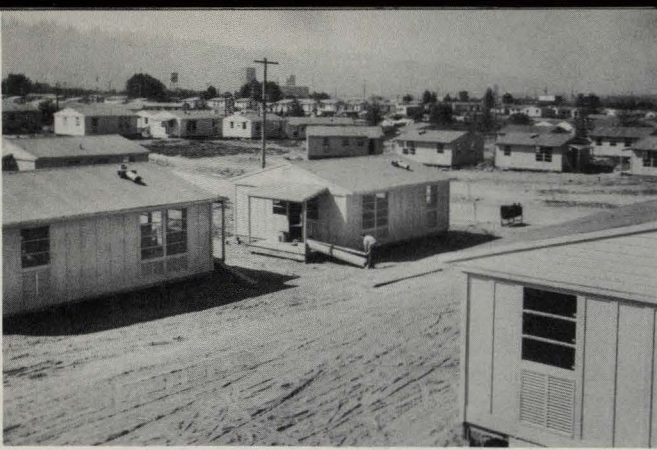
HUDSON HOUSE, single and double rooms, bachelor's quarters, provides board and room for 4,000 men. Located $\frac{1}{4}$ mile east of the Vancouver shipyard.

EMPLOYEES LOUNGE, HUDSON HOUSE

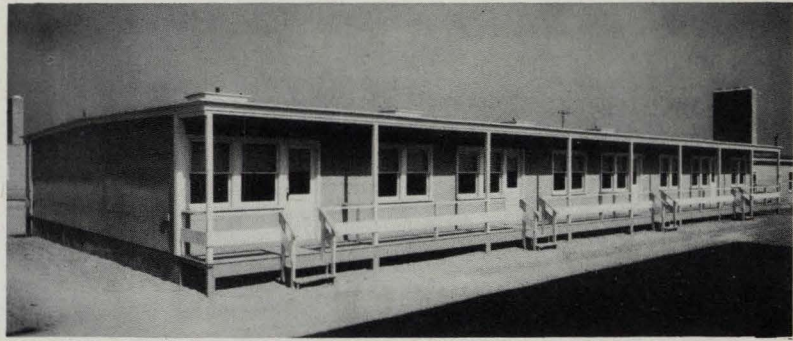


COLUMBIA VILLA, two and four-family apartments located at N. Columbia Blvd. and Adriatic.





PARKSIDE HOMES, Temporary houses—1 to 4 bedrooms. Located at N. Bruce Avenue and Burgard St. near the O.S.C. shipyard.



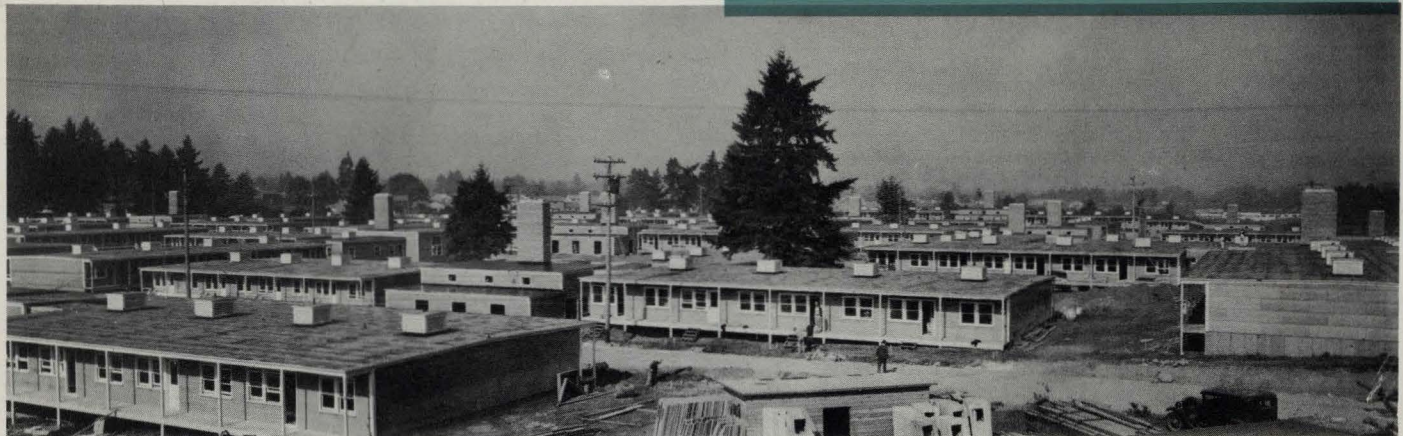
A LIVING ROOM IN THE UNIVERSITY HOMES PROJECT



TWIN BEDS ARE STANDARD FURNISHINGS



UNIVERSITY HOMES, Temporary war apartments, 1 and 2 room family units in apartment buildings, located at N. Columbia and Willis Blvds. at Davis and Hamilton Avenues.



OGDEN MEADOWS APARTMENTS —
KITCHEN



LIVING ROOM



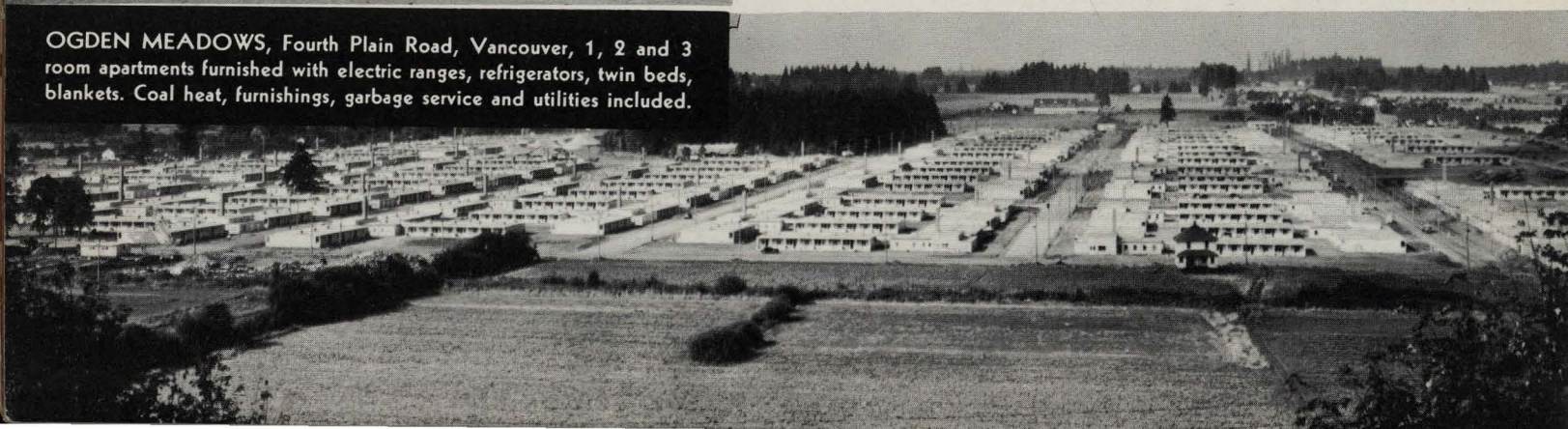
OGDEN MEADOWS, Fourth Plain Road, Vancouver, 1, 2 and 3 room apartments furnished with electric ranges, refrigerators, twin beds, blankets. Coal heat, furnishings, garbage service and utilities included.

