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## **Proceedings of the twentieth annual meeting of the Wisconsin Butter Makers' Association : held at Madison, Wisconsin, Nov. 9-11, 1920.**

Wisconsin Buttermakers' Association  
[s.l.]: [s.n.], [s.d.]

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1920

20th

TWENTIETH ANNUAL MEETING

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Wisconsin  
Butter Makers'  
Association

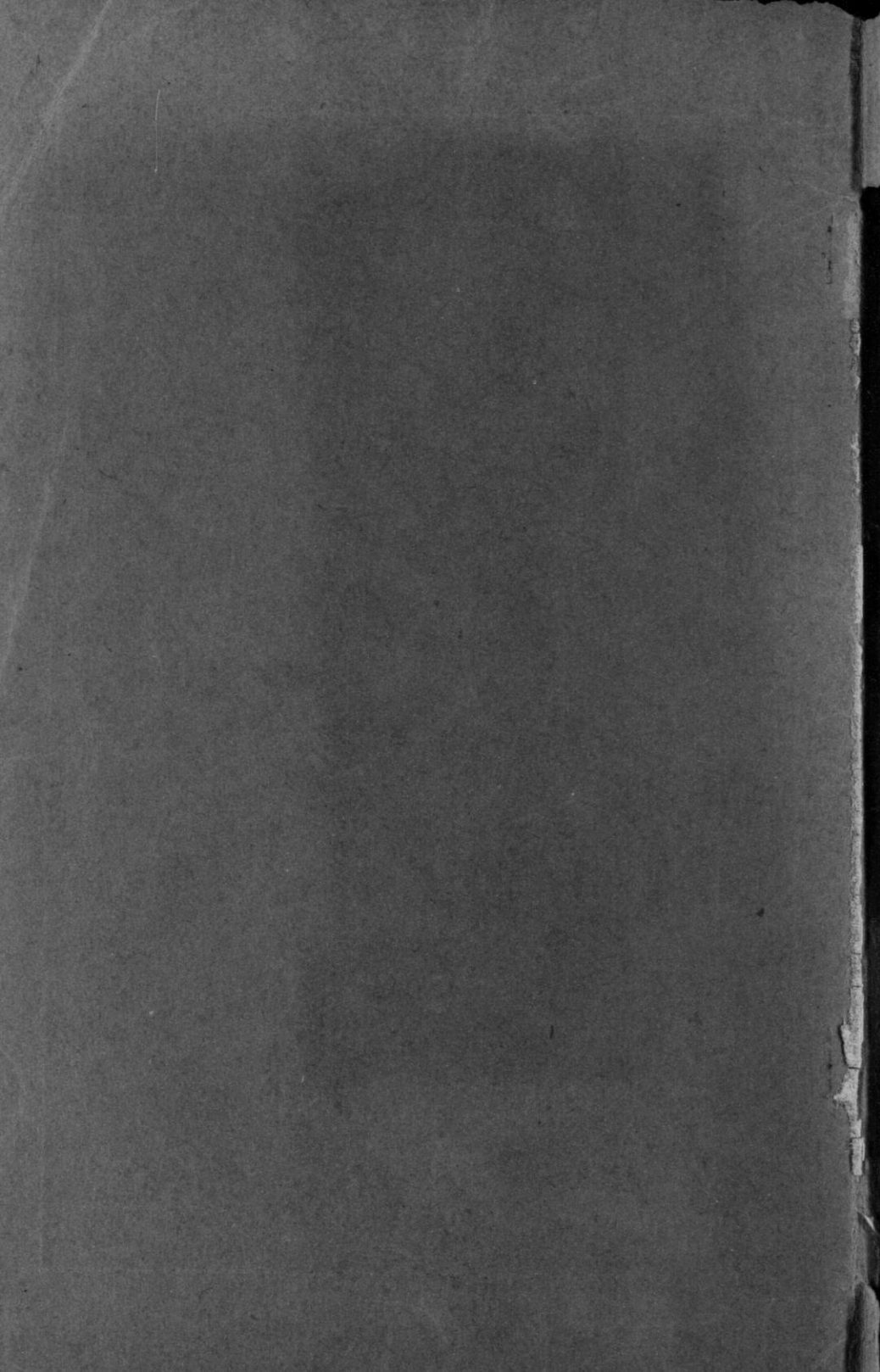
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Held at  
Madison,  
Wisconsin

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NOVEMBER NINTH to ELEVENTH  
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PROCEEDINGS OF THE  
TWENTIETH ANNUAL MEETING

OF THE

Wisconsin Butter Makers'  
Association

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HELD AT  
MADISON, WISCONSIN

Nov. 9-11, 1920  
And reported by Geo. C. Holmes  
Madison

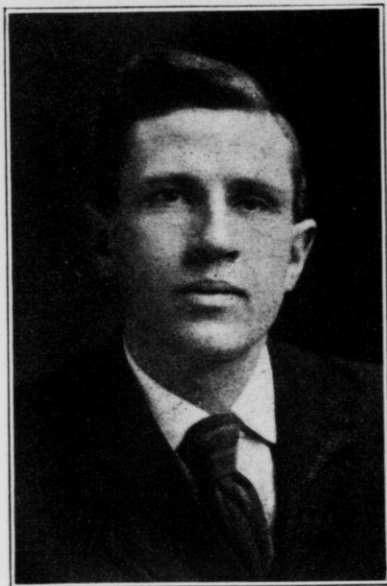
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Compiled by H. C. LARSON



H. B. HOIBERG,

President—Feb. 12—Nov. 11, 1920  
Member Board of Directors  
Nov. 11, 1920—Nov. 11, 1921  
President—Nov. 11, 1920—Nov. 11, 1921



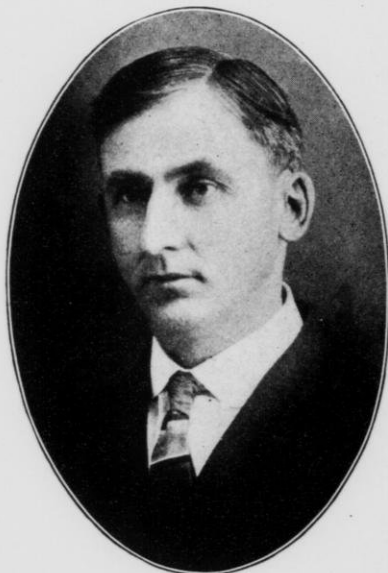
T. B. TOWLE,

Vice-President—Feb. 12—Nov. 11, 1920



R. P. COLWELL,

Secretary—Feb. 12—June 10, 1920  
Member Executive Committee  
June 10—Nov. 11, 1920



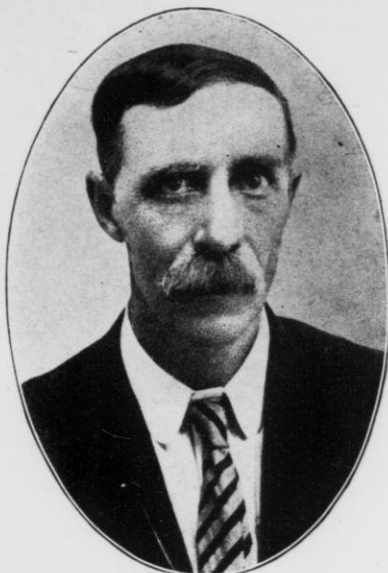
F. M. WERNER,

Treasurer—Feb. 12—Nov. 11, 1920  
Member Board of Directors  
Nov. 11, 1920—Nov. 11, 1923  
Treasurer—Nov. 11, 1920—Nov. 11, 1921



O. B. CORNISH,

Member Executive Committee  
Feb. 12—June 10, 1920  
Resigned June 10, 1920



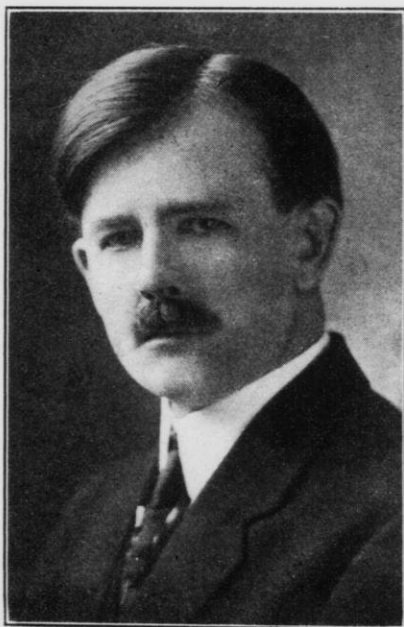
C. J. DODGE

Member Executive Committee  
Feb. 12—Nov. 11, 1920  
Supt. Convention Butter Exhibit  
November, 1920  
Member Board of Directors  
Nov. 11, 1920—Nov. 11, 1922



ALBERT ERICKSON

Member Executive Committee  
Feb. 12—Nov. 11, 1920  
Member Board of Directors  
Nov. 11, 1920—Nov. 11, 1922  
Vice President  
Nov. 11, 1920—Nov. 11, 1921



H. C. LARSON

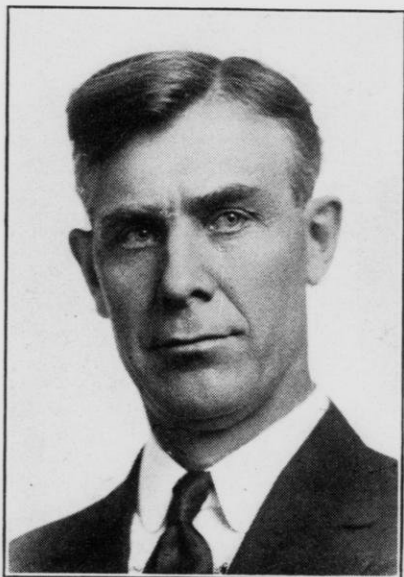
State Secretary  
July 6, 1920  
July 6, 1921  
Butter Judge  
Convention Exhibit, 1920



R. C. CLEAVES  
Member Board of Directors  
Nov. 11, 1920—Nov. 11, 1923



GEO. C. HOLMES  
Convention Reporter  
Nov., 1920



O. A. STORVICK  
Butter Judge  
Convention Exhibit, Nov., 1920



AXEL MADSEN  
Butter Judge  
Convention Exhibit, 1920



## LETTER OF TRANSMITTAL

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OFFICE OF THE SECRETARY,  
WISCONSIN BUTTER MAKERS' ASSOCIATION,  
Madison, Wis., December 15, 1920.

To His Excellency, EMANUEL L. PHILIPP.

*Governor of the State of Wisconsin.*

I have the honor to submit the report of the twentieth annual meeting of the Wisconsin Butter Makers' Association, showing the receipts and disbursements from February 12, 1920, to October 31st, 1920, containing papers, addresses and discussions had at the annual convention at Madison, November 9-11, 1920.

Respectfully submitted,

H. C. LARSON,  
*Secretary.*

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PROCEEDINGS  
OF THE  
TWENTIETH ANNUAL MEETING  
OF THE  
Wisconsin Butter Makers' Association

MADISON, WISCONSIN  
ASSEMBLY CHAMBER, STATE CAPITOL

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FIRST SESSION

Tuesday, November 9, 1920. 8 P. M.

PRESIDENT H. B. HOIBERG: Please come to order.

The first will be an invocation by Rev. Dr. MacLaurin, Pastor of the First Baptist Church.

DR. MACLAURIN: Let us pray. Almighty God, our Father, we thank thee that we know thee, and we are glad to acknowledge thee as the source of all the good we have. We read that the earth is the Lord's and the fulness thereof, the cattle on a thousand hills are His, and we pray thee that thou wilt allow us to use thy properties as stewards. We thank thee that this association of men act for their own betterment, the betterment of their own interests and the interests of the community in which they live. We pray thy blessing upon the gathering of this association, the Butter Makers; we thank thee for them, for their interest in one another and in their great business. We ask



REV. DR. MACLAURIN

thy blessings upon their homes, upon their families, upon their lives in those homes, and upon all which they shall undertake to do in this association meeting. Bless the presiding officer, the secretary, and all who assist in any way to make this association meeting a great success. Bless his Honor, the Mayor of our city; we thank thee for him; we pray that his administration may prove to be so useful and helpful that the whole state of which this city is the capital shall feel the force and influence of it. Help thou us then in all which we do, through Jesus Christ our Lord. Amen.

The President: The next will be the song America.

"America" was then sung by the audience under the leadership of Mr. Milford Witts.

The President: The next will be an address of welcome by the Honorable Milo Kittleson, Mayor of Madison.

### ADDRESS OF WELCOME



MAYOR KITTLESON

Mr. President, members of the Wisconsin Butter Makers' Association, ladies and gentlemen.

On behalf of the citizens of Madison I bid you most hearty welcome to your capital city. It may seem a little presumptuous for a citizen of Madison to bid you welcome to sit in your own building, a building which you have helped to pay for; but perhaps not so.

