

# No.4 Mk II bayonet with differences.

Small Arms Limited, Long Branch, Ontario opened its production facilities in October 1940, becoming the largest maker of the Lee-Enfield rifle in the British Empire.

'Fore Sight' was the in-house newspaper. The plant was primarily engaged in producing No.4 Lee-Enfield rifles, and the No.4 'spike' bayonet, employing over 5,000 workers. The paper focussed on:

Recruiting

# Small Arms Limited

"A Good Place to Work"

SPECIAL EDITIONLONG BRANCH, ONT.

## Small Arms Needs Workers

### Lee-Enfield In Canada Is Empire's Largest

Small Arms Limited is the largest maker of the Lee-Enfield rifle in the British Empire. Started in October 1940, under the capable management of Col. M. P. Jolley, the plant has grown rapidly and is now six times as large as then.

Canada now produces more army rifles in one week than it turned out in all of 1941. The loyalty of Small Arms workers, plus an active management program, has been responsible for this great achievement.

At present Small Arms Limited employs about 5,000 people, of whom 65 per cent are women. These women have come from all parts of Canada, and 90 per cent of them never knew what the inside of a factory looked like before the war. Responding to Canada's call for women workers in war industry, the women of Canada, from all walks of life, are doing a magnificent job.

Small Arms girls represent every type of girl from every type of job. All of them are united with a single purpose . . . the making of an efficient, superior weapon to arm the Allied Forces. The girls come from universities, from offices, from the home. Others worked as waitresses, school teachers, nurses, homemakers. Some have been artists, musicians, dressmakers, and still others were stenographers.

They are normal Canadian girls, with the normal hopes and desires of young people everywhere.

Racially, their backgrounds are as cosmopolitan as is the racial composition of the nation. Descendants of Czechs, Poles, French, English, Irish, Scottish, Ukrainian, Danish, Swedish, Finnish, Russian, they are good Canadians working at an essential job.

More than 50 per cent of them have left their homes in the cities and the little towns across Canada, to take their places on the industrial front. About 1,200 of them know the close meaning of war, with fathers, sons, brothers, husbands, and sweethearts in Canada's armed forces. There is a record to be proud of, and Small Arms Limited is justly proud of them and the fine job they are doing.

### NEED IS GREAT FOR WEAPONS ON WORLD'S FIGHTING FRONTS

Wherever men are fighting . . . in the scorched Sicilian vineyards, in the fever-ridden jungles of New Guinea, on the yellow plains of China, and the bitter steppes of Russia, the Lee-Enfield rifle is to be found, guarding the life of a brave allied soldier.

Soon the Allies will be ready to crack the fortress of Europe, to crumble the Axis and scatter its forces like the sands of the desert. For the great task that lies ahead, more and more arms are needed. Not only the men who represent democracy in the great fight will need arms. Waiting, with ever-increasing hope, are the thousands upon hundreds of thousands of enslaved peoples, disarmed, degraded, chained, but with the fire of freedom burning in their hearts. They, too, will need arms to strike their blow.

Small Arms Limited is working night and day, with ever-increasing tempo, to rush to the fighting fronts the arms which are needed.

With a greater production figure than ever to meet, it is imperative that Small Arms Limited have more workers. Each time a new operator enters the plant and takes over a machine, it means that the goal is that much closer. Each person who comes to Small Arms has a definite contribution to make to the war effort. Today, more than ever, workers are needed if the Allied war effort is to go on and become an overwhelming force.

Those who come to Small Arms are not only ensuring themselves a good living in pleasant surroundings, but are actually becoming second-line soldiers. Their coveralls are their battle dress, their machines their weapons of war, their patriotism, their medals of honor.

### Small Arms Factory Is Modern War Plant

Working conditions at Small Arms Limited, Long Branch, compare favorably with those to be found anywhere in Canada. Workers coming to Long Branch will find the plant at Small Arms comparable to the best on the North American continent.

Situated on a large tract of land on the shore of Lake Ontario, the plant embodies all the latest developments in industrial design. Modern in every respect, Small Arms is a clean, healthy place in which to work, and conditions are ideal.

Washrooms contain all the latest facilities for health and comfort, comfortable rest rooms are provided, a modern cafeteria provides scientifically balanced meals. In the factory itself, machines are placed so that each person gets light and air, and there are no dark corners in the factory building.

Working conditions are excellent. There are three shifts in operation. Employees work eight hours a day, the first shift being between the hours of 7-3, the second 3-11, and the third 11-7.