HOMES

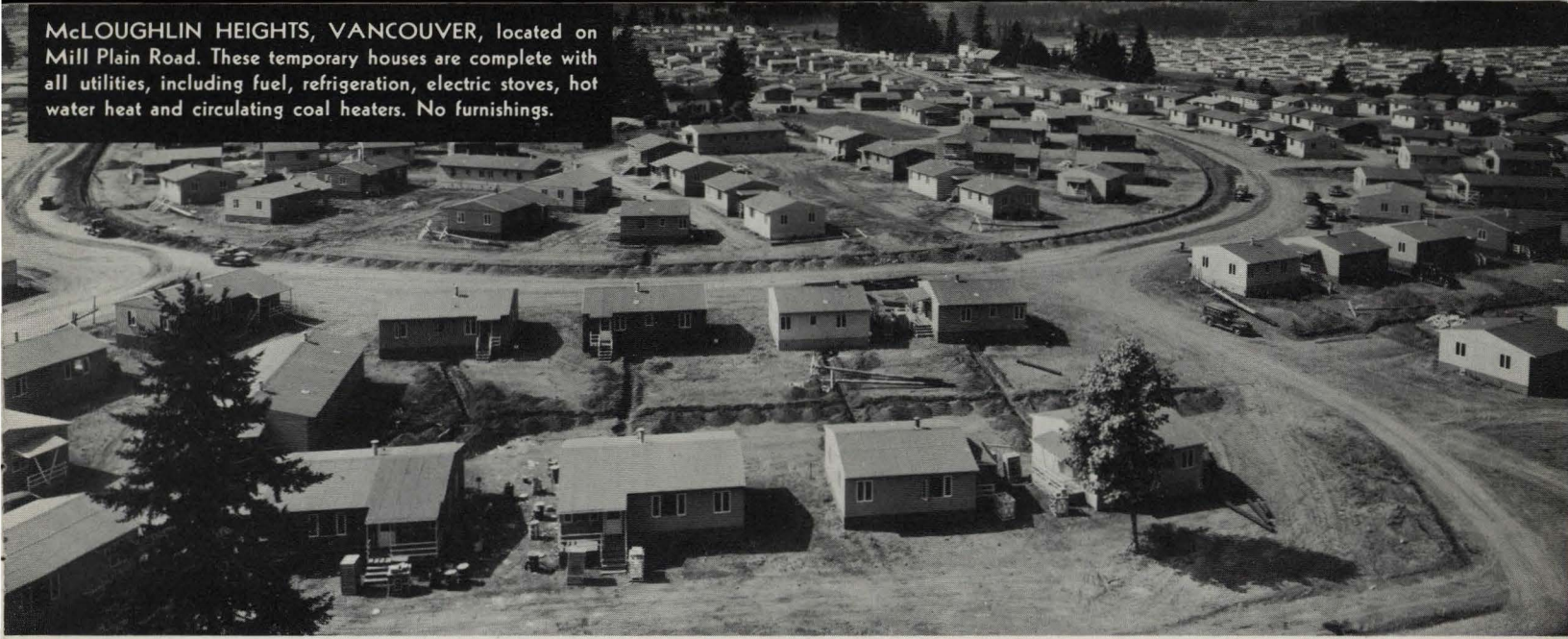
PUBLIC HOUSING PROJECTS FINISHED OR UNDER CONSTRUCTION IN THE PORTLAND-VANCOUVER AREA

Project	Units	Type	Rentals	Completion
COLUMBIA VILLA N. Columbia Blvd. and Adriatic	400	Permanent Houses, 2 & 4-family units with kitchen, dining al- cove, bath and 1, 2, 3 or 4 bed- rooms. Gas heat.		Nov. 1
HILLSIDE PARK Edge of Milwaukie	100	Permanent Houses (built first as low rent housing; later desig- nated for war workers)		Completed
CLACKAMAS HEIGHTS Near Oregon City	100			Completed
McLOUGHLIN HEIGHTS W. Point of Harney Hill, Vancouver	500			Nov. 15
FRUIT VALLEY PROJECT Fruit Val. Rd., Vancouver	300	Permanent Houses (Permanent type; substantial foundations, lath and plastered walls. Coal heat)		Oct. 20
4th PLAIN VILLAGE Old Hudson's Bay Road, Vancouver	200			Oct. 20
ST. JOHNS WOODS Pier Park, N. Burr Ave. and Swift Blvd.	1,000			Sept. 25
PARKSIDE HOMES N. Bruce Ave. & Burgard	260			Sept. 25 Sept. 25
GUILDS LAKE COURT N. W. Yeon Blvd., St. Helens Rd., 31st Ave., Essex	358	Temporary Houses (Kitchen, din- ing alcove, bath, 1, 2, 3, 4 bed- rooms. Coal heating and cook- ing; hot water heat, electric re- frigerator; no basements. All utilities, including fuel, electric stove, circulating cold heater garbage service. No furnishings included.)	\$36-1 bedroom \$39-2 bedroom \$42-3 bedroom \$45-4 bedroom	Oct. 25
HUDSON ST. HOMES N. Fessenden and Carey Sts., Wall Ave.	118			Oct. 20
FIR COURT N. Gilbert Ave., Central and Smith Sts.	72			Sept. 20
GARTRELL PLAN UNITS Leased city-owned lots in St. Johns	725			Nov. 15
KELLOGG PARK Near Milwaukie	600			200-8/17 200-9/1 200-9/16
McLOUGHLIN HEIGHTS Mill Plain Rd., Vancouver	4,000			1500 Aug 20 Last Oct. 25
UNIVERSITY HOMES N. Columbia and Willis Blvd., Davis and Hamilton Avenues	2,000	War Apartments (1 and 2 room family units, Pullman type. Buildings contain 8-16 units each. Coal heat. All furnishings and utilities included.)	\$7 per week single \$10 per week double	Nov. 1
OGDEN MEADOWS 4th Plain Rd., Vancouver	2,000	War Apartments (1, 2 & 3-room apts., electric range, refrigerator, twin beds, blankets furnished, central heating. Furnishings and utilities included.	\$28-single room \$36-2 persons \$42-3 persons	Oct. 10 Dec. 15
DENVER AVE. Denver Ave. and Columbia Blvd.	6,064			
HUDSON HOUSE	4,000	Temporary Dormitory (single and double-room bachelor's quar- ters. Coal heat.	\$5-single room \$3.50-dbl. room \$1.45 per day board	Completed