Madison is proud of this State Capitol, and we know that you are proud of your capitol building. You are also proud of the fact that though it cost approximately seven and a half million dollars, it was paid for as soon as finished. You are also proud, I am sure of the fact that it has the reputation of being the finest capitol building

in the United States. There is only one thing the matter with your state capitol, and that is after six o'clock it is almost impossible to get in here. I dare say that many of you tonight walked around the building before you got in. This is not the fault of our city administration; neither is it the fault of your legislature, because at the last session a resolution was unanimously passed ordering the custodian of property to keep the doors to the capitol open until ten o'clock at night. I personally spoke to Governor Phillips about it, but got no satisfactory response. The doors were closed, as you probably know, during the war, and perhaps the Governor does not know that the war is over. I hope that when John Blaine takes the chair that the first thing he will do will be to tell Mr. Blumenfeld to keep those doors open at least until ten o'clock at night, so that when you come here in the winter time—I do not make any plea for those of us who live here—but when you come here in the winter time and want to go through from one corner to the other, you wont have to walk around when you surely expected to get inside and get warm while going through.

To be the Mayor of the capital city of a great state like Wisconsin is no easy task, especially since there are so many conventions held here. The Mayor is supposed to at least pretend to know a little something about everything. I want to admit to you, however, that I don't know anything about butter-making. I know a little something about butter; I can tell good butter from poor butter, but I don't know anything about the making of it, in spite of the fact that I come from a family of butter and cheese makers. I am the oldest of nine, and out of the nine three are or have been butter and cheese makers. And because of the fact that I am supposed to know a little something about everything I sometimes find myself in a peculiar predicament, and it reminds me of a little story of a lady friend of mine who pretended at least that she was very fond of Sir Walter Scott's novels, and on every occasion that presented itself if it was possible for her to express her opinion of Sir Walter Scott and his work she always did so. A good friend of her's one evening, believing that she did not know as much about those things as she pretended, asked her what she thought of Scott's Emulsion. The lady's face brightened up, and she threw up her hands and she said "Oh, my, I like that best of all." (Laughter)

There may be some things that I know more about than you do, but you know more about the butter business than I do; and I have jotted down a few words on a paper here that I wish to read to you, and if there are some things in there that hurt your feelings, consider the source. If there is anything in there that is worth anything and is food for thought, you may forget the source.

You men are manufacturers of butter and interested in the betterment and development of your profession.

You do not care to be lauded for the wonderful things you have done, neither do you wish to be censured for some things that have been done or not done.

You are attending this convention because you want Wisconsin to make more and better butter and you are anxious to assist to the best of your ability. The way to assist is through cooperation and team work in your association.

Wisconsin is peculiarly adapted to the production of milk and it is not strange that she is the leading dairy state.

Climate, soil, vegetation and the character of her people on the farms all influence her destiny along this line.

You men are responsible for the success or failure of the butter industry in this state.

Whether you own the butter factory; whether you work for a private corporation or for a cooperative company, you are the managers. The success of your company depends on you. The quality of your product depends on you. For these reasons and because of general heavy responsibilities assumed, your pecuniary compensation should be adequate.

You have had your troubles. You are in direct competition with the manufacturers of cheese and condensed milk, both of which have given you concern especially during the last few years. The pendulum is swinging back, however, and there are brighter days ahead.

In spite of what you were able to do, your competitors got more than their share of the milk and the output of your creameries *decreased* about 20 per cent from 1915 to 1919, while the output of cheese *increased* about thirty per cent during the same period.

In 1919 your output sold for about 54 per cent more than in 1915, while cheese sold at an increase of about 176 per cent. What you received per pound for butter increased from about 28¢ in 1915, to 55½¢ in 1919, a shade less than 100%.

In 1915 the cheese sold for 14¢ per pound and in 1919 29¢, an increase of a shade over 100%.

These comparisons are very interesting to me. My deduction after checking up on the butter was that the increase in price was due to the slump in production, but when it was discovered that the price of cheese had increased in the same ratio in spite of the great increase in production it necessarily developed that my inference was wrong.

As to butter, my impression is that the problem is under-consumption. The people are using too much oleomargarine, not only because it is cheaper, but because they feel they can depend on its quality.

You are also in competition with Denmark, Holland and many other butter-making countries. Denmark is making a desperate effort to sell her butter here. I am told that she had a butter exhibit at a recent dairy show in Chicago,—butter that scored 93 and better. She can meet our prices and deliver a better average quality.

We in this country should not import any butter. There is no need of that. We can and must make our own, but the people do want quality.

What the people want is clean butter made from clean milk, from clean cows in clean barns, in clean factories, with clean utensils, by clean men.

It is the duty of this association to raise the standard all along the line.

License your butter makers, increase the requirements as to education and general knowledge of the profession. Improve your business methods so that the farmer can afford to sell his milk to the creamery. If there are too many middle men, eliminate them.

Create public confidence in our home product, thereby increasing consumption. Improve the general conditions on the farms and of the herds.

Use your influence for better transportation to the end that distribution may be facilitated. Railroad transportation efficiency is at a very low ebb with little hope of improvement. Transportation by water is the only solution. This association should actively support the project to open the proposed deep waterway from the Great Lakes to the ocean by way of the St. Lawrence River. With this waterway a reality, much of the traffic now causing congestion would be diverted, making it possible for the railroads to handle efficiently all produce requiring rapid transit facilities.

You should also use your influence to improve living conditions in rural communities. Help make life on the farm interesting and attractive to the young people, to the end that they will not leave home at the first opportunity and go to the city.

The simplest way to solve the "shortage of help" problem is to make the boys and girls prefer to stay on the farm.

This interests you as much as anybody. What is good for the farmer is good for you, and good for everybody. The farm is the keystone of our past as well as our future prosperity. And your aim should be to help make Wisconsin what she deserves to be,—the greatest butter producing state in the Union.

Gentlemen, and ladies, again I bid you hearty welcome to Madison. I trust your convention will be a success, and that you will enjoy yourselves while here. As to the keys to the city, you won't need them. Everything is open for you. Your badge will take you anywhere except to the police station. Gentlemen, I thank you.

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The President: The next is a response by our Vice President, Mr. T. B. Towle, of Baraboo.

## RESPONSE TO ADDRESS OF WELCOME

By T. B. TOWLE

Most honorable Mayor, and friends. It is with a great deal of pleasure that I have the privilege of responding in behalf of the Butter Makers of the State of Wisconsin to your most cordial welcome. The Butter Makers of Wisconsin, this body of men, have in their hands the reputation of the greatest resource of the state. I might go on and eulogize these men, tell you what sacrifices they have made, tell you what heroes there are among them, how they get up at three or four o'clock in the morning and work faithfully wrestling with the cream of the country, and once in a while with a patron. But I will refrain from that for fear you might think that I was trying to hide some fault. Like the man who had a team of horses to sell. He was talking about one of the horses, praising its good qualities, and the buyer asked him why he said nothing about the other horse. The man who had the team for sale said, "The other horse speaks for itself." So these men speak for themselves in the product that they make.

A friend of mine was telling me the other day that there was talk of disfiguring these beautiful grounds that surround the capitol building with barracks. I thought that would be a disgrace not only to this city, but to the state, it would be a reproach to the state, and I said to my friend "Why is this?" "Well," he said, "You know there is so much soldiering going on in the capitol that they need the barracks for the men to feel at home."

We trust, most honorable Mayor, that there is nothing to this story; and laying aside all jokes, I thank you for this most cordial invitation. We thank you for the efforts that have been put forth here to make our stay a success and a pleasure. We appreciate the efforts that have been put forth by the secretary of your Commercial Association, and we thank you for these hearty words of welcome.

---

Mr. Towle: The next speaker will be the president of the Association, Mr. H. B. Hoiberg.



## PRESIDENT'S ADDRESS

H. B. HOIBERG

Fellow butter makers, members of Wisconsin Butter Makers Association, ladies and gentlemen.

Realizing that some of you may not be fully acquainted with the underlying reasons for the reorganization of our association, I will therefore, if you will have patience with me for a few moments, try to give you a few facts explaining why we started this reorganization movement.

For some time prior to our nineteenth annual meeting held in La Crosse in February this year, there had been a general feeling among the butter makers and others as well that the Wisconsin Butter Makers Association was in reality not a butter makers association. The membership was not confined to butter makers only, but to all, by simply paying a dollar per year. Consequently the membership was composed of men in all walks of life, who had equal voting powers with those actually engaged in the art of making butter, or in other words, bona fide butter makers. While we truly appreciated the good fellowship of those not making their living operating creameries, we felt that too little had been accomplished by the association as an association in the past. It was a case of, as the old saying goes, "too many cooks spoil the dinner."

With that in mind a resolution changing articles 3 and 4 of our constitution was introduced and adopted without a dissenting vote at the La Crosse convention. Being encouraged in this way, another resolution was offered and passed, asking for the appointment of a committee of three active butter makers to study the plans and methods of the Minnesota Creamery Operators and Managers Association, and if possible reorganize our association on similar lines.

The committee appointed—Albert Erickson, Amery, R. P. Colwell, River Falls, and myself—made an appointment with Mr. Sandholdt, St. Paul, then State Secretary of the Minnesota Association. We spent one whole day with Mr. Sandholdt going over their constitution, Mr. Sandholdt setting forth very clearly and concisely the reasons for every article being incorporated in their constitution. A little later on we met again in St. Paul with Messrs. Sandholdt and James Sorenson. The latter had just then taken over the office of State Secretary. Mr. Sandholdt and also Mr. Sorenson gave us a whole lot of additional information. We tried to find fault and pick flaws in the Minnesota constitution, but boys, we had to give it up. After reading it over and over again you will notice that it is built, so to speak, on four pretty good corner stones,—Justice, Cooperation, Energy and Economy.

After making a few unimportant changes we presented a draft of the Minnesota constitution to the Wisconsin Butter Makers at the meeting held in Eau Claire on June 8th, for their approval or disapproval. A rising vote was taken for or against the adoption. All the members present—nearly one hundred—voted to adopt the constitution as read, with one or two minor changes.

Several of the boys wanted to put the new constitution into effect at once, elect a new set of officers, etc, not being aware of the fact that our old articles of incorporation demand that any changes in the articles of incorporation or by-laws must be read before a duly called meeting 24 hours before a vote can be taken. This was only a one days meeting, being next to impossible for the majority of us to be absent from home more than one day in the flush of the season. It was left to the judgment of the board of directors to put into operation as much of the new constitution as in their judgment was best, awaiting your final approval at this meeting.

With that in mind, and realizing that it was a man size job to reorganize our association on lines set forth in the new constitution, your board of directors decided that it was necessary to employ a State Secretary to take charge of affairs. As you know, we were fortunate enough to secure the services of Mr. H. C. Larson, at that time chief of Dairy Division, Dairy Department, Dairy & Food Commission. It took quite a little oily talk of yours truly to convince Mr. Larson that we needed him badly.

Well, Mr. Larson's work in the past four months speaks for itself. Mr. Larson has thrown himself into his work, body and soul, and he can show results.

While I am not here to throw bouquets to any one, I do wish, in behalf of your reorganization committee, to convey our most sincere thanks to Messrs. H. Sandholdt and James Sorenson of St. Paul, for their courtesy to us when we took two whole days of their time at the beginning, and from time to time since they have given us invaluable assistance in our work.

This, gentlemen, is I believe a short story of how our association stands today as far as the reorganization movement is concerned. It is now up to you to either approve or disapprove of our efforts.

While we are here assembled this evening I want to ease my mind of something which has been on it a long time. It is this: Are you aware of the fact that the average quality of the butter manufactured in Wisconsin is not much better than it was thirty years ago? And not as good as it was twenty years ago? Are we going backward? Yes, I think we are. For the past few years we have been working for quantity and not for quality. We have forgotten that it is impossible to make good butter from poor cream and milk. We have relied too much on the modern improved machinery which has been put on the market in the past few years, and we have also been listening too much to a certain class of scientists who, especially in the past few years, have told us, right

in our own conventions, that butter good enough for any American citizen can be made from rotten cream. We have partly forgotten that a thing spoiled once never will be the same again. If you tear your coat, you can have your tailor mend it ever so carefully—the rent in the cloth will soon be in evidence. So with the once-tainted cream; you may go according to Hoyle in doctoring it up, but you know as well as I do that in two or three weeks time and sometimes less, such butter will only grade first or possibly second. One factor in bringing about this state of affairs can also be found in the heretofore too slight difference in prices of the different grades of butter, at times not more than one or two cents from extra to seconds; not enough really to give us a good jolt when we dropped from extra to first or from first to second. But now—Oh Boy—I guess we would wince once or twice if we should take a tumble from extras to seconds, a range in price of 10 to 12 cents, enough to set a fellow to thinking. Judging from an earnest appeal made by our friend and former speaker at some of our conventions in the past, Mr. H. J. Credicott of Freeport, Ill., to his fellow associates, published in the Butter, Cheese & Egg Journal of October 13th this year, I will quote him as follows:

“That the creamery men should make an appeal to have market reporters quote a price on bulk sales the same as many of the other farm commodities are now quoted . . . the author (Mr. Credicott) is inclined to believe that we have suffered considerably from market quotations in that the great bulk of our butter must naturally sell below the quotation that is often given.”

Somebody is getting hurt right now and as a remedy Mr. Credicott suggests that the methods of butter quotations be changed; in plain English, instead of quoting extras, he suggests that bulk prices be quoted, or, if you please, he suggests that we, all the creameries, come down to his level—a modern case of Mohammed and the Mountain.