Each shift is of two weeks' duration. Workers on the day shift change to nights at the beginning of the shift change, nights go to the afternoon shift, and the afternoon shift to days. The plant is closed from three o'clock Saturday afternoon, until 7 o'clock Sunday morning, so that each person, including those who would normally be working, has Saturday afternoons and evenings free.

Any overtime work is paid overtime at the rate of time and a half, and this rate is also paid for Sunday or holiday work. The 11 p.m. to 7 a.m. shift also receives a night bonus of five cents per hour for each hour of their two-week period.

In addition, there is incentive bonus, and the average incentive bonus at the present time works out to 30 per cent of the wages received. As well as the incentive bonus, the highest cost of living bonus (17 per cent) is paid Small Arms workers.

Factory conditions, working hours and conditions, and rates of pay, compare favorably with any in Canada.

### Week's Vacation With Pay Given S.A.L. Employees

As a reward for faithful service, Small Arms Limited grants its hourly rated employees one week's vacation with pay, each year. The plan went into effect the summer of this year.

In order to qualify under the plan, a period of 12 months' continuous service is required, during which 300 days are actually worked. That is, absence up to six working days is permitted. Illness or leave of absence, authorized by the company, is not counted against the employee.

The essence of qualification for vacation is regular attendance. The company keeps a complete attendance record for individual employees, and it is on this record the eligibility for vacation with pay is based.

It is the belief of the management of Small Arms Limited, that an annual vacation will improve the health and efficiency of employees.

(Turn to page 4, col. 4)

### Use "Open Door" Policy in Employee Relations

The management of Small Arms Limited believes that good management - employee relationships are necessary in a well-run factory. Because of this, the "open door" policy has always been a feature of the plant, and any employee may take a grievance or fancied grievance to the attention of any executive, knowing he will get a patient hearing and his grievance a thorough investigation.

Any employee in the plant has direct access to the management's ear. All cases, no matter what they are, are given identical consideration.

The management also recognizes that a good, efficient union has an important effect in a factory. Since the beginning of 1943, there has been a union at Small Arms, Local 159 of the United Electrical, Radio, and Machine Workers of America. Workers are free to join, without any interference, or they may re-

(Turn to page 4, col. 3)

morale building



SMALL ARMS WORKERS HEAR INSPIRING MESSAGE BY FRANK LASKIER, MERCHANT SEAMAN, AT MASS MEETING

February 12, 1943

FORE SIGHT

Page Five

## IT'S A GOOD WEAPON— WE MADE IT



Thora Engley, of Dept. No. 2, poses with Sgt. Peter Halls for a picture symbolizing the relationship of Small Arms production to the men of the Army who do our fighting for us. She is saying to the Army on behalf of S.A.L. employees: "It's a good rifle; we made it."

The Lee Enfield rifle is the basic weapon of all the armies of Britain, of the Dominions and the British Empire colonies. Fighting men of all races, colors and creeds use

it to defend our freedom and to win back peace to the world. There is no more reliable rifle made. It "stands up" under the hardest conditions—on the sea, in jungle mud and heat, on blistering desert sands. Everywhere it is the soldier's protection and friend and the destruction of his enemies and ours. And there is no more efficient and dependable Lee Enfield made anywhere than is made here in Long Branch by the workers at Small Arms Limited.

keeping workers  
motivated

## personal news about plant employees and activities

of a modern hotel, the home, and a girls' club.

Built by Wartime Housing Co., for Small Arms, the staff house is designed to be a home away from home as well as having all the features of a modern girls' club. There are six modern bowling alleys, a games room, mezzanine lounge and writing rooms, laundries with tubs, drying racks and electric irons, a completely equipped cafeteria and other conveniences. One of the important features is a fully equipped hairdressing establishment.

### Date Parlors Unusual

One of the unusual features is the date parlors, where a girl can entertain her beau. The date parlors are small alcoves facing the main lounge through an open archway.

tion Association.

### Here's How

The factory production quota for March is high and is therefore in itself a challenge to top performance for everyone in the plant.

If the March production quota is met, Small Arms Limited will provide the Hall and the Orchestra and other necessary costs of the dance, so that proceeds from the sale of tickets will go to the Recreation Association for promotion of other activities.

Here's a chance to do a fine production job, to have some good fun, and to give our own Recreation Association a big boost.