6000



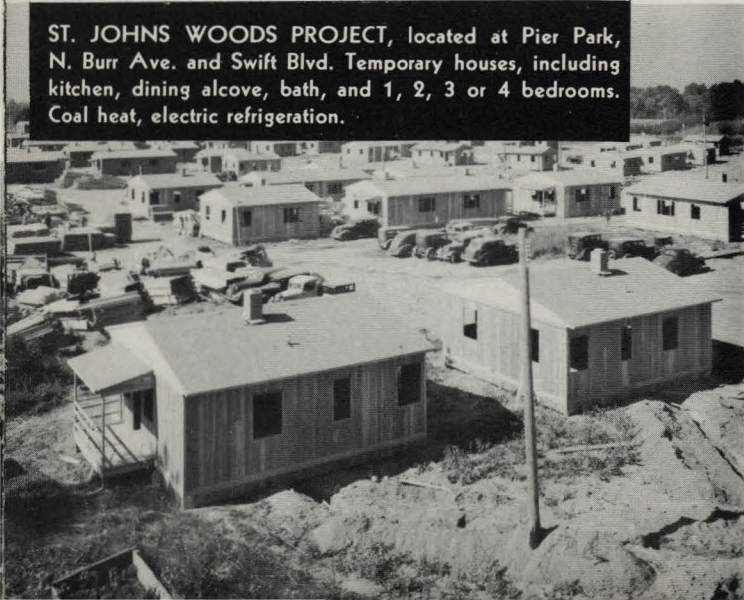
McLOUGHLIN HEIGHTS, VANCOUVER, located on Mill Plain Road. These temporary houses are complete with all utilities, including fuel, refrigeration, electric stoves, hot water heat and circulating coal heaters. No furnishings.



PRIVATE CONSTRUCTION by contractors in the Portland-Vancouver area is adding additional hundreds of units of housing soon to be available to shipyard workers. Some homes are for sale, others will be rented at rates controlled by OPA regulations.



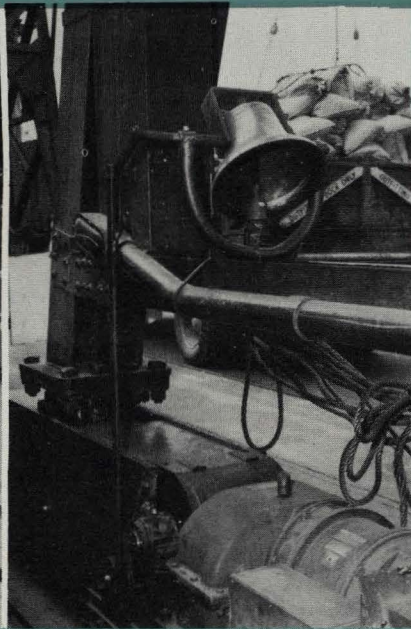
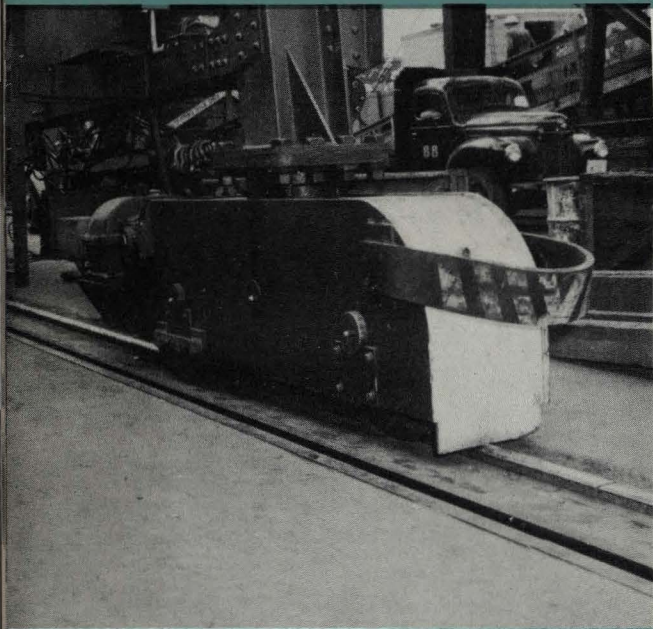
ST. JOHNS WOODS PROJECT, located at Pier Park, N. Burr Ave. and Swift Blvd. Temporary houses, including kitchen, dining alcove, bath, and 1, 2, 3 or 4 bedrooms. Coal heat, electric refrigeration.



Rubber bumpers and metal covers over the wheels safeguard workmen from being struck by this huge Gantry crane.

Another safeguard on the crane ways is this regulation locomotive bell which sounds a warning as the crane approaches on its tracks.

Designed for greater visibility, the new type Hyster provides the maximum in safety. Workmen are protected from wheels by fenders.



SAFETY

If you use common sense, shipbuilding is a safe job! And favorable yard records and insurance rates prove it!