I have another kind of suggestion to make to you—you the butter makers of Wisconsin—instead of asking the Mountain to come to us, let us roll up our sleeves and go to the Mountain. We have a mountain before us, boys, no mistake about it, but we must go to it, and clean it out, and we can do it too. I know we can. Our Mountain is not a misquoted butter market, but a large amount of poor cream and milk received every day in the year. We must eliminate it, and in order to do that we must change our methods in paying for cream and milk. We must pay according to quality. Grade your creams in at least two grades, first and second, churn each by itself, and pay your patrons according to price received for the butter. With prices as they are now—and I do hope they will stay; I mean the range in prices—the great majority of the farmers will soon learn to deliver nothing but No. 1 cream and milk, which if you do your duty will produce butter that will sell for extra anywhere in the good old U. S.

Grading cream and paying according to quality is practiced to some extent in this State as well as elsewhere, but not very effective. In order to get results it must be a united attack on our arch enemy, poor cream. Let us, all the members of Wisconsin Butter Makers Association, make the solemn pledge to each other, that as soon as we get home again from this convention we will have a talk with our board of directors, if we are employed by a co-operative creamery, or with the owner or owners if such is the case, and ask them to have the question of paying for quality brought up at their next annual meeting, which in most of the places will be inside of a couple of months. Or else have a mass meeting of your patrons. Use all there is in you, boys, to make it plain to your employers that they simply must help you to get good cream. Without their genuine support you cannot hope to get results. Bear in mind that if your employers do not wish to help it along, don't get angry about it. Your employers' wish must always be respected. But I do believe, I have faith in the Wisconsin farmer and business man, that in most cases you will succeed.

It is of the utmost importance that we take this step right now, for if we do not get in the Extra class with the bulk of our butter in a short time, we will lose out in our competition with foreign butter, especially the Danish butter. The Danes have a strong eye on our butter market and would like to capture it the same as they did the English a number of years ago. They would gladly let go of England if they could capture us. For several reasons it would be of great advantage for them to deal with us. While I wish the people of the land of my birth all kinds of prosperity, I am too much of an American to let them capture our butter market without a fight, and that fight must be fought out not in the press nor in Congress, but right at home in our own community, in our own back yards, so to speak. If we can win this battle, boys, I do think that those who now look upon the Wisconsin Butter Makers' Association with less friendly eyes, will say that it was the best thing that ever happened. Let me repeat again; we must have better cream, or the losses to the Wisconsin farmer will not be counted in hundreds but in millions of dollars. Pay for quality, and you will get it.

To you, members of a creamery board, and to you, Mr. Creamery Owner, our employers, I wish to say that to win this fight, to eliminate the poor cream,—there is absolutely no excuse for poor cream,—is one of our aims in seeking to reorganize the Wisconsin Butter Makers' Association. It is not a one man's job. It must, as before stated, be a united attack; but to win a battle you must have good soldiers; in this case it means good butter makers.

Therefore we are asking you for an increase in wages for a two-fold reason: First, so as to keep the good men now making butter in the business; next, to make it so attractive as to induce young men of brains and education to enter the field. It is a notorious

fact that today a great many—not all, but a great many—of the young men seeking employment in our creameries, are of a—to use a mild expression—mediocre quality. Young men with brains and ambition do not want to enter a career which at the best will only net them a bare, and at times a scanty, living, from day to day, with no hope of laying anything by for old age. You will agree with me that it will take skilled and educated men to deal with your patrons when you start to pay for quality, and to keep it up. It will be full grown mens jobs. Tact and good judgment must be used. We do not want to disrupt any creamery. But we do want to impress firmly, but tactfully, on the farmers that they must deliver to every creamery in Wisconsin nothing but good clean and wholesome milk and cream. Then they can in turn demand of the butter maker that he turn out nothing but A. No. 1 butter, which he will do providing he is the right kind of a man; if not, we don't want him in our organization any more than you want him as a butter maker. But as things stand today the butter maker is between the devil and the deep sea, for the simple reason that you pay the same, or nearly the same, price for poor cream as you do for good cream. There is absolutely no inducement for a farmer to bring No. 1 cream to your factory. Consequently a large number of farmers who would willingly bring you nothing but the best, get careless and indifferent, and you expect your butter maker to turn out an extra. No, gentlemen, it can't be done. You must make it possible for your butter maker to show his skill. Under existing conditions you don't really know whether you have a competent man or not.

On the other hand, if you make it possible for him to grade his cream you will soon find out what he amounts to.

Therefore, in the name of the members of the Wisconsin Butter Makers' Association I appeal to you to give ear to your butter maker when he comes to you asking you to have a resolution passed at your next annual meeting, or if an individual-owned factory, a rule made, to grade your cream, and pay on the basis of quality.

There are several other questions which I would like to have brought up at this meeting and a full discussion on the same had; several recommendations for the year's work ahead of us which I would like to make; but I deem it wise not to have too many irons in the fire at one time. Let us do what we do thoroughly and efficiently, taking counsel from each other through the meetings of the several local District organizations, which must, and always will be, the soul of, or live spirit of, Wisconsin Butter Makers' Association. In this our forward movement let us ever be mindful of observing the Golden Rule: "Do unto others as thou want done to you." Then and only then can we hope to succeed and be of value to ourselves and to good old Wisconsin.

The President: Our secretary, Mr. Larson, will now read the new constitution.

MR. LARSON: Mr. President, ladies and gentlemen of the convention. A meeting was held at Eau Claire, Wisconsin, June 8th, 1920, in accordance with the resolution adopted at the Wisconsin Butter Makers' Association annual convention meeting at La Crosse February 10-12, 1920. A large number of butter makers from different parts of the state were present and listened to the reading of the proposed amendments to the Articles of Incorporation and By-laws of the Wisconsin Butter Makers' Association as reported by the committee on reorganization, which was appointed at La Crosse, namely, H. B. Hoiberg, Albert Erickson and R. P. Colwell.

The committee's report was unanimously accepted, but owing to the fact that article Seven of the Incorporation provided that, "These articles may be altered or amended at any regular session of an annual meeting of the members, provided proposed alterations or amendments shall have been read before the association at least twenty-four hours previously, and provided the proposed alterations or amendments shall receive a two-thirds vote of the members present"

no legal action could be taken. Therefore, in conformity with Article Seven of the Incorporation, I will now read the proposed amendments to the Articles of Incorporation and By-laws of the Wisconsin Butter Makers' Association so that legal action may be taken on the same at tomorrow's evening session.

I will first read the resolution adopted at the annual convention at La Crosse February 10-12, 1920, as follows:

"Whereas, it was the sentiment of those present at this morning's session that a complete reorganization of the Wisconsin Butter Makers' Association is desirable, therefore be it

"Resolved, that a committee of three active butter makers be appointed to study the plans reported to be working successfully in Minnesota and Iowa and adapt them so far as practicable to our requirements. Said committee to be prepared to report at a meeting of the association to be called on the second Tuesday in June at such place as in their judgment seems best. Said committee is also empowered to secure such legal service as is necessary, and the necessary expenses of the committee incurred in working out this reorganization, to be paid for from the funds in the treasury of this association."

I will now read the proposed amendments:

## PROPOSED AMENDMENTS

to the

### ARTICLES OF INCORPORATION AND BY-LAWS

of the

### WISCONSIN BUTTER MAKERS' ASSOCIATION

#### Name

1. This organization shall be known as the "Wisconsin Butter makers' Association," and its principal office and location at Madison, Wis.

### Object

2. The object of this association shall be to improve and protect the position of the creamery butter maker and manager, and promote the welfare of the dairy industry.

### Means

3. The association shall employ lawful means only to obtain its object, and especially the following:
- (a) By each member's pledging himself to support and abide by the constitution and by-laws of this association.
  - (b) By establishing and maintaining Districts of the members, as provided for in this constitution.
  - (c) By regulating and supervising the apprenticeship and training in creamery butter making and in creamery management.
  - (d) By increasing and maintaining the efficiency of our members.
  - (e) By improving working conditions of our members in respect to safety, healthfulness and sufficiency of help.
  - (f) By obtaining and maintaining the proper relationship between the compensation and the efficiency of our members.
  - (g) By eliminating from membership in this association, as far as lies in our power, the inefficient butter maker and manager.
  - (h) By promoting and supervising the participation of our members in butter scoring contests, butter judging contests, meetings, courses and all other means of educating and training our members and their apprentices in the art of butter making and management of creameries.
  - (i) By collecting, compiling and disseminating data, figures and other information covering matters of interest to the members and for the promotion of the welfare of the association and the dairy industry.
  - (j) By assisting the members to obtain desirable and suitable positions, and creameries to obtain efficient and suitable butter makers and managers from among our members.
  - (k) By adjusting disputes and disagreements between members and employers and between members and those with whom they or their employers do business.
  - (l) By promoting legislation which will protect and promote the interests of the dairy industry and of the members of this association.
  - (m) By establishing and maintaining offices; educational field service; laboratories; agents and other agencies for the protection and promotion of the welfare and interests of our members and the dairy industry.

### Members

4. Eligible for membership in this association shall be all persons who are active members of the Wisconsin Butter Makers' Association at the time of the adoption of this constitution.

- and signify their intention of continuing as members by paying the required fees and dues within sixty days after adoption of this new constitution.
5. Eligible to membership in this association shall also be any person residing in the State of Wisconsin who has at least three full years' experience as apprentice in or as operator of a creamery, and who at the time of making application for membership is in charge as operator of a creamery in Wisconsin or is making butter in such creamery and has been engaged in such occupation in this state at least three months immediately preceding the date of his application, which must contain the signed endorsement of three members in good standing.
  6. New members shall make application for membership through the district they wish to join, and any member wishing to transfer shall make application for such transfer through the district secretary of his district. Applicants residing in territory not covered by a district may apply to any district secretary or to the Association Office, but in any event his application must be endorsed by three members in good standing.
  7. No person, otherwise eligible to membership in this association, shall become or continue to be a member, unless he becomes and continues to be a member of the district in which he resides, and no person shall be a member of a district unless he is a member of the association; except members residing where no district is organized and they shall receive all the benefits and privileges of their membership, except those which come through the Districts.
  8. Every member shall have the right to attend all sessions of the state Convention or of any district, but can make or second motions or vote only in the district of which he is a member.
  9. Every member shall be of good moral character and conduct, and subscribe to, abide by and live up to the provisions of the constitution and by-laws of the association.
  10. No member shall forfeit his membership in the association by reason of removing from the state or engaging in other occupation or business.
  11. When in the judgment of the board of directors the interests of the association and its members may be best served by such action, they shall call business sessions of all districts and submit them for their vote, which shall then be taken, a recommendation that all members abstain from or resign from membership in such dairy or creamery associations, federations, leagues or organizations as may be designated, or that members abstain from soliciting financial contributions, signatures to petitions, or in any other way lend support to any movement directed by any other dairy or creamery organization as may be designated. Such recommendation by the board of directors to the districts shall be accom-



- panied by a statement of explanation and name or names of other dairy or creamery associations referred to. If a majority of the districts vote "yes" on the recommendations so submitted by the board of directors, the Board shall issue an order accordingly and this order shall be binding on all members.
12. The board of directors shall suspend any member violating any article of this constitution or the by-laws, or found unworthy of the privileges of the association, but such member may appeal to the state convention. Failure to appeal or loss of appeal before the state convention shall automatically revoke the membership of such member.
  13. Any member who fails to pay the full membership fee and annual dues within the time limits that may be prescribed shall automatically be suspended from all privileges of the Association, but the board of directors may reinstate such member upon payment of all amounts due the Association, including the period of suspension, provided such payments are made within one year from the date of suspension.

#### Organization

14. This association shall be composed of local organizations of members to be known as districts, organized and conducted as herein provided.
15. The highest authority in this association shall be the state convention, in which only duly elected delegates of the districts shall make and second motions and vote, except in the case of a tie vote, when the presiding officer shall cast one vote. Each district shall be entitled to two delegates and two votes. Provided, however, that if at any state convention less than two-thirds of the total number of members are represented by delegates, then all other members present and not members of districts shall have the same rights and privileges as the delegates, except that the vote of each such member shall count as one-tenth of a vote of each delegate.
16. Neither this association as such, nor any of its districts as such, shall be affiliated with or become part of any other association, federation, league or organization, except that this association may enter a federation of associations of butter makers, creamery operators and managers in other states organized substantially along the same lines as this association, such federation, however, in no way to deprive this association of its own government, state convention and other rights and privileges.

#### CHANGES IN CONSTITUTION AND BY-LAWS

17. All new articles of this constitution, all new by-laws and all amendments to this constitution and by-laws shall originate

with and be proposed by one or more of the districts, or by the board of directors, and all such articles, by-laws and amendments shall be submitted in due form to all the districts before any action is taken upon them by the state convention. And the state convention shall not act on any new articles of this constitution, or any new by-laws or any amendments to this organization and by-laws, which have not originated in this way and been submitted to the districts as herein provided.