### What About It, Fellers and Gals?

Each one is equipped with easy chairs, two chesterfields, rugs and ashtrays so that a friendly foursome can share the alcove if they wish. The pride and joy of the house is

the beautiful lounge. Furnished with 28 chesterfields, blonde maple bridge tables and chairs, soft easy chairs, and thick luxurious rugs, it is the

(Turn to page 2, col. 1)

THE MANAGEMENT REALIZED ALSO

that greater production could not be achieved unless the plan adopted was devised in the best interests of the employees. An important factor was, therefore, that on the ten hour shift many employees spent as much as 12 hours travelling, to and from work and at the plant. More leisure to shop, visit and for rest, it was believed, would lessen fatigue and strain on the employees and at the same time enable them to realize the full possibilities of the production bonus plan, through greater efficiency during the shorter working shift.

Recognized as the leading arsenal in the production of Lee-Enfield rifles in the Empire, the burden of supplying weapons to the United

(Turn to page 2, col. 3)



BODY INSPECTION DEPARTMENT, pictured above, ran up a new production record that will be hard to beat. The inspectors shown are, LEFT TO RIGHT:

Vicky Smith, Audrey Hatton, Betty Cull, Archie Vedova, Alex Wilson, Zella Scott, Mary Lemp, Helen Kemsley, Ivy Fowler, Allan Walker, Carol Hendry. (See p. 4)