Most of the 55,000 workmen in the three shipyards have had no previous shipbuilding experience—are unfamiliar with mass production methods and have presented a major problem in plant design and safety engineering. These Kaiser operated yards have all been constructed with safe operation as a basic rule of plant design, and, although five times as many men are now employed in these yards as were originally anticipated, the number of accidents and injuries has gone steadily downward.

Vancouver's First Aid station is the last word in efficient treatment for accidents and injuries.

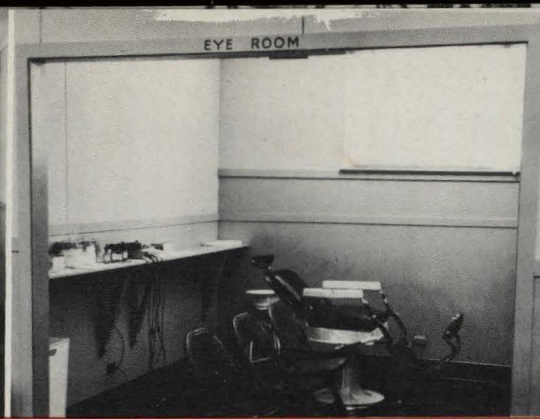
Vancouver's office and reception room, where courteous attendants aid in giving injured workmen prompt, efficient treatment.

Patients at Vancouver's First Aid station are provided treatment in individual cubicles, each identical in layout and facilities.





Reception room at Swan Island.



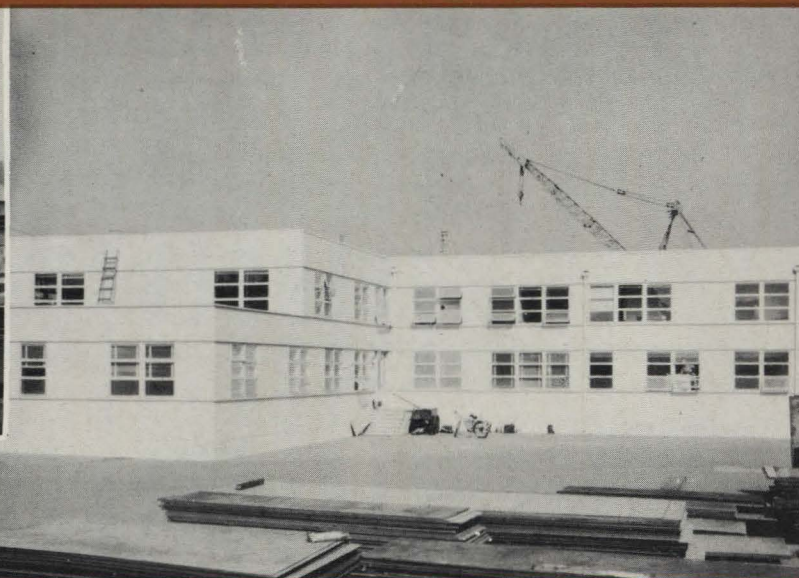
One of the treatment rooms in the Swan Island First Aid station, where patients are given specialized treatment for eye injuries.



A corner of the Swan Island First Aid station and field hospital.



The big sign, "SAFETY PAYS," stands out from every corner of the huge Oregon shipyard. In the foreground is the new, immaculate First Aid station and field hospital where competent doctors and nurses administer treatment.



All material which flows into the shops and assembly building and then to the ships themselves is handled with the most up-to-date equipment, safeguarded with the finest of automatic brakes and safety devices. The huge cranes that travel between the ways are fitted with loud locomotive bells, rubber bumpers and metal housings over the moving wheels. The straddle carriers, or Hysters, which transport much of the steel plate in the yard, were recently redesigned and permit the driver to see as close

as 10 feet ahead. On these Hysters are automatic horns controlled by the turning of the wheels.

Care is taken to keep scaffolding on the ways free of loose material, for here, as in other parts of the yard, good housekeeping is one of the prerequisites of safe workmanship. Physical hazards are kept to a minimum by the continual and cooperative effort of various production departments working closely with the inspectors of the Safety Department.

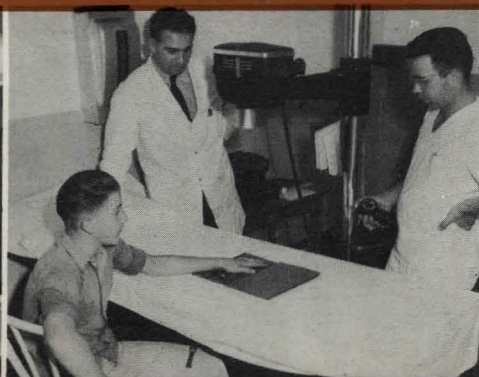
As a part of the vocational training program, safety methods have been taught to over 25,000 men. Over 4,000 crew leaders in Portland have attended special courses in Safety Leadership to aid them in directing their men in efficient production.

Out in front of the national industrial average are the records of these shipyards, where there is only one time loss injury for every 7³/₄ man years of work—one fatal accident for every 4,583 man years.

The central supply room of the Vancouver First Aid station is accessible to all of the treatment quarters—kept sterile and clean.



X-ray rooms where the latest equipment is used to diagnose fractures and bone injuries.



The "Soak Room" at the Vancouver First Aid station where workmen are given treatment for sprains and similar injuries.



MEDICAL and HOSPITAL CARE

O.S.C. and Kaiser Co. Inc. Swan Island

Employees of Oregon Shipbuilding Corporation and Kaiser Co., Inc., Swan Island, have at their disposal the services of two non-profit organizations—the Oregon Physicians' Service and the Northwest Hospital Service Plan, which offer their combined facilities to workers in the two shipyards. This plan provides the best possible medical and hospital care for an enrollment fee of 60c per week—less than 10c a day.

Principal points of the plan include a free choice of hospitals and the services of physicians — including house calls, office calls and hospital calls, with all necessary treatment and surgical operations provided at no additional cost. Workers who enroll under this plan have a free choice of the 7 Portland hospitals, including Portland Sanitarium, St. Vincent's, Hahnemann, Coffey Memorial, Good Samaritan, Emanuel, and Providence, in addition to other fine hospitals in Oregon and Washington.