### Districts

18. Each district shall, as far as practicable, cover a territory containing not less than twenty nor more than thirty creameries; the board of directors in establishing the boundaries of the districts to take into consideration the best interests of the association, the wishes of the members in each locality, county lines, the density of the factories, dairy conditions and facilities for members to attend meetings.
19. No local organization of members shall become a district until it complies with the constitution and by-laws of the Association, when the board of directors upon application shall issue a written permit, each permit to be numbered in the order in which issued, and each district to be known by that number.
20. The board of directors shall revoke the permit of any district that does not comply with this constitution and by-laws.
21. Each district upon organization shall elect a president, vice president and a secretary, each one of whom shall perform the duties usually performed by such officers. The secretary shall be known as the district secretary and shall also act as treasurer of the district and as local representative of the board of directors. At each annual meeting of each district an election of these officers shall take place. Each member shall have one vote in his district and the majority vote shall decide all questions.
22. Each district may elect other officers and committees, adopt by-laws and engage in activities promoting the welfare of its members, not contrary to the constitution and by-laws of the association.
23. Each district shall determine the amount of dues to be paid by its members for its own expenses, within the limits provided for by this constitution.
24. Each district shall hold a business session any day except Saturday during the two weeks immediately preceding the week during which the state convention is held. At this business session each district shall act upon all reports from the board of directors and elect from among its members two delegates to the state convention, who shall represent their

- district in all matters to come before the convention. Each district shall also elect from among its members two alternates who shall take the place of delegates unable to attend the convention. Delegates and alternates shall be practical butter makers in charge of creameries in their respective districts.
25. Delegates and alternates to the state convention may be bound by their respective districts on matters to come before the state convention. The names of such delegates and alternates shall be withheld until the opening of the state convention.
  26. The Association shall pay part or all of the expenses of the delegates (or alternates) to the state convention, as the board of directors may determine; provided, however, that no delegate shall be required to expend in railroad fare more than the average fare of all the delegates and the Association shall at all times reimburse delegates the amount of money spent in railroad fare above the average railroad fare of all delegates. Districts may pay part or all the expenses of their delegates to the state convention out of their own funds and as they see fit.
  27. Each district shall hold its annual meeting, which shall be a business session, within thirty days after the state convention, at which session its delegates and officers shall make their reports and the annual election of officers take place.
  28. Districts shall hold business sessions upon not less than ten days' notice of the board of directors to each district secretary, who shall notify the members of his district at once as to time and place, and they may hold such other meetings as provided for in their own by-laws.
  29. The district secretary shall keep a full and true account of each meeting of his district, and shall report all actions taken by each business session to the state secretary within a week after each meeting. He shall keep a list of all members and report all removals, additions and changes of address to the state secretary at once. He shall collect and keep an account of all dues, remitting promptly to the state secretary money due the state association and in all ways cooperate with the state association in promoting its work. He shall keep his accounts and reports on such blanks and books as the state board of directors shall provide and furnish him from time to time.

#### Annual State Convention

30. The annual convention of the state association shall be held once every year at such time and place as decided on by the board of directors, who shall notify each member by mail of such decision at least thirty days before the opening day of the convention and also announce it in such other ways as they may deem suitable. The convention shall open at 7:30 P. M.,

on a Tuesday evening and shall close not later than the following Thursday at 4:30 P. M.

31. Business sessions shall be held Tuesday evening, Wednesday afternoon and, if necessary, Thursday forenoon.
32. The order of business at the state convention shall be as follows:
  - Tuesday evening: Business Session—
    - Call to Order.
    - Report of Committee on Credentials.
    - Action on Report of Committee on Credentials.
    - Report of board of directors.
    - Report of Auditor.
    - Appeals.
    - Amendments and New Legislation.
    - Appointment of Committee on Resolutions.
  - Wednesday afternoon (and Thursday forenoon if necessary): Business Session—
    - Action on Appeals.
    - Action on Report of Board of Directors.
    - Action on Amendments and New Legislation.
    - Report of Committee on Resolutions.
    - Action on Report of Committee on Resolutions.
    - Election of Directors.
    - Unfinished Business.
33. The board of directors shall cause a butter scoring contest to be held in connection with the state convention, promulgate rules, award prizes, provide judges and otherwise arrange for such contest, and they shall see to it that all members and others interested have opportunities for inspecting the entries. They shall sell the entries by auction or otherwise and make returns to the participants accordingly, withholding none of the proceeds from such sale. The association shall also pay all express or other transportation charges on the entries.
34. No scores under 90 shall be published and the score of any member who so states on entry blank shall be withheld from publication.
35. The board of directors shall give to the press a report of the business sessions of the state convention, such as is warranted by facts and as they may deem desirable for general publication.
36. The board of directors shall also send to every member a report of the state convention, together with a list of members, list of districts and their officers, copy of constitution and by-laws and such other information as may be deemed desirable to communicate to the members in pamphlet form.

#### Finance

37. The entrance fee of each member shall be \$15, \$5 of which must accompany application for membership, the balance to

- be paid within thirty days after the applicant has been notified of his acceptance as a member. In case his application is rejected, the \$5 shall be returned to him. He shall not enjoy the benefits and privileges of membership until the entrance fee is paid in full.
38. The annual dues shall be levied in such ways and amounts as provided for in the by-laws, but no member shall be required to pay more than one per cent of his yearly earnings in all annual dues.
39. The receipts and expenditures of all association funds shall be in charge of the board of directors as provided for in this constitution. The financial year shall end October 1st of each year, and the board of directors shall make a true report of the receipts and expenditures for the year to each one of the districts not later than October 31st of each year. The president shall appoint an accountant of recognized standing to audit the accounts of the association each year, such auditor's report to be submitted to the state convention.
40. The treasurer of the association shall give a bond of five thousand dollars, the expense of which shall be paid for by the association.
41. Neither the association nor any district shall solicit money, prizes or premiums of any kind for any contest, or publish in their programs or announcements the awarding of money or premiums by any person or firm doing business with the members as butter makers or managers, or with the creameries, or allow such money or premiums to be awarded under their auspices. Nor shall the association or the districts solicit or accept financial contributions for their support from any source except from the members. Provided, that nothing in this article shall be construed as prohibiting the soliciting of advertisements for the annual convention program, such advertisements to be paid for according to an agreement.

#### Arbitration

42. The president shall appoint two of the directors and the state secretary a board of arbitration at the first meeting of the board of directors, this board to act for one year on all disputes brought before it, as provided by the by-laws. Decisions of the board of arbitration shall be final, unless appealed to the next state convention as provided in this constitution and by-laws. If a member of the board of arbitration is a party to a dispute brought before it, the president shall substitute for such member another director to sit in that particular case.

### Appeals

43. Appeals to the state convention from decisions of the board of arbitration can be made by members only if such appeal be presented at the first business session of the state convention and accompanied by the written consent of the district to which the appellant belongs. Appeals by members not attached to any district shall be presented at the same time accompanied by the written consent of any district.
44. Appeals by any district to the state convention from decisions by the board of directors shall be presented at the same time by the delegates of such districts.
45. Provided, however, that no appeal of any kind shall be presented to the state convention, unless notice of such appeal has been filed with the state secretary not later than the Saturday preceding the opening of the convention.

### Credentials

46. The president shall appoint a committee on credentials of three members, none of whom shall be members of the board of directors, and this committee shall pass on all disputes as to delegates and alternates, and its action shall be final, unless such disputes are brought before the convention.

### Resolutions

47. At the first business session of the state convention the president shall appoint three delegates as a resolution committee. No district shall be represented by more than one delegate on the resolution committee.
48. No resolution which is mandatory on members or officers or has the effect of new articles of the constitution or by-laws or of amendments to the articles of the constitution or by-laws shall be introduced at or adopted by the state convention.

### Other State Committees

49. The president shall appoint all other necessary state committees from among the board of directors, the state secretary to be a member and secretary of each. Provided, however, that such committees may supplement themselves with other members as the needs of their object may demand, on approval of the president.

### Sessions

50. Sessions of the state convention or the districts shall be known as open sessions and business sessions.
51. Open sessions may be held at such times and in such manner as those in charge of the meeting may decide and anybody inter-

ested in dairying may attend such open sessions, but no association business shall be discussed or acted upon at such open sessions, and districts violating this article shall at once be suspended from the association.

52. Business sessions by the state convention and the districts shall be held as prescribed in this constitution and by-laws and members only shall be permitted to attend, except as herein provided, and any action taken in violation of this rule shall be null and void, and districts violating this rule shall at once be suspended from the association.
53. Members of board of directors of co-operative creamery associations and owners of local creameries in Wisconsin shall have the right to attend all business sessions of the districts in which they may reside and of the state convention, when their official connection with such association is vouched for by a member present, but they shall not make or second motions or vote.
54. Business sessions of the state convention only, upon permission of the board of directors, may be attended by one stenographer and regular employees of the association or of any company or property under its control, but such persons shall not make or second motions or vote.
55. When in their judgment the interests of the association and its members may be served by the presence and addresses at business sessions of the state convention only of men not otherwise permitted at such sessions, the board of directors may direct that they be invited to attend. Provided, however, that not more than two such non-members be present at any business session of the state convention, and that they be not permitted to make or second motions or vote.

### Voting

56. All voting in all business sessions of both the state convention and the districts shall be by roll call, if demanded by one or more members present, in the state convention in numerical order of the districts, beginning with the highest number, and in the districts in reversed order to that in which each member has joined his district. If no roll call is demanded, voting shall be by acclamation, but a vote by roll call shall also be taken on a motion already voted on by acclamation, if demanded by one or more members present. Provided, however, that all elections of officers and directors shall be by ballot and that a motion to adjourn shall be voted upon by a simple aye or nay vote. The secretary of any business session shall provide himself with true lists of those entitled to vote and shall keep tally of the votes, or the president may appoint tellers to do so. Roberts' Rules of Order shall govern

all business sessions, when not inconsistent with this constitution and by-laws.

57. All questions submitted to a vote in the state convention or in the districts shall be decided by a simple majority. In elections no nominee shall be declared elected unless the majority of all votes cast in such election are for such nominee.

### Management

58. The management of this association shall be in charge of five of its members residing in Wisconsin, who shall constitute a board of five directors, elected at the state convention, one of whom at the first election shall be elected for one year, two for two years, and two for three years, and at all future elections all directors shall be elected for a term of three years.
59. The board of directors shall meet within fifteen days after each annual election and elect from among their members for a term of one year a president, a vice-president, and a treasurer. They shall also employ a secretary, who may or may not be a director.
60. As officers the directors shall perform the duties generally assigned to such officers.
61. Vacancies in the board of directors shall be filled by appointment by the president, such appointees to serve only until the next state convention which shall elect directors to serve during the unexpired term of the vacant directorships.
62. The directors, except the secretary if he be a member of the board, shall decide on compensation for themselves, such compensation in no case to exceed five dollars a day and traveling expenses when actually engaged in work for the association.
63. The board of directors shall hold such meetings as prescribed in this constitution and such other meetings as the president may call on ten days' notice, and the president shall call such meetings upon the demand in writing of at least three directors. Three directors in attendance at a board meeting shall constitute a quorum.
64. No member of the board of directors or its secretary shall serve as an officer or as a member of the board of directors or as a member of a standing committee of any other association, federation, league or organization, without the consent of the board and shall resign such office at any time upon request of the board.
65. It shall be the duty of the board of directors to carry out the provisions of this constitution and by-laws and submit every year to the districts such proposed amendments thereto or new articles, which in their judgment may be desirable to promote the interests of the association and its members, including a budget for the coming year and recommendations



each year for a by-law describing the amount to be paid in annual dues by the members.

#### The State Secretary

66. The secretary, who shall be known as state secretary, shall be the manager of the association and the executive agent of the board of directors. He shall promote the interests of the association and its members in all ways possible and within this constitution and by-laws; he shall communicate and advise with the secretaries of the districts; attend meetings of the districts; establish and maintain a card index of all members; establish and maintain an employment bureau and a relief service for members only; maintain an office; employ necessary assistance and incur necessary expenses; all under authorization and supervision of the board of directors and as conditions and the funds of the association will permit. The board of directors shall fix his compensation.
67. The board of directors shall make a report of their work and the business of the association and mail it to each member not later than October 15th of each year, this report to contain their recommendations and these recommendations whenever possible to be put in the form of proposals of additional articles of this constitution and by-laws. The report shall also contain proposals for by-laws and amendments to this constitution, such as the board of directors may find necessary or desirable after gaining experience in conducting the association under this constitution, and similar proposals from districts.

#### By-Laws

1. It shall be the duty of all members employed by creameries to report once a year to the association, on blanks furnished by it, the net income derived from such employment.
2. All members in the employ of creameries shall report to the association when they resign positions or receive notice to quit positions, and when they accept new positions. In the latter case salary and terms must also be reported.
3. It shall be the duty of the board of directors to treat all information gained by virtue of by-laws Nos. 1-2 confidentially and see to it that in no case it be used to the personal disadvantage of the members giving it. If any time it is deemed desirable to publish statistics on this subject no names must be included in such statistics, without the express consent of the member or members referred to.
4. Any member who accepts a position with a creamery through the assistance and recommendations of the association shall

during the first year in such position make a monthly report of his work to the association on blanks furnished by the board of directors, and it shall be the duty of the board of directors to check up such reports in order to see to it that such member's work is satisfactory. If not, the board shall investigate and if it finds that the fault lies with the employers, it shall so notify them and make an effort to improve conditions. If the fault lies with the member, his attention shall be called to it and an effort be made to assist him. If he then fails to give satisfactory service, he shall no longer be a member of the association and his employers shall be so notified.