## raising money through Victory Bonds

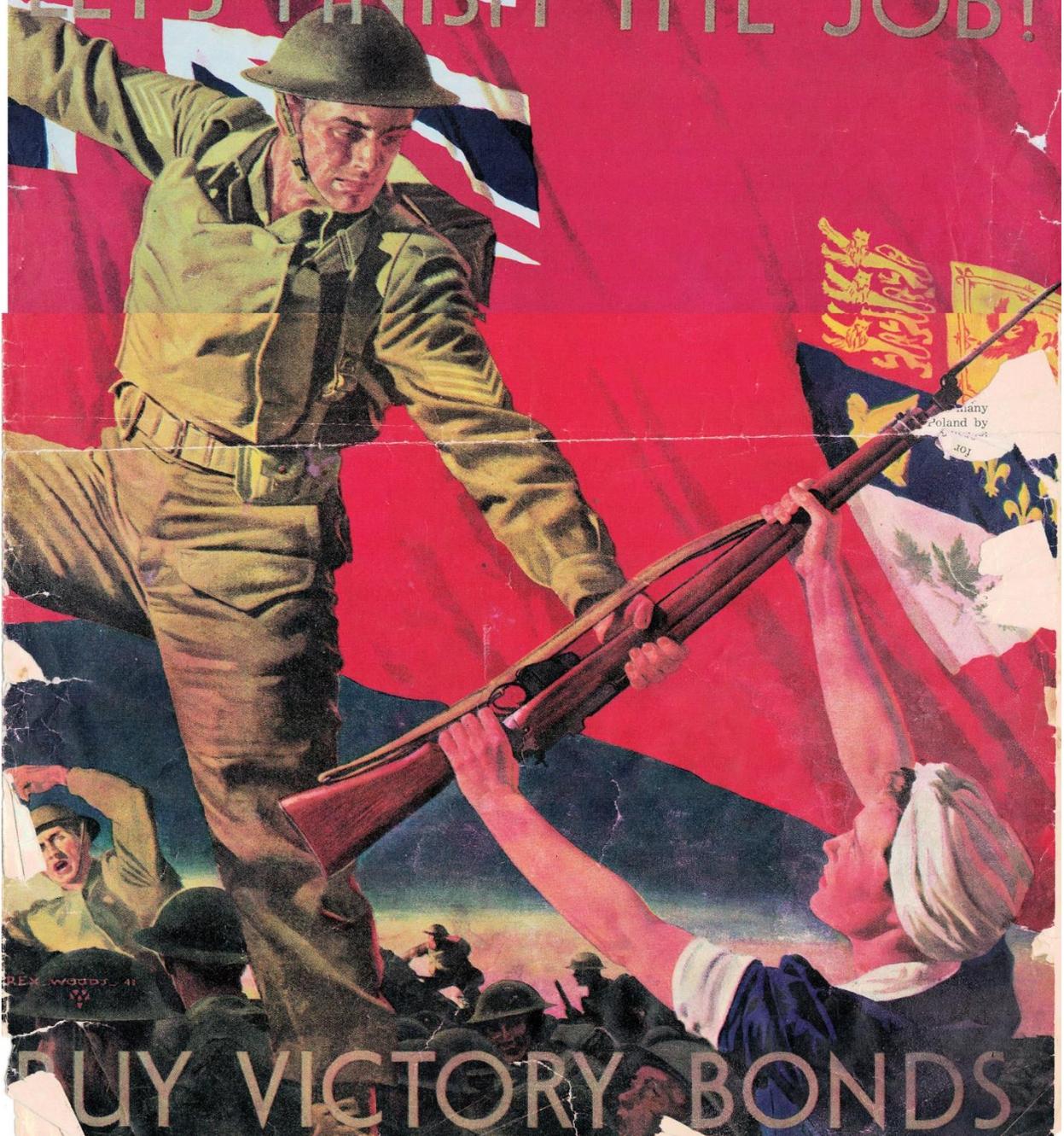




# Fore Sight



LET'S FINISH THE JOB!



REX WOODS, 41

BUY VICTORY BONDS

and as the war progressed, news of allied advances.

# Fore Sight

VOL. 3, NO. 13      MAY 18, 1945      SMALL ARMS, LTD.

## OUTSTANDING PERFORMANCE GIVEN BY WORKERS VE-DAY

### Workers Stay On Job As Requested VE-Day

Hats off to Small Arms workers! There is no plant in Canada with a better spirit of co-operation than Small Arms Limited, and the reason why it works is because employees are faithful to their jobs, and are eager to carry out ideas and suggestions.

No finer example of Small Arms spirit has ever been shown than on Monday, May 7, the long-awaited and eagerly looked-forward-to VE-Day. Workers all over Canada had been asked by the Acting Prime Minister to stay on the job and hold their celebration the official holiday, which came May 8. Small Arms was one of the few plants, if not the only plant, to carry out his request to the very letter, because of the good will and spirit of co-operation shown by employees.

It was not that workers of Small Arms had not cause for rejoicing. Rather, few people had more cause. They were seeing the culmination of more than four years of hard



### Quiet Rejoicing Marks Workers' Celebrations

Employees of Small Arms did not treat VE-Day as a day for boisterous, shallow hilarity but rather as a day of quiet rejoicing and thanksgiving. Everyone felt a great relief that the bloodshed in Europe was over and yet there was the realization that the war is not yet over. VE-Day has strengthened the determination of Small Arms workers to carry on until the Japanese enemy has been defeated.

"How did you spend VE-Day?" was the theme of a survey conducted by Fore Sight. The following are only a few of the interesting answers.

"VE-Day was a day of thanksgiving to my way of thinking," was the opinion of **Tom Coleman**, breech bolt. "I will celebrate victory the day my son comes home." Tom's son, Flying Officer Lionel Coleman, has been a prisoner of war in camp Stalag Luft I, north of Berlin. "I am proud that Small Arms stuck to their guns the day the word came

VICTORY BELLS RING OUT

When the Victory Bells rang out on Monday, May 7, heralding the glad tidings of victory in Europe, wild demonstrations of joy broke out spontaneously all over Canada. Great masses of people gathered at the City Hall, Toronto, to hear victory messages. At Small Arms, workers acceding to the request to stay on their jobs, gave a fine demonstration of plant spirit, postponing their celebration to the official holiday.

Leafing through three years of these yellowing, fading papers gives considerable insight into just how Canada fared throughout the war years.

The full story of S.A.L. Long Branch and the production of No.4 Mk II bayonets is finely detailed in Graham Priest's excellent "*The Spirit of the Pike*".

Here are six examples of the humble No.4 Mk II bayonet.





Each is a product of Small Arms Ltd., and bear the Long Branch logo stamped into the side of the socket, a 'B' nested inside an 'L'.



Closer examination reveals that the bayonets with phosphate coated blades have the Canadian government ownership mark (an arrow enclosed by a 'C') applied by electric pencil. This must have been a mind numbing task.



Further examination shows these bayonets were destined for issue in New Zealand, each socket marked in a variety of formats with N ↑ Z, the government ownership mark. Rifle serial numbers were also applied.

There seems to have been no uniform method of applying the NZ markings. Die stamps, electric pencil, and in one instance, scratched with a sharpened steel tool tip.



Four of these bayonets with phosphate blades are in un-issued condition. Quantities of these surfaced at local militaria shows some years back in Toronto. This suggests they were never shipped, alternatively, delivered to New Zealand then returned to Canada at the end of the war unissued, and remained in storage.

The condition of the two with bright blades suggests service use.

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