Protection under this plan provides for the availability of doctors and nurses at company First Aid stations, emergency care, including ambulance transportation, dental care for the extraction of teeth, dental X-rays, and treatment for acute gum trouble, blood transfusions, and other important services.



Kaiser Co. Inc. Vancouver

Medical and hospital care is offered to employees of Kaiser Co., Inc., Vancouver, as part of the Northern Permanente Foundation Hospital, just completed and nearly ready for occupancy.

This complete medical and hospital service offered to employees on a prepaid plan basis enables workmen to receive all of the essentials of medical care, including physician's service, hospital care, ambulance service, laboratory studies, X-rays, drugs, etc., as may be needed to treat non-industrial injuries and acute sicknesses at a cost of less than 10c a day.

In order to obtain the best possible service for employees a medical staff of 20 doctors has been secured for the operation of the hospital. The general plan of the medical staff will be to refer each case to a specialist trained in that particular type of treatment. A complete staff of nurses, X-ray technicians, laboratory personnel, and dieticians round out the hospital organization.

This plan differs from the O. S. C. and Swan Island Medical and Hospital Plans in that treatment is provided at the new ultra-modern Northern Permanente Foundation Hospital rather than at the patient's choice of a number of hospitals.

SICKNESS and ACCIDENT INSURANCE

Employees of O. S. C. and Kaiser Co., Inc., Swan Island, are invited to participate in the Aetna Life Insurance Company's group sickness and accident insurance plan. The plan provides for accidental death and dismemberment benefits in addition to weekly sickness and accident benefits.

Weekly benefits cover all disabilities caused by accidents off the job and by sicknesses not covered by state compensation. Benefits begin on the first day of absence resulting from accidents and on the eighth day of absence resulting from sicknesses, and benefits are payable up to a maximum of 13 weeks for any one disability. The accidental death benefit of \$2,000 is payable for death due to an accident on or off the job. In addition, dismemberment benefits are paid if you lose an arm, leg, or an eye. Employees who realize the need for sound insurance protection during

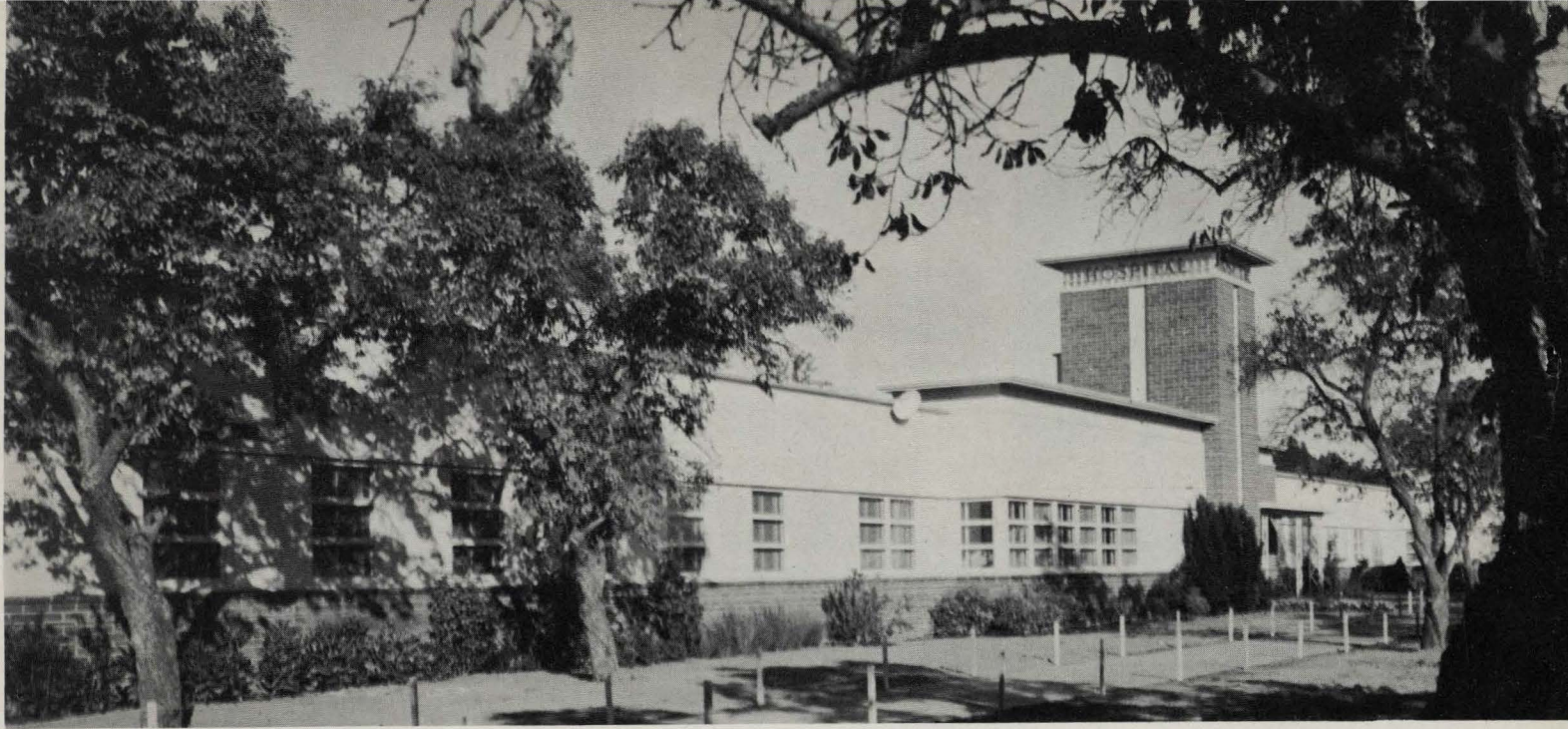
periods of disability appreciate this plan, which provides protection at a very modest cost.

Effective July 12, 1942 rates went into effect as follows:

Employees' Basic Hourly Rate	Weekly Sickness and Accident Benefits	Accidental Death and Dismemberment Benefit	Weekly Cost
Less than \$1.20	\$15.00	\$2,000	\$.40
\$1.20 and More	25.00	2,000	.60

An identical plan underwritten by the Occidental Life Insurance Company is being offered to the employees of Kaiser Co., Inc., Vancouver. Full-time employees of all three yards are eligible to receive this insurance, and new employees may make application and insurance will become effective after one month of continuous service.