5. No member shall offer to operate or shall operate a creamery or be the butter maker in a creamery in the state of Wisconsin at a compensation of less than one hundred dollars a month and one-half cent for each pound of butter made during the month or the equivalent of such scale for the first three hundred thousand pounds of butter made during one year, provided that in no case shall the minimum salary be less than \$1800 a year, or the equivalent of such salary, the employer or employers to pay all necessary help, secretary and manager work and all unusual work as well as the making of butter above three hundred thousand pounds a year to be paid for in addition to this scale according to agreement between contracting parties. Provided, further, that this minimum scale shall not be binding on members who continue in the positions they hold at the time this by-law is adopted.
6. The board of directors shall make such rules for transfer of members from this Association to other butter makers' associations, and for the transfer of members from other butter makers' associations into this Association as may be agreed upon between directors of the associations desiring such rules, provided the constitution and by-laws of such associations are substantially the same as the Wisconsin Butter Makers' Association, and that the members of the latter in no way suffer by agreements entered into by the board of directors of other associations in order to enforce transfer rules.

The President: The vote on the constitution just read will be taken tomorrow evening.

It is customary to appoint a Resolution Committee at the first session. I will appoint Mr. Albert Erickson of Amery, chairman; Odin Christensen, Nelsonville, and Olaf Larson, Gays Mills.

Now we will have the reading of the butter scores.

Secretary Larson: I take great pleasure in reading this list of prize winners because of the fact that the contest was one that was very keenly fought out. The men that won, won because they had the best butter, but the men that were defeated were so close to

the other fellow that it is a compliment for them to be in the contest. I am only going to read to you the prize winners of the state and the prize winners of the districts. I have for distribution a published list of all the names and addresses of the exhibitors, of butter and the score above 90 placed upon each exhibit by the judges, less three who came in too late, and I will be glad to furnish those to you. I did not bring them with me tonight, but will furnish them to you later.

The prizes were then awarded and scores announced as follows:

## WISCONSIN BUTTER MAKERS' ASSOCIATION

Madison, Wisconsin, November 9, 10, 11, 1920

### CONVENTION BUTTER SCORES

#### STATE PRIZES

- 1st Prize, Ole Esker, Milltown, score 96.50, \$25.00 in Gold  
 2nd Prize, Olaf Larson, Gays Mills, score 96, \$15.00 in Gold

#### DISTRICT PRIZES

##### A 25-Year Gold Filled Waldemar Watch Chain, Each

1st District, Herman Hartwig, Marshall, score .....	95.50
2nd District, M. Mickleson, Westby, score .....	94.66
3rd District, A. C. Schultz, Arcadia .....	93.83
4th District, Paul Korb, Fair Water, score .....	94.83
5th District, I. G. Searles, Wonewoc, score .....	94.50
6th District, J. C. Christopherson, Menomonie, score	
7th District, T. W. Shuman, Hayward, score .....	94.50
8th District, S. E. Enockson, Falun, score .....	95.75
2. Olaf Larson, Gays Mills .....	96.00
3. L. E. Butler, Lewis .....	94.66
5. W. C. Moyes, Ironton .....	92.56
7. Albert Erickson, Amery .....	92.83
8. John Shield, Oconomowoc .....	90.66
9. A. W. Zimmerman, Norwalk .....	90.16
10. Van W. Pepal, Blue River .....	91.66
11. Hans P. Massing, Ellsworth .....	92.00
12. H. O. Melgaard, Ellsworth .....	91.00
13. R. A. Washtka, Chelsea .....	90.33
14. Hugh R. Hieny, Sauk City .....	90.83
15. A. C. Zimmerman, Waterloo .....	94.16
16. G. F. Chandler, Mauston .....	91.50
17. J. H. Bogert, Stoddard .....	93.66
18. A. M. Newman, Chetek .....	94.83
19. J. W. Sullivan, Chippewa .....	90.83
21. Guy Alvord, Monroe .....	92.33
22. G. F. Trager, Mazomanie .....	90.83
23. Frank Shepherd, Eastman .....	90.00

25.	U. P. Neilsen, Deerfield	91.16
26.	F. E. McCormick, Wild Rose	90.16
27.	A. C. Hillstad, Portage	91.16
29.	W. L. Karker, Brill	90.50
30.	C. G. Seipert, West De Pere	90.33
31.	E. G. Rasmussen, Melvin	92.66
32.	Christ Ness, Wilson,	91.16
34.	Maurice Hansen, Washburn	91.66
35.	Robert Mobert, Clear Lake	91.00
37.	Frank Meisner, Boyceville	91.33
38.	Roscoe Mays, Bloomer	92.66
39.	W. G. Carl, Platteville	90.66
41.	C. R. Winsor, Stitzer	93.16
42.	B. J. Lindvig, Grantsburg	93.50
43.	Alf Rentmeister, Green Bay	90.50
45.	Jacob W. Ringger, Modena	91.50
46.	F. S. Stolt, Prescott	91.00
48.	Norman Mayenschein, Bangor	91.33
49.	W. H. Zinter, Fort Atkinson	91.00
50.	Arthur O. Olson, Oshkosh	94.16
51.	N. A. Galstad, Genoa	94.00
52.	Chris. J. Back, Luck	95.50
53.	Aug. Schultz, Monroe	92.33
54.	Elmer F. Erickson, Luck	95.00
55.	F. V. Shannon, River Falls	93.50
56.	John H. Lieurance, Sparta	91.16
58.	Edgar E. Thompson, Mindora	90.83
59.	Melford H. Monson, Pigeon Falls	91.83
60.	Loyal D. Aller, Tomah	90.66
61.	Harry Wauester, Patch Grove	92.23
62.	R. H. Banks, Reedsburg	93.83
63.	Tony Kroyer, Basco	94.00
64.	Gunder Scott, Waumandee	91.33
65.	R. E. Peterson, Bayfield	91.00
66.	J. C. Christopherson, Menomonie	94.33
68.	E. G. Soltwedel, Loganville	90.83
69.	F. A. Graevin, Kendall	93.00
70.	Kielsmeir Creamery Co., Manitowoc (Comp.)	91.33
71.	William Seiger, Chaseburg	93.16
72.	Grant Winner, Humbird	92.50
76.	A. L. Peroutky, Cambridge	94.00
77.	Walter B. Meyer, Baraboo	92.16
78.	D. T. Dunnet, Lancaster	94.00
79.	Albert Hoeffke, Marshall	94.00
80.	Laurence Clausen, Cushing	92.16
81.	Andrew J. Swanberg, Frederic	91.50
82.	R. S. Anderson, Northland	92.66
83.	Svend Hoiberg, Westby	91.83
84.	Oscar A. Larson, Northfield	91.00
85.	Alfred Long, Medford	92.66
87.	E. T. Schlesselman, Fountain City	91.83
88.	Odin Christenson, Nelsonville	94.16
89.	Peter O. Olson, London	92.83
90.	Joseph A. Steiner, Mauston	90.83
91.	A. W. Wagner, Dodge	91.33
92.	Stockholm Co-operative Cry Co., Stockholm	90.83
93.	P. M. Korb, Fair Water	94.83
94.	Wm. Thyn, Eagleton	92.00

95.	E. A. Danielson, Grantsburg	92.50
96.	Ben C. Kreher, Arcadia	91.33
97.	Robt. V. Sleyster, Cochrane	91.00
98.	Ole Johnson, Oakdale	91.83
99.	Theo. J. Arens, La Valle	91.00
100.	J. W. Larson, Union Center	93.00
101.	John Schiller, Fond du Lac	94.66
102.	H. F. Beckmark, Kendall	91.83
103.	J. L. Haugh, Independence	92.00
104.	L. A. Laranutzer, Plain	90.50
105.	L. E. Kreinbring, Mason	93.66
106.	T. W. Shumen, Hayward	94.50
107.	Arthur C. Schultz, Arcadia	93.83
108.	A. W. Judas, Montello	91.00
109.	J. H. Grady, Barronett	93.50
110.	J. W. Herriman, Eagle River	91.83
111.	J. B. Johnson, Ettrick	91.83
112.	Chas. G. Goble, Rusk	90.83
113.	J. A. Betthausen, Oakdale	91.66
114.	M. Mickleson, Westby	94.66
115.	Walter L. Olson, Dallas	92.33
116.	E. Halverson, Balsom Lake	93.33
117.	Val Droschler, Louisberg	91.00
118.	Olaf Mathison, Woodville	91.00
119.	Earl Grigham, Wonewoc	91.83
121.	F. J. Mathews, Emerald	91.66
123.	S. E. Enockson, Falun	95.75
124.	Neils I. M. Christensen, Prairie Farm	93.16
125.	L. H. Winter, Eau Claire	94.16
126.	O. Esker, Milltown	96.50
127.	W. M. Mistele, Hustler	93.16
128.	A. L. Larson, St. Croix Falls	94.00
129.	Hole, Harrison, Chetek	93.66
130.	C. J. Dodge, Windsor	92.66
131.	R. F. Bautschy, Mayville	93.66
132.	A. J. Rivard, Clear Lake	92.83
133.	Herman Hartwig, Marshall	95.50
134.	C. B. Ofstun, Steuben	94.50
135.	A. B. Melgaard, Meridian	92.16
136.	G. E. Mayenschein, Elroy	91.00
137.	L. E. Davenport, New Lisbon	90.50
138.	Phillips Creamery, Phillips	90.16
139.	I. G. Searles, Wonewoc	94.50
140.	Jno. Morgensen, Wyocena	94.00
141.	H. Clark, Kilbourn	91.50
142.	R. J. Else, Johnson Creek	94.66
143.	H. E. Griffin, Mt. Horeb	93.83
144.	Ole Hansen, Hazel Green	92.00
145.	C. F. Spellman, Black Earth	93.00
146.	Harold Peterson, Cazenovia	94.00
147.	Wm. Borst, Phillips	92.83
148.	A. B. Thoreson, Grantsburg	95.16
149.	E. D. Schwartz, Lancaster	91.33
150.	J. W. Jones, La Valle	92.00
151.	H. K. Hansen, Caryville	91.33
152.	Clarence Paulson, Green Bay	91.00
153.	B. B. Cobb, Sun Prairie	91.66
154.	G. C. Aronson, Emerald	90.83

155.	Orvin Melsby, Durand .....	91.83
156.	H. E. Johnke, Wrightstown .....	90.50
157.	Otto Weyer, Manitowoc .....	91.83
158.	Chas. N. Sanford, Amherst Junct. ....	91.66
159.	John Jorgenson, Lake Mills .....	93.66
160.	Geo. Garlid, Durand .....	92.66
161.	R. C. Cleaves, Iola .....	93.50
162.	C. A. Wilson, Ogema .....	91.33
163.	Nick Garlie, Shell Lake .....	92.16
164.	O. J. Krogstad, Withee.....	91.50
165.	Edgar H. Close, Colfax.....	91.16
166.	Fred Maso, Lancaster .....	91.50
167.	H. M. DeGolier London .....	92.16
168.	H. B. Oakes, West Salem .....	90.83
169.	A. E. Patchin, Rewey.....	90.50
170.	Lacy Dickey, Glenwood City .....	91.83

The President: I believe this closes the program for this evening. Now, remember tomorrow morning the butter will be on exhibit at the Dairy School from 8 to 10. There will be one or two butter judges up there. Be sure to be back here at 10:15 tomorrow.

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## SECOND SESSION

**Wednesday, November 10, 1920. 10:15 A. M.**

The President: Please come to order. The first thing this morning will be "The Responsibility of a Butter Maker in the Upbuilding of a Community," by Professor George M. Briggs of the University.

### THE RESPONSIBILITY OF A BUTTER MAKER IN THE UPBUILDING OF A COMMUNITY

MR. BRIGGS

Mr. Chairman, and Ladies and Gentlemen. I feel that I am encroaching upon your time, because you butter makers have so many problems that a man coming in and presenting a different viewpoint really I believe is out of place. But, however, I hope to make my talk to you very short.

In the first place you will understand I was introduced as a professor. I wish they would leave that title off. You know one time there was a white man traveling down south, and one of his white partners down there said "Say, do you know I realize Booker T. Washington has done a lot of good for the colored people of the south, but I don't know how to address him. How do you ad-

dress him?" "Well" he said, "I figured it out this way." He said, "He isn't a white man, and I can't lower myself and call him a darned nigger, and so I kind of compromise and I call him 'Professor.'" And the man said "And so you see a professor is a being that exists in human nature some place between a white man and a darned nigger."

So I hope the chair will never call me "Professor" again.

My connection with the butter makers is not only in a casual way. It has been in the capacity of County Agent, and some of you have perhaps had something to do with County Agents. My



GEO. M. BRIGGS

work as County Agent has been especially favorable. I learn a whole lot about the butter maker, but in no way do I pose as a butter maker, in no way do I come here as a butter maker, because as a matter-of-fact my viewpoint may be entirely different from yours, and some things that I think are very important perhaps your Butter Makers' Association and leaders will try to knock out of your head, because as a matter of fact I have not looked at the proposition from the butter maker's standpoint, but from a different angle.

It is placing me in a hard position to come to you men, some of you much older, to talk about your obligations in up-building a community. It is furthermore embarrassing that I should come to you, not being a practical butter maker and knowing very little about the manufacture of butter. There is one point that we have

in common, however, and that is from the grain standpoint, in which department I work in our Agricultural College, and from your standpoint, you take in consideration in determining a good grade of butter. My work in connection with up-building of communities leads me to the conclusion that as yet we have but scratched the surface. Times are changing. In professional lines, rural teachers are realizing more than ever that there must be a connection between class-room work and their home work. Therefore, instruction is given in selecting and curing seed corn, potato work, poultry culling and even community fairs to bring the pupil, parent and teacher together.