Additional information on any of the plans described here may be had at any of the three shipyard personnel offices.



America's Finest Industrial Hospital at Vancouver

Overlooking the beautiful Columbia River one mile east of the Kaiser Vancouver shipyard is the Northern Permanente Foundation Hospital, built by the charitable organization founded by Henry J. Kaiser, Edgar F. Kaiser, and their associates.

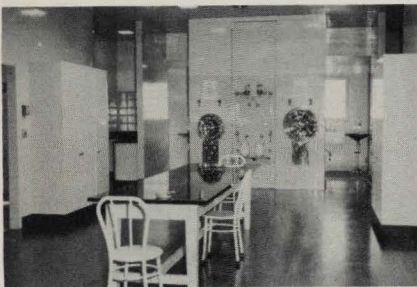
The entire facilities of this magnificent new hospital are at the disposal of employees of the Vancouver shipyard and the hospital, together with the splendid medical and hospital plan, offers employees the best possible care.

The hospital building is 350 feet long, constructed of plywood and brick veneer. It is located on a 15-acre tract just a mile from the shipyard and 1/4 mile from the new dormitory. Quarters are divided into two sections—a department for out-patients which can handle 1,000 cases per day, and the hospital proper or in-patient section is built in the form of a huge cross with a sterile work area

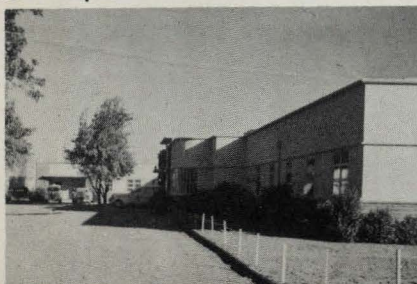
situated at the center. Rooms for patients radiate out from the working area. Tastefully decorated rooms—private, 2-bed and 3-bed quarters will accommodate 70 patients. Unlike ordinary hospital rooms, these are all plastered and attractively furnished. Each room has its own private bath.

An interesting feature of the Northern Permanente Foundation Hospital is the call system installed for the use of patients in calling for nursing service. This system not only operates a light, as in the usual hospital, but also permits direct communication with the nurse's desk over a speaker system. It is the intention of the management to keep hospital facilities adequate for the use of personnel expected in the Vancouver area, and the hospital is planned so that additional units may be conveniently built on.

A portion of the central surgical supply unit showing autoclave sterilizers and surgical instrument cabinets.



Employees entrance and west wing of the new Hospital.



Pleasant surroundings and attractive furnishings are a part of the workmen's waiting room.



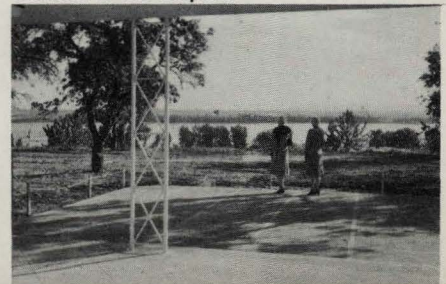
A corner of the attractively furnished reception room.



The newest, most efficient equipment is found in the Vancouver hospital. This is a fracture table in the main surgery unit.



View of the Columbia River from the main entrance of the hospital.



TRAINING for better jobs

Vocational training for better jobs is big business at the shipyards and throughout the state of Oregon.

More than 20,000 men have received training at Oregon Ship, Swan Island and Vancouver. More than 90,000 people have received training in the state.

The truth is that practically all of the Oregon Ship and Kaiser employees never saw a shipyard before. In spite of this astounding fact, these are the men and women who have been breaking records right and left.

Part of the answer—a very large part—is vocational training, by means of which people have learned what to do, how to do it, and why to do it. The old saying, "Knowledge is power," is proved over and over again at the yards in better work and better pay.

In charge of the vocational training programs are Maurice Bullard at

Oregon Ship and Swan Island; Carl Lodell at Vancouver. These experienced men have been responsible for building well-rounded programs that, good from the beginning, are constantly being improved and enlarged to meet the growing yard activities.

COURSES OFFERED

Here are the kinds of courses employees are taking at the "Shipbuilders University": Marine Pipefitting, Pipe Bending, Pipe Blueprint, Welding and Related Training, Ships Nomenclature, Job Instructor Training, Shipfitting, Blueprint Reading, Fundamental Tanker Construction, Duplicating, Assembly Layout, Rigging, Shipwrights, First Aid, Engineering Science, Time Keeping, Marine Electrical, Electric Layout and Blueprint.

HOURS OF INSTRUCTION

Classes for day shift workers are held from 5 to 7 p.m. For swing shift workers the hours are from 2 to 4

p.m.; and for graveyard employees from 10 to 12 p.m.

Classrooms and workshops are completely equipped, and students learn their respective skills rapidly under competent instruction.

PUBLIC SCHOOL COURSES

Training for better jobs is not confined to the yard schools. In the Portland area vocational training is given in various schools and buildings.

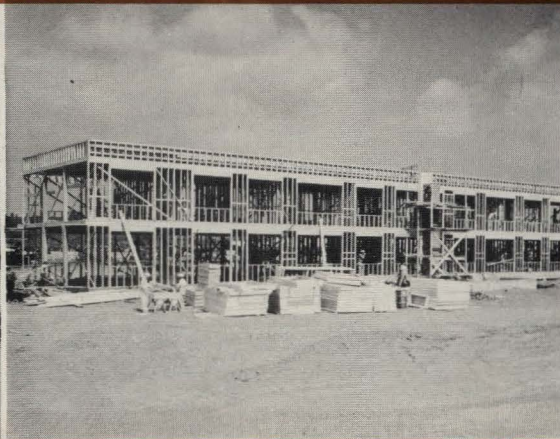
Best known are Benson Polytechnic, Commerce and Jefferson High Schools, with classes in blueprint reading, elementary ship construction and related subjects. Upward of a dozen other schools or buildings in various parts of the city are also centers for vocational training.

Pre-employment training is basically six hours per day, six days per week. Applicants for pre-employment training apply at the U. S. Employment Service, 1130 S. W. Stark St.,

Still under construction, the new O. S. C. vocational training school will provide the best possible instruction to new workmen.

Also in the preliminary stages of construction is the Vocational Training School at K. C. I. Vancouver.

Experienced workmen provide student welders with practical down-to-earth instruction.



No school bells here, but plenty of good solid instruction at Swan Island's vocational school.

The best of its kind in the Northwest is the welding school at Swan Island.

Women are good students, too, and here are two of them enrolled in a basic course in burning or plate cutting.



Benson Polytechnic, Room 10, War Production Training, or to the coordinator of the center at which training is given.

STATE VOCATIONAL TRAINING

In addition to the Portland activity, 27 Oregon cities offer training programs under the Division of Vocational Training, State Board of Education.

Contact Coordinator of War City Production Training at:

- Albany High School
- Ashland High School
- *Astoria Room 207, City Hall
- Baker High School
- Bend High School
- Corvallis Junior High School
- Eugene 4th and Madison St.
- Forest Grove High School
- Grants Pass High School
- Hood River Supt. of Schools
- Klamath Falls Union High School
- La Grande High School
- Lebanon Supt. of Schools
- Marshfield High Schools
- McMinnville Supt. of Schools
- Medford Supt. of Schools
- Ontario Supt. of Schools
- Oregon City Room 300, Court House
- Pendleton Supt. of Schools
- Portland 546 N. E. 12th Ave.
- Roseburg High School
- St. Helens Supt. of Schools

- Salem Senior High School
- Silverton Supt. of Schools
- The Dalles High School
- Tillamook High School

*Classes are also conducted at Clatskanie under the supervision of Mr. Gibson in Astoria.

THE VALUE OF VOCATIONAL TRAINING

Selected at random from the files are these typical cases:

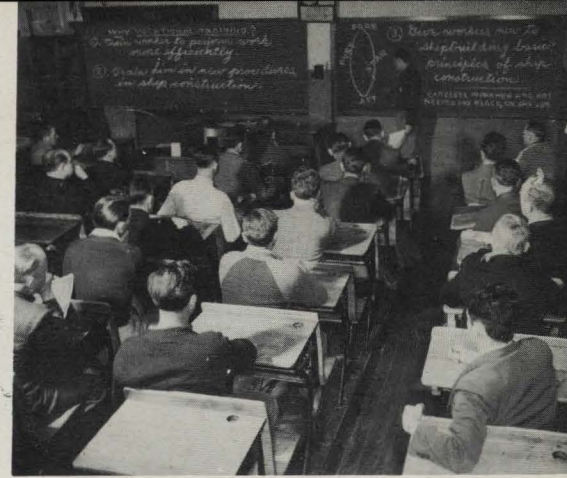


John L. Backman, formerly violinist in symphony orchestras, foreman in logging camp, government employee in research. Took basic courses in blueprint reading. Began yard work as shipfitter helper. Now layout man and shipfitter.

C. E. Thompson, formerly part owner in an automobile dealership. Took vocational training at Alberta School. Had never seen a shipyard. Now leadman, main electric shop.



John W. Hunt, formerly cost accountant. Took vocational training at Alberta School. Now helper in Electrical Department doing layout work.



Classrooms like these in Portland's public schools have assisted in training shipbuilders.

J. D. Bennett, formerly retail store manager. Took training at Benson Polytechnic. Began work as shipfitter's helper, promoted to shipfitter two weeks later.



Dick Herron, trained in engineering at Oregon State College. Began in yards as junior engineer, then field clerk, now assistant boat supervisor.

In the school for practice welding and burning workmen use scrap metal salvaged from other departments.



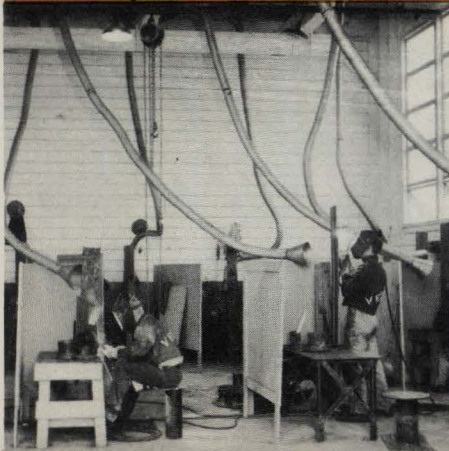
Practical problems in wiring are the basis for another course for electricians and wiremen.



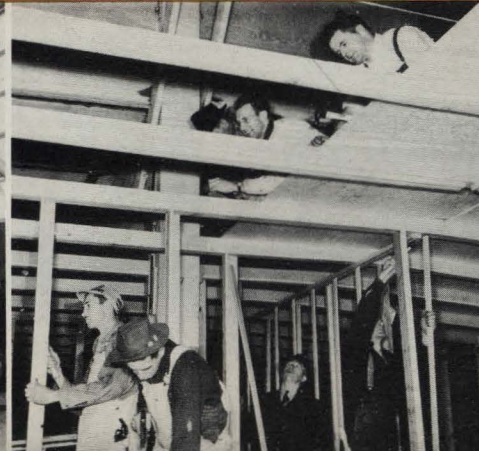
Scale models are used in this basic ship-building course.



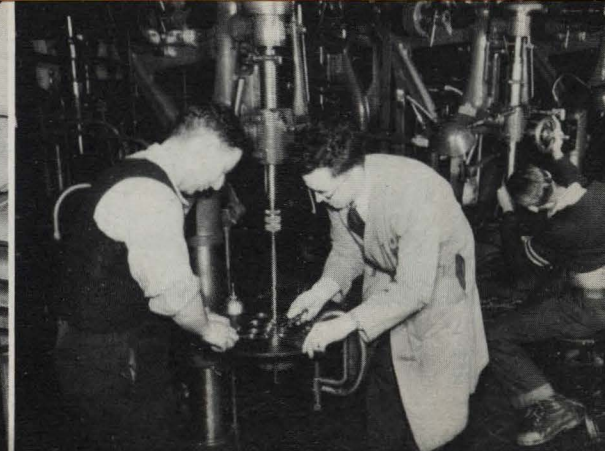
In neat, well-ventilated quarters, welding students are given instruction at Vancouver.



A downtown vocational school provides instruction in joiner work.