The up-to-date clergy are also realizing that there is a force presenting itself to undermine what little good work can be done, as Sunday movies, dancing parties, and many other things that could be mentioned. Instead of still hammering along old lines and further preaching great harm from these sources, many clergy are now using their initiation in many places and substituting right things for the wrong things. While I personally do not believe in dancing, yet I would prefer supervised dancing to the public "dance as you wish" wiggle. I would prefer having my children go to good clean movies, censured by our own minister, and given in our church, than to have my children go to a hilarious movie where they are filled with daredevil deeds and only learn to become dissatisfied with their present life. I am no believer in dancing, I am no movie fiend, not going oftener than once a year, yet I realize that today is 1920, not 1890 when we were young and conditions were different. We have to be flexible—we can't be too narrow on these problems, but broad enough to realize that our children are only normal children,—healthy, ambitious, frolicsome, love to play, and after all are just children like you and I used to be. Therefore, let us try to think in their way and endeavor to have them grow up clean and strong, good men and women. This may seem to be far from what my subject suggests,—but after all is said concerning community development, isn't it for the sake of our children?

Your job is to make butter, and I know you are a good one if you are a butter-maker in Wisconsin, because a poor one can't stay here. I can't help but believe that your influence is felt greater than often times our county agent or other agencies. I feel that there should be a closer connection between you men and the Agricultural College. A great many of you are working in creameries where patrons deliver cream two or three times weekly. If the patron's cream is sweet all is well; if it has been located too close to the rutabagas, cabbages, or in a mouldy, damp cellar, or the can has been left open in the kitchen where Old Tom has been left you are not slow in reminding Mr. Farmer what his obligations are. The farmer appreciates that to make a good quality of product the cream must be as you want it, so he usually is ready to listen. With this close proximity to the farmer and his community problems, it seems to me that you have the greatest chance to do other



community work of any men there are. It is true that many of you are living examples of neatness, others take a liking to flowers and have their grounds beautifully fixed up, and others without a question always dress in the cleanest of suits. Further than this, there is other community work that you are already doing, such as testing samples of milk from separator and from herds, giving advice on feeding, ventilation, and other farm problems, not enough, however, as there should be more.

You people without any hesitation know what good children should be. They should have a well balanced body, good teeth, clear thinking ability, clear speech and eyesight, well grown for their age. Have you ever applied this test to a community? Is your neighborhood well balanced? Of course you are interested in the dairy interests. Well enough; maximum long time results show that farmers who make best are not soil robbers, do not keep their eggs all in one basket. A good rotation is carried on, and a diversity of farming is carried on to such an extent that the farmer always has something which he can cash in on. In feeding you realize that the more of light legume feeds that a man can raise, the less of these feeds he will have to buy,—therefore greater profits can be realized. And so you think of clover, alfalfa, soybeans or field peas all being legumes on many farms. Then apply the test of the teeth, or how fed. Who feeds the farmer on these ideas? The farm papers, county agents, clear-thinking farmers, townmen (and many of them are good farmers)—yes—but how many farmers have these agencies. The greatest factor probably lies in the rural school, but how many teachers are equipped or familiar enough with conditions to help? We will assume that the community has a minister who can help them, and many of them do, but his time is fully taken up providing means for the up-building of the man in the sight of our Creator. We will assume that your county has a County Agent. An average County Agent will get in your community two or three times yearly, seldom to meet all your patrons—only an occasional one.

Summing all things up, don't you believe your job ends at the churn; it only begins there and ends at the outer border of your farthest patron. I appreciate that while a county agent I did not cooperate enough with you men. I helped organize cooperative plants, helped in little disputes, but I was so close to such good helpers that I couldn't see you. In other words, the sight of the penny hid the view of the dollar. We know a good community by some of the following earmarks:

Good churches, roads and schools. Farms, fences and buildings neat, which can only be so if a man has pride in his community and in his work. Furthermore a community is judged by the productivity of its farms, this being maximum if best seeds are grown, free from weeds and treated against disease, and best methods of farming are practiced. Another evidence, of good

farm practices is to see silos on every farm, pure bred sires at the head of every herd. Inside the farm home a hot water attachment to the stove should be found. A power washer is oftentimes within access of the farmer, were only some one to urge him on a little bit. It is quite ordinary to find the man's part of the farm the first to be modern, but more farm women are demanding modern home conveniences than previously, and they need help in the matter.

There are many things that are taken into consideration in measuring up a community. Should every outward appearance lead a man to believe that the community is 100% efficient and if it is found that the schools are inadequate, and no community organization is in existence this community would be lowered to about 50%. As intimated before, our work, our very life, all should be aimed towards that which makes life worth living for, a home.

Are we as farmers proud enough of our business to want our children to carry the work on? Just what is the greatest reason why the rural population is becoming less each year, I do not know. Some people say Johnny can be kept home if you can board the school ma'am. The greatest reason, however, I believe, is because we as farmers have neglected the social side of life. The old corn-husking bees, the barn raising, the singing school of forty years ago, are all past. We must endeavor to keep things moving. We middle-aged men are responsible to a great degree for the advancement in agriculture and the contentment that exists on our farms. Some fathers are successful in being partners to their sons, win their confidence, and the son is contented to stay with the father. There are many others who become dissatisfied simply because there seems to be no business principles about farming and they desire to be a business man.

Your part in this program is not for me to say. I cannot even dictate. You have your personal likes and dislikes. Some of you have developed into community leaders already and like the work, while many more I am inclined to believe are somewhat dormant. We are not all gifted. (Indeed I find that to my own sorrow.) But I believe if we can even get some vision of what we might be able to do, that it would lead many of us to do more community work. You have closer contact with the people in your community than any other agency. Therefore, I believe your influence is needed in putting forward the very best there is. We are experiencing a "back to normal" times and the farmer has to be a loser as well as men in other lines of business. It will be only by the closest and most careful feeding and farm management that a farmer can make ends meet.

We occasionally hear farmers complaining about prices of farm commodities going down and down. It is a matter of elimination or a survival of the fittest, i. e., a man who finds balanced rations, raises all the good legume hay his cows need, so that he wont have to buy such large quantities of high protein feeds. He keeps his

land fertile by keeping enough stock to furnish manure for his regular rotation scheme. A man who weighs the milk, weeds out his poor cows, keeps cost records, and does everything in a business like way so as to lower cost of production; this man will be the last one to kick, and will still be in the business when the other fellow has fallen out. All these points should be in the mind of the butter maker at all times I believe. Who are our greatest kickers? The man who only guesses and doesn't care to keep track of things, or to put into use the very best practices. The man who keeps a scrub herd and breeds to any colored bull and never cared to keep production records, the man who cares nothing about better grains, crop rotations, the man whose farm is being overrun by quack grass or Canada thistle, the man whose home has no conveniences, —he is the man who can see but very little sunshine, even though it be a bright day. Speaking of sunshine, I heard a wet man the other day make the following rhyme:

“When we were wet—those good old days  
They still cling fast to me,  
The dry man painted a picture  
For us wet fellows to see.

He told of homes, neglected and beyond shame  
All caused from beers and wine,  
And placed great emphasis on the fact  
That when dry, these homes would be full of sunshine.

That time is here—my friends  
We are experiencing real dry sunshine,  
But in our homes instead of this,  
We find home-made moonshine.”

He is the man also who thinks his test is lower than it should be, and imagines that his scale is the only accurate one in the county. He is the man who even though he owns a share in a cooperate creamery sells some of his cream to a local man or ships it himself to a centralizer, giving as his excuse the slim and disgusting reason that competition is a good thing. We all have to butt up against odds at times, but a man in a public job like yours and mine has to keep cool and overlook many things.

I am a farmer paying taxes on 320 acres of North Dakota land. It has been so dry out there in Western Dakota and the grass-hoppers so bad that the only thing that came up the last two years were our taxes. I even have to work in a different state to make money enough to pay taxes in Dakota. Am I kicking? Sure I am. Why? Because I don't own property in Wisconsin where crops are sure. I am unfortunate is all, and when I hear a farmer kicking here in this good state I oftentimes wonder if he is just right up above. Oftentimes local conditions are such that a man would be foolish if he didn't kick, but I believe that is where you fellows can step in and be of wonderful service.

There are so many things that go towards making a balanced community, that I am sure you are fitted to help some place. You are all butter makers, but very few of you were born that way. You were changed over after coming up through ordinary channels of life. Some men farming should be shoveling soil between the ties instead of stirring it between the rows of corn. They don't love their work, feed their soil or make a home. Other men (barbers for instance) oftentimes missed their calling and should have been surgeons, but most men, and you are no exception, have one or more hobbies. Your early environment has been such that perhaps you take a great liking to some other community work or farm work besides what you are doing. You perhaps surmise that your patrons or board of directors won't appreciate having you even attempt to consider any side lines in your work. Just try them out. Do you suppose any one objects to you having a bill board out in front of your creamery, where farmers meetings can be advertised, or farm commodities or live stock for sale in the community can be advertised? How many patrons would object if you would insert in the pay check envelope at the end of the month a little item telling about one of your successful patrons, how he made his large yearly cream checks, how he made summer pasture good, or offered a supplement, or when he started feeding, or how he breeds, or when his cows freshen?

Would your patrons resent having you make personal visits to all their homes, taking a survey of even the dairy situation, i. e., the location of the separator, the ventilation of the barn, the cream cooling apparatus, and make suggestions for the improvement? Would they further resent having you talk to them concerning proper feeds to feed, how to balance a ration? Would they refuse listening to you talk to them about cooperative buying—that is, in carload lots—not of necessity having it shipped in, but arranging through local companies for this carload lot which can be bought for cash oftentimes as cheap or cheaper than what could be shipped in?

Do you help advertise the good work that the county agent can do for them, and cooperate with him in getting something done for your community?

Have you tried to get your farmers interested in keeping milk records, providing they don't see their way clear in joining a cow testing association? Do you have milk record sheets on hand, places where common scales can be bought for this purpose?

Have you availed yourself of all the help the Agricultural College can offer, and have you seen to it that all your patrons who desire being on the regular mailing list of the University are on that list? Do you keep a list of these bulletins on file in your creamery for your own reference?

Do you ever see to it that a farmers institute is held in your immediate vicinity? Have you used your influence in getting a farmers' club or any good progressive farmers' organization in your neigh-

borhood? If so, have you volunteered your services to help out in programs and arranging summer meetings and in making arrangements for entertainments?

Have you ever talked to the young boys or girls concerning taking a course in one of our agricultural schools?

I wont even attempt to enumerate the many things that might be done in helping to make your creamery community the best home center in Wisconsin. No one man can bring about a complete change. No one man can bring about changes whereby all homes in a community are real homes, where all farms are planting the very best of grains, and treating seeds so as to prevent diseases, where every farmer uses nothing but pure bred sires, has his barn ventilation adjusted, has all his cattle T. B. tested, is weeding out poor paying animals yearly, is carrying on a good rotation so that his soil is going to be left in as good condition or better when he gets through with it as it was when he was given permission to use it.

No one man can make an antagonistic community a real pull-together community. No one man can make a community see that a township school would be best, that a county nurse is necessary, that good Sunday obedience regulations are best; not one man can make a community but one man's influence if used with tact will eventually make an impression that the masses can't stop.

If a butter maker really cares to do some community work, the first thing I believe is to find out how the community scores, how nearly it approaches the 100% efficiency mark. Just sit down by your lonesome and imagine yourself up about five miles in an air machine looking down at your own community. You will see the big flat open fields with the farmstead like a mere fly speck at one side. Off to your right you will see the adjoining creamery district, and with your eye piece you will see the big barns, silos, school houses, churches, and in fact you will see a very good bird's eye view of your adjoining territory.

Now, coming down to good mother earth again, you shut your eyes and just think and think. It wouldn't hurt at all to just scratch a little bit and get down to the real gray matter and just do some real constructive thinking. What is it that makes the adjoining territory look so good? Isn't it the silos, big well painted homes, large red barns, large fields with cattle pasturing in them? Just keep scratching until you get the next idea, wondering at least just where your community stands in comparison with your adjoining community. Hasn't your own community more red barns, or a greater percentage, than the adjoining territory? Wonder if we haven't more silos than over in John's territory. Wonder if these silos, large homes with red barns, have all been developed from better soil conditions—no, that can't be. Soils are the same. Well, just what might be the difference? Wonder if they have better cattle, feed better, or do they weed out their herds? Now open your eyes, Mr. Butter Maker. Stand square on your feet, pick up a pencil

and write down your thoughts and your suggestive way of finding out just where you are living at. You have your whole set of officers back of you, your county agent, your progressive patrons; now it's up to you to get some little census taken. Not only that, but to compare your neighborhood with any other; you have to get some adjoining butter maker interested in this proposition. It will be some job—of course it will—but you have started many harder things than this and come out on top. It was only by hard work, sticking fast to it though that won.

You once get a little survey or census of your neighborhood, get your few findings worked up in a percentage basis, get these figures before your farmers, and anything you suggest for improving or strengthening the weak spots will be accepted. Every farmer likes his own community better than the adjoining one. He will do his utmost to make and keep it the best in the county. We leaders, and that is what you and I are, have as part of our job the task of keeping community interest alive, and we at the Agricultural College stand ever in readiness to help wherever we can.