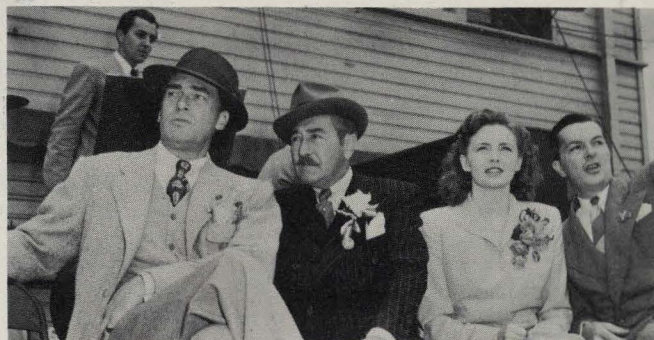


Machine shop practice is an important part of vocational education.





Huge lunchtime yard shows like this one at O. S. C. bring notables, heroes, and movie stars to visit the shipyards. This time it was Walter Pidgeon, Adolph Menjou and Joan Leslie, with Larry Hilaire (right), Deputy War Bond Administrator.



BONDS

Since April 25, when the first payroll deductions were made from the checks of O. S. C. employees for the voluntary purchase of War Bonds, the men of all three yards have done their share—and more—to help the war effort and to insure the security of their own futures.



Though bookkeeping methods differ slightly in the three yards, the all-over plan enables workmen to sign authorization cards making these deductions of a stated sum each week automatic. Employees are then given credit for the amounts which have been deducted from their pay checks, and when they have enough to their credit to purchase a series E bond with a maturity value of \$50, these bonds are sent to them by registered mail.

Celebrating the attainment of 18% participation, a crowd of Vancouver employees watches M. Miller, yard general manager, receive a 5-lb. steak, while other guests, not so fortunate, ate crow.

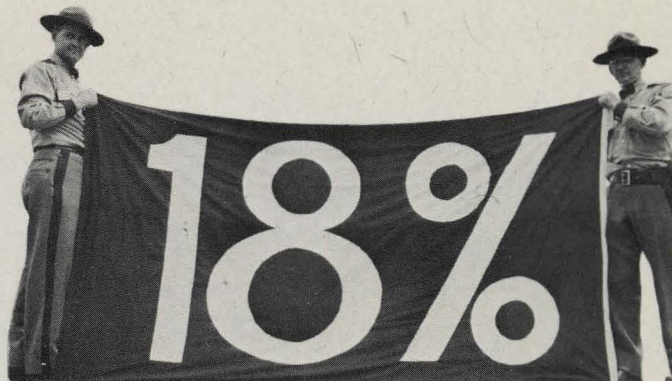


By September 5 a total of nearly \$2,500,000 had been deducted from the checks of O. S. C. workmen and over 40,000 bonds have been mailed to employees.

Twice did Ray Conway, Oregon Bond Administrator, eat crow—the penalty for underestimating shipworkers' willingness to invest in bonds.

Head and shoulders above the other two yards in war bond purchases and, in fact, tops in the nation for an industrial plant of its size, the Kaiser Co., Inc., Vancouver yard has placed over 18% of its total payroll to the purchase of War Bonds. This outstanding record has been the result of constant promotion by the Vancouver War Bond Department. Although the U. S. Treasury Department has urged employees in all war industries to pledge 10% of their salaries to War Bonds, it is likely that the total percentage in the three yards will exceed this amount, and the War Bond Departments in the O. S. C. and Swan Island yards are busy bringing their own participation within shooting distance of the splendid Vancouver mark.

First in the nation, Vancouver guards display the 18% flag.



IDEAS

Workmen's ideas will help win the war of production—so think the committees of labor and management at O. S. C. and the two Kaiser Co. shipyards, who make a business of promoting and encouraging workmen's suggestions.

During the existence of the three yards many a suggestion and idea has been put to work to cut down the production time on difficult operations and to relieve manpower for other important work.

Some of these ideas have been contributed by men like Chester Spiering, who helped to install the pipe prefabrication systems at Oregon; Mark Johnson, machinist's foreman at Oregon, who has developed a dozen labor-saving machines; Lee Donaldson, of the Vancouver Hull Control Department, whose idea for template photography has prevented the waste of tons of precious steel, and many, many others equally deserving of recognition.

The starting point in putting over an idea at each of the three shipyards is the suggestion box. At O. S. C. these are located in the time checking booths. At Vancouver they appear at various places throughout the yard.

YOUR MAGAZINE

Taking an important part in shipyard and employee activities is the Bo's'n's Whistle.

Launched in July, 1941, this 8-page one-color magazine went to 5,000 employees. Since that time the magazine has been enlarged both in page size, number of pages and circulation. The present magazine averages 16 pages, with a special issue such as this one reaching 32 pages, and goes to 50,000 employees in the three yards. It is published under the direction of Hal Babbitt, Public Relations Director at O. S. C., who is assisted by representatives and voluntary reporters in the three shipyards. Its objec-



Suggestion Boxes are located in the time checking booths at O. S. C.



Throughout the shipyard at Vancouver, suggestion boxes like these invite your ideas.

Suggestions are studied and analyzed by competent engineers at the Suggestions Clearing Offices at O. S. C. and Vancouver. They are then placed before the Suggestions Committees made up of labor and management representatives for their consideration.

tives are simple—to help employees build more ships faster, to help promote safety and enthusiasm for this big job, and to give shipbuilders straight information about their work.



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THE PEOPLE ON THE COVERS

The man on this week's cover is Elton D. Newman, a rigger in the O. S. C. Plate Storage. Mr. Newman has been in the Oregon yard about five months—was formerly a tractor operator with the State Forestry Department in Washington.

The lady on the back cover is Mrs. Iona Murphy, a welder in the Assembly Building. Next door in another bay, her husband works as a burner. Mrs. Murphy took a course in welding before coming to the yard two months ago. The Murphys have a daughter seven years old.

Cover photographs, along with many of the illustrations in this issue, were made by Ray Atkeson, well known Portland cameraman.

The BO'S'N'S WHISTLE

Published Bi-weekly for ALL the EMPLOYEES of the Oregon Shipbuilding Corporation of Portland and Kaiser Company, Inc., Vancouver and Swan Island. Material in this issue may be reprinted with permission from the publishers.