Are you men confident that you yourselves know just what departments of the State University and Department of Agriculture can supply you help? If you should want to clean up the boarder cows in your community, do you know that the Dairy Department will live right with you till a cow testing association gets started? If you should want to have all animals in your creamery district tested for T. B. that the Vet. Department of your Department of Agriculture will not only help you to get the work started, but do it for you? If any plant diseases are present, that we have a plant disease department at our Agricultural College that will send a man right up to investigate? Do you know that if you haven't a septic tank in the whole district, or a drainage system, or want some demonstrations on the use of explosives, or in fact anything along farm machinery line, that all you have to do is to write to our Agricultural Engineering Department? Do you appreciate that if you farmers are having hard work in getting clover or alfalfa that maybe the trouble lies in getting some lime into the community, and that the Soil Department is ever ready to help you determine the real trouble? Yes; did you ever know that many farmers are losing out because they are not planting the very best seeds that the Experiment Stations have bred up and that all you have to do is to write to the Agronomy Department for possible trouble? We have poultry men, bee experts, animal husbandry experts, all ready to go at your demand—not ready for the individual's sake as much as for the community's sake. It's up to you to familiarize yourself with these different agencies.

I believe here is an opportunity for every butter maker to make himself heard. If you are a knocker, no wonder your patrons are, and the opposite is always found.

I urge you men to take this talk for what it is worth. In the past we have been sizing up individuals. Now in 1920 our greatest

ambition should be one step broader, that of community pride. Be a booster of your community, help make it worthy of boosting. Be a living example of all that stands for better things. I appreciate that your job, as stated before, is to make good butter, but what is a high overrun compared to a community with high ideals, being put into practice. What is a ton of good butter compared to a real community with real homes. Your obligations are many, your reward may be in the great beyond, but the goal is worthy of our ever persistent effort.

When I think of the standards and the goal that others are trying to reach it sometimes makes me think of the story of the good Jew who came to this country. You know a Jew can come to this country and make a dollar where you and I would starve to death. So he came to this country at the invitation of his relatives over here, and as soon as he gets over here they teach him how to sell shoe strings. They say "Ikey, when a man comes along on the street you simply reach down in your basket and pull out a pair of shoe strings and say 'two for five.'" Now, the ordinary fellow will look at them, stretch them out, and will say "Are they all the same length?" and they taught him to say "Some of them are and some are not." And so they told Ikey if the man did not buy them to say to him, "Well, if you don't take these somebody else will." So that was what he learned—"Two for five," "Some of them are and some are not," and "If you don't, somebody else will." So along comes a big burly Irishman—I never heard of an Irish butter maker—(laughter. A Voice: Not in Minnesota.)—so along comes a big burly Irishman, and he said, "Can you tell me the way to a boarding house?" And Ikey said, "Two for five." And he said, "Say, is everybody around this place crazy?" And he said, "Some of them are and some are not," and he said, "Well, just for two cents I would knock your head off," and Ikey said, "Well, if you don't somebody else will."

Now, what is all this about? Well, it is just this: If we don't, somebody else will. When I was up in Polk County a short time ago I was with Mr. Klinka when he was working on the organization of the Wisconsin Cheese Makers' Confederation, getting a uniform brand, and getting an inspector, to make a uniform grade the best he could, and I asked him what he was doing it for? "Well," he said, "you know if I don't, if we don't, somebody else will." And so I often think we can apply that to a whole lot of fellows. After all, the progress we have in this country is the fact if we don't somebody else will. So that is why I believe that here in Wisconsin as a matter of fact the butter makers have got to get together in the game if we are going to get results.

The President: The Dairy School students are here today, and they would like to be heard.

(The Dairy School students gave their class yell.)

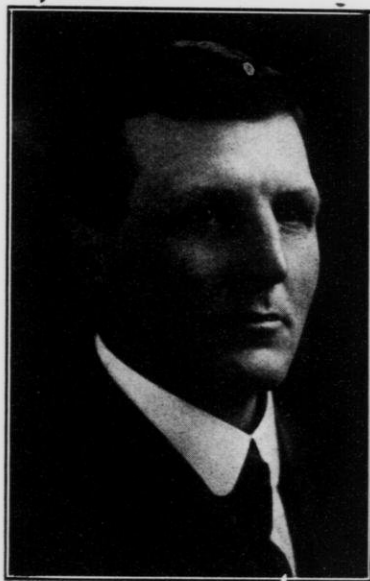
The President: I wish to call attention to the Independent Silo Company's exhibit in the hall just outside the door here, showing a milk and cream holder which I think is a very good one and worth looking at. Also the exhibits of the Wisconsin Free Library. They are showing exhibits and books that have a bearing on dairying. They have books on Recreation Surveys by the Association of Commerce. They are worth looking at.

There is also, as I suppose most of you noticed, an exhibit on tuberculosis, exhibited by the Board of Agriculture.

And there is another thing over in that corner; the Manitowoc Plating Works shows old rusty cans replated. It is worth investigating. I don't know what the prices are, but you can find that out. Cream and milk cans are very high priced now, and that might be worth looking into.

The next thing on the program will be an address by Honorable Edward Nordman, Director of Division of Markets.

#### ADDRESS BY DIRECTOR WISCONSIN DIVISION OF MARKETS



EDWARD NORDMAN

Gentlemen of the Butter Makers' Convention: I thank you for this invitation to address you and lay before your body our plans for assisting the industry in which you are such a prominent part.



The chairman introduced Mr. Briggs here as "Professor," and he introduced me as "Honorable." As a matter-of-fact here a few months ago I lived in a farming community; I was a farmer myself. And this idea of calling me "Honorable" was the last thing anybody in that part of the country had ever thought of. My business has been that of just a plain farmer, and whatever information I shall give to you people today I want you to bear in mind that I don't pose as an expert. It is just a matter of bringing a little common sense into this proposition that we are all of us interested in. Before I get to my theme, however, I want to make a few statements of general interest.

I want to say to you that your interests and those of the farmers whose milk or cream you make into butter are identical. You cannot do anything for yourselves in your capacity as butter makers that you don't benefit your employers as much as you do yourselves and you cannot benefit your employers without benefiting yourselves as well: In fact, this principle holds true in our whole industrial system. The interests of the employing class are the same as those of the employees. The employer operates his factory or other means of employing labor to fill orders or render services that are mostly due to the demands of the working classes. In other words, the needs of the workers and their ability to supply those needs is what keeps our farms and industrial plants in operation. Likewise the employing classes depend to a considerable extent for their employment on the right of the employer to apply his energies to the conduct of his business and to the making of a reasonable profit therefrom.

Speaking of opposing interests, it is a perfectly safe statement to make that there is only one important class in society that all classes are, or should be, opposed to, and that is the parasitic class. By this, I mean the persons who get money without rendering adequate services for it. There are people in the world, and some of them live in the good old U. S. A., who in the aggregate get billions of dollars annually which they do not earn. No one will dispute this. The money which these parasites get and don't earn comes from people who do earn it and don't get it. By just that much the producing classes are deprived of their legitimate earnings and consequently of their purchasing power. The final result of all this—and here is where the marketing question is involved—is that the producers as a class cannot become the consumers of their own produce because they permit a small class of non-producers in the possession of certain privileges to deprive them of a large part of their earnings. If the producing classes in America, including employer and employe alike, would only quit fighting each other and join forces in an attack on the exploiting element in society, industrial conditions would improve in short order.

But coming back to butter making—I want to say a word in the interests of proper compensation for the people who manage

and operate creameries in the state. A large share of the success of the creamery business depends upon the interest developed by those who are in charge of the manufacturing end of it. These persons must be properly paid for their work if they are to be expected to do their best for their patrons. No one will work wholeheartedly for an employer who grudgingly compensates him for his services. Fair compensation on the other hand engenders a spirit of service on the part of the employe that makes this disposition to be fair, a profitable investment on the part of the patrons of the creamery. And not that alone. If our creamery business in the State of Wisconsin is to grow and to prosper in the future, it must attract competent young men to the creamery business. This can only be done by paying salaries to butter makers now in the business that will be at least as good as other people are getting in work of the same importance.

Another thing that forces itself on our attention is that the grade of butter will never be greatly improved until both the butter and the milk from which it is made are paid for on the quality basis. Present methods offer little inducement for the farmer to make a superior quality of milk or for the butter maker to turn it into a high grade of butter since very little in the way of extra compensation can be expected for the additional labor and expense involved. This plan should be charged so that the higher compensation will go to those who produce the better class of goods and thus provide an inducement for farmers and butter makers to work for quality as well as quantity.

To accomplish all these results and other things needed to place our creamery business on a higher plane, is going to require organized efforts. The job is too big for individuals to cope with but is easily within the reach of an organization built up to deal with the project. Farmers in other states and in other countries have, through organized efforts, accomplished more than is here outlined, and what has been done by these farmers can surely be done by the butter producers of Wisconsin. An organization of all the producers is in fact the only means through which standardization can be effected since the competitive methods, as they now operate, are detrimental to all that makes for better conditions in the butter industry. It is going to require a strong, comprehensive organization to carry out a plan whereby the butter in given dairy sections is standardized to meet the requirements of given markets. It is only this kind of an organization that can handle business in a manner to effect the greatest economy in freight rates in the purchasing of needed supplies and in the employment of efficient, well-trained assistants to carry out the functions of the organization. Likewise it is only a strong organization of this kind that can afford to do effective advertising and thus attract the attention of consumers to the real merits of butter as a food product, and right here I want to point out that

this is the only way that butter producers can ever hope to gain sufficient control of their product to standardize prices. The methods now in vogue oscillate between high production and low prices and low production and high prices. It has proven practical for producing organizations to so stabilize the market that production became steady and consumption normal. The producers of butter can do what the other organizations referred to have done and the Division of Markets will be only too glad to assist in this movement.

In conclusion I want to say that you are all invited to come up to the Division of Market's headquarters and get acquainted with your hired help and with the work they are doing. It is not so long ago that I was on a moderately large farm where I employed help and I always noticed that the men worked best when I worked with them and consulted them on the best way of getting the work done. I observed on many different occasions that they took an interest in my work to just the extent that I took an interest in them and in the work they were doing. In the same way I can assure you that your hired help in the Division of Markets will work best if by talking things over with them you show an interest in the work we are doing. We are anxious to serve the people of this state as best we can but to do our best we should get your opinion of the kind of work you want done and the way you want us to do it.

The President: I have an announcement to make. The members of District number 4, Sauk County, are requested to meet in the rear of this room following this session.

The butter will be sold after the afternoon session.

Mr. Dodge: I would like to ask if it might not be possible to have this butter sold immediately after dinner so that it can be marked up and taken to the depot soon? It is out of cold storage, and if it can be taken from where it is and sold I think it would be a good thing to do it.

The President: It can be sold at 1:30.

Secretary Larson: Mr. Brown has charge of the selling of the butter.

The President: Is Mr. Brown here? We will consult him, and sell it just before we start at 1:30 sharp. This will be all for this forenoon.

The meeting adjourned until 1:30 P. M.

## THIRD SESSION

Wednesday, November 10, 1920. 1:30 P. M.

The President: We will now listen to a few remarks from Mr. Don Mowry, Secretary of the Madison Association of Commerce.



DON E. MOWRY

Mr. Mowry: Gentlemen of the convention, I do not know why your secretary called upon me to make a few remarks to you, especially since you have had the Mayor welcome you; but I would just like to say this with reference to the attitude of Madison toward all conventions and gatherings that come here to the capital city:

Our Association of Commerce has maintained the attitude that the people of this state are largely responsible for the good things which have been placed here. You through your taxes have placed here in our midst the University of Wisconsin. You have placed the State Historical Library building here and the people who are employed there to work in the various branches of that institution. You have likewise placed this capitol building in this city. It is a big asset to Madison, and we feel that it is no more than our duty to welcome on every possible occasion the people of this state back to their capital city. You are today, then, meeting in a building which you paid for with your taxes, and you should take advantage of it on every possible occasion.

We in Madison welcome you; we want to do what we can to make your visits here a success. We want you to come again, no matter where you decide to locate your convention in the years intervening between the times you meet in Madison.

If our organization can be of service to you we hope your officers and secretary will call upon us.

We believe these conventions should move around the state, should not be located in one particular city, and I think you are wise in the twenty years you have had this organization, in spreading it all over the state.

The fact you have had this organization going for twenty years is indicative by the attendance that is here; it shows that you have had organization.

We have only had our commercial organization in Madison going in an active way since 1913, and it takes years of development and work to get men to team together, to cooperate together and get results.

If any of you have not been through the capitol the guides will be glad to show you up to five o'clock. The guides are located at the east entrance of the capitol as you come in.

Madison has been endeavoring in many ways to promote and foster the interests of the state, and our commercial organization feels that we are, as I stated, in duty bound to render service to different organizations and different communities of the state; so I want you all to feel free to call upon our organization; if there is anything you want here that we can get for you, either during the legislative sessions or off years, or anything we can assist to get from the University, I hope you will feel free to call upon us; consider us an adjunct to your organization, an organization that you can call upon for free information about your own organization.

I am glad to have had this opportunity to get this thought to you: We are with you, want to help you, and if there is any way in which you can use us, do not hesitate to call upon us.

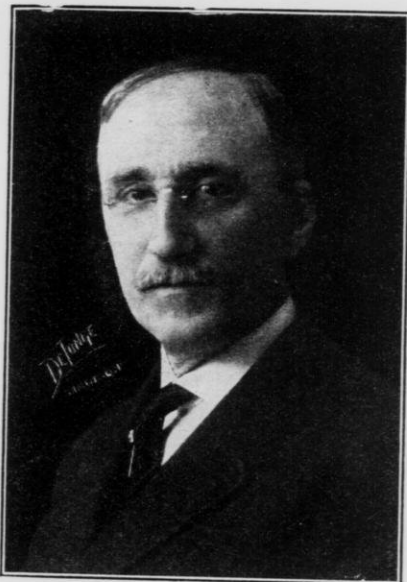
The President: I wish to state right now that Mr. Mowry has been of very much assistance to us.

Now, the next thing will be the sale of the butter.

The butter was sold by Mr. F. M. Brown of the J. G. Cherry Co. to the Waskow Butter Company, Chicago, at 64½ cents per pound.

The President: We will now listen to Professor Farrington on the subject "Some Creamery Losses".

## SOME CREAMERY LOSSES



Prof. E. H. FARRINGTON

Before I begin talking on the subject "Some Creamery Losses", I want to say to you on behalf of the Dairy Department of the University of Wisconsin, we are glad to see old acquaintances and make new acquaintances. We have many old friends in this organization, and we are glad to see them, and also we want to make some new friends. We are glad to see the man who buys the butter. I am sure the price just received is enough to make anybody glad at this time, according to the market quotations.

We are also glad to see the man that sells the butter makers their machinery and supplies; and last but not least, we are sincerely glad to see the butter makers.

I sincerely hope that you will have such a good time at this convention that in the future you will decide to have all your conventions in Madison. Madison, as you know, is the political and educational center of the state; so you cannot suit us any better than to have your annual conventions here in Madison.

We have all been glad to see you at the Dairy School this morning; you have had a large exhibit of butter there, and I hope before you leave town any of you who have not been down there will come and see us before you leave.

The creamery butter maker of today is facing entirely different market conditions than he has had before him for several years. Our recent October decline in price of butter is something entirely new to the fall trade. We are not accustomed to pay less for butter in October than in September, as there is usually an advance in the market price at this time of the year.

By consulting the records, I find that the average wholesale market price of butter in Chicago for the month of November, 1915, was 27.7¢; for November, 1916, 35.37¢; for November, 1917, 43¢; for November, 1918, 56.6¢; for November, 1919, 65.75¢ showing an increase of approximately 10¢ per pound each year from 1915 to 1919 inclusive.

What the wholesale price of butter will be at the end of November, 1920, I suppose no one knows exactly, but I see no indication of it reaching 65 to 75¢, the November price of last year.

Under declining market conditions, every creamery butter maker in this state must realize that it will not be so easy for him to sell his butter without criticism as it has been in former years. He will, therefore, need to give greater attention to his creamery losses from now on than he has ever done before.

There are many ways of discussing the question of creamery losses, and I certainly do not expect to mention every one of them at this time, but I would like to say a few words on two phases of the subject.

First, I wish to call your attention to the losses that may occur at a creamery from carelessness in handling the milk and the cream from the time these enter the factory to the time the butter is shipped from the creamery in its selling package. These losses may be termed the "losses in yield of butter".

Second, I would like to discuss the question somewhat from the standpoint of the losses due to the defects in the butter, or more briefly, the "losses from poor quality of butter".

In discussing the *losses in yield of butter*, I am sure every butter maker will agree with me that his patrons are not responsible for the majority of these losses.

The butter maker may justly claim that he cannot take the finest quality of butter from milk and cream that is in any way tainted with objectionable flavors, but when it comes to saving all the butter fat in the milk and the cream delivered to the factory, and including every ounce of this butter fat in the butter shipped from the creamery to the market, this is the butter maker's job. He alone is responsible for the factory record on this point.

The every day manufacturing of milk and cream into butter is largely a mechanical process and does not require a great and profound knowledge of fundamental principles, but it does need careful work, every day and all day.

I have frequently noticed at creameries I have visited, that there is a great difference in the attention butter makers give to details

in their every day work. This is especially shown in their attitude toward saving the little wastes of either milk, cream, or butter handled during the skimming, the churning, and the packing processes.

I recently had some observations made by our man at the receiving platform of the Dairy School Creamery, on the losses from failing to rinse the milk and cream cans. I asked him to save out ten milk cans after they were emptied by the farmers into the weigh can and rinse or steam each one of these cans for the purpose of collecting the small quantity of milk that is always left in them. He also made this same observation on the cream left in ten gallon cream cans when these were emptied at the creamery.

Both the milk and the cream saved from these ten gallon cans were carefully weighed and tested. Then a calculation was made to show the amount of this loss. Our figures so obtained showed that one pound of butter fat would be recovered from the rinsings of 105 ten-gallon cream cans, and from 250 ten-gallon milk cans. This pound of butter fat is worth in the neighborhood of 60 cents at the present time, and while some butter makers may think that the labor of saving these rinsings is not worth the 60 cents, and they do not care to bother with it, still I am sure that in some factories the careless rinsing of the cans will amount to even more than the figures I have given. I know positively that it will pay any creamery where milk and cream are received in ten-gallon cans or cans of any other size, to use a can rinser and save the milk and cream which in many cases is wasted. It will not take many days savings to pay for the can steamer and rinser, and after this is paid for the amount saved puts the butter maker so much ahead in the amount of butter he makes daily.

Another way in which a saving of some of the losses at a creamery may be made, can be illustrated by discussing the yield of butter from a given amount of milk or cream. Suppose we trace the butter fat received on a given day through all the manufacturing processes until it is packed into tubs for the market.

I have prepared three charts which are designed to illustrate this calculation.

#### Fat Record in Butter Making

Take 10,000 lbs. milk testing 4% fat = 400 lbs. fat.

#### Skimmings Results

1200 lbs. cream		
8700 lbs. skim milk test	.05% =	4.5 lbs. fat.
100 lbs. mechanical loss test	4.00% =	4.0 lbs. fat.
		<hr/>
10000 lbs. milk Total loss in skimming		8.5 lbs. fat.

Calculating test of cream from above data.

1200 lbs. cream contains 400 lbs. fat less 8.5 lbs. = 391.5 lbs. fat. 1200 : 391.5 :: 100 X = 32.5% fat.



These figures, I think, explain themselves and show how it is possible to save at least 1% of the butter fat that is quite commonly lost in skimming the milk. I do not refer to the test of the skim milk, but to the mechanical loss which includes the milk that adheres to the milk vat, heater, conductor spout, and other utensils through which the milk passes from the time it leaves the weighing can until the cream is delivered to the cream ripening vat.

I think nearly every butter maker will be surprised at these figures. If he is in the habit of running a cream separator at the factory, he will certainly claim that the losses of fat by waste in handling and skimming milk will not anywhere nearly equal the losses of fat left in the skim milk by the separator, but when he examines the separator bowl as well as the cream cover, and the losses from spattering, rinsing or overflow of milk from vats, conductor spout, and milk heater, he will find that these small wastes add up to at least the figures given in the table.

#### CHURNING RESULTS

Calculate lbs. buttermilk by subtracting fat from cream.  
 1200 lbs. cream—391.5 lbs. fat=808.5 lbs. buttermilk

Assume test of buttermilk to be .2% fat and mechanical losses in churning as 2.% of fat in cream, we have

808.5 lbs. buttermilk test .2% fat	= 1.61 lbs. fat
391.5 lbs. fat x 2.% mech. loss	= 7.83 lbs. fat
	9.44 lbs. fat

Total loss in churning

391.5 lbs. fat in cream, minus losses in churning 9.44 lbs. leaves  
 382.1 lbs. fat for butter.

82. : 100 :: 382.1 : X = 466 lbs. butter.

466 lbs butter—400 lbs. fat in milk = 66 lbs. overrun  
 300 : 66 :: 100 : X = 16.5% overrun.

This table, I think, will give the butter maker another surprise. He will be inclined to doubt that there is a loss of 2.0% of the fat in the cream by waste in handling the cream from the time it leaves the cream vat until the butter is put up in its selling package. He will be surprised to find that the pounds of fat lost in the buttermilk is only a little less than 1/5 of the total pounds of fat lost by waste in filling the churn with cream, by taking the butter from the churn, and by packing it into the selling package.

He will notice, however, that even with these large losses by waste the overrun is 16.5% which was long accepted as a satisfactory figure, when the overrun is calculated from the fat in the milk from which the butter is made.

Let us now see what overrun it may be possible to obtain in case these losses by waste and carelessness are saved.

**Mechanical Losses.**

4.0 lbs. fat in skimming

7.8 lbs. fat in churning

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 11.8 lbs. fat Total which is  $400 : 11.8 : : 100 : X = 2.9\%$ 

2.9% of the fat in the milk may be saved by careful work and if this is done the overrun will be 20%.

382.1 lbs. for butter as above, plus 11.8 lbs. saved by careful work makes 393.9 lbs. fat for butter, and this will make 480 lbs. butter containing 82% fat.

 $82.00 : 100 : : 393.9 : X = 480$  lbs. butter.

480 lbs. butter—400 lbs. fat in milk = 80 lbs overrun 400 :

 $80 : : 100 : X = 20\%$  overrun from milk.

If calculated to butter containing 80% fat instead of 82% we will have

 $80.00 : 100 : : 393.9 : X = 492.3$  lbs. butter

492.3 lbs butter—400 lbs. fat in milk = 92.3 lbs. overrun.

 $400 : 92.3 : : 100 : X = 23\%$  overrun.

This table shows what the overrun in butter making might be in case these mechanical losses of butter fat were all saved. In this particular illustration they amount to nearly 3 per cent of the fat in the milk and if a butter maker is churning 500 pounds of butter a day, this creamery loss amounts to 3 per cent of 500 pounds which is 15 pounds of butter and at present prices is worth about \$9.00, which I am sure is a respectable sum of money for any butter maker to make an effort to save, not only for increasing his own salary, but for demonstrating his experience in handling milk and cream in such a careful and efficient way that the factory is obtaining the maximum yield of butter possible.

As soon as the butter maker fully realizes the importance of carefully saving the rinsings of his milk vat as well as the skimming pans and other parts of the separator bowl, and further, saving the rinsings of the cream vat and conductor spout through which the cream is conveyed from the vat to the churn and still further, saving the small pieces of butter that are sometimes left in the churn when the butter is taken out and packed into the butter packages, he will certainly find that these losses each day may amount to more than his wages, and that if he is careful in saving them he will have grounds for asking an increase in salary.

You will notice that the third chart shows an overrun from milk of 20 per cent when butter containing 82 per cent fat is made, provided of course there is no mechanical loss except the small amounts of fat lost in the skim milk and the buttermilk.

It is easy now to make a calculation to show what the overrun will be, in case the butter contained 80 per cent fat. The table shows that in this case the overrun is 23 per cent.

I doubt if there are many creameries in the country where an overrun of 23 per cent is obtained where milk is received then skimmed and the cream churned, but this is a standard which all butter makers should have held up before them theoretically, and

while I doubt if it is ever practical to obtain a 23 per cent overrun from milk, I think that the nearer a butter maker comes to this figure, the nearer he is getting to perfection, and the farther he is from it, the greater the chance for him to improve in the future.

This same sort of an illustration might be made for the butter maker at a factory where cream only is received. The overrun at such a factory can not possibly be over 25 per cent and make legal butter, that is, butter containing 80 per cent fat, because for every 80 pounds of fat there will be 20 pounds of non-fatty material such as water, salt and curd, and this 20 pounds is just 25 per cent of the 80 pounds of fat in the butter. Such an overrun is not possible because no one yet has invented a machine or a process by which it is possible to save every ounce of the fat delivered to a factory in the cream. There will always be some butterfat lost during the ripening, the pasteurizing, the churning, and the butter packing processes.

#### BUTTER OVERRUN AT FIFTY CREAMERIES

I have been somewhat interested in looking up this overrun question on the blanks returned by about fifty creamery butter makers to the dairy school with the tub of butter forwarded to us in our butter scoring exhibitions held each month. I have arranged these figures in tabular form and find that some butter makers have reported an overrun of 25, 26, 29, and 30 per cent respectively.

Arranging the other figures reported by the butter makers in the form of percentages, I find that 6 out of 100 butter makers reported an overrun of 19 per cent, 15 out of 100 reported an overrun of 20%, 11 reported 21%, 24 reported 22%, 23 reported 23%, 14 reported 24%, and 7 out of 100 reported 25 to 30% as the figure obtained on the day the tub of butter was made that they sent to the dairy school for the judges to examine.

These figures show the opportunity there is for our creamery butter makers to increase the yield of butter at their factories by more careful work, first in saving the small amounts of both cream and butter that may be wasted each day in the every day work, and second in becoming so expert in their job that in the future, we will never have any creameries reporting 25 to 30 per cent overrun or one obtaining less than at least 21 per cent overrun.

I think in the every day work of a factory where cream is received, the overrun ought to be at least 22 per cent with the possibility of obtaining 23 per cent under especially good conditions.

Every one knows of course that large quantities of cream can be made into butter with much less waste in churning and handling the cream and butter than it is possible to have in smaller factories where the churnings do not run over 200 to 500 pounds each.

## BUTTER MOISTURE TEST AT FIFTY CREAMERIES

Another point which our butter makers should attend to when creamery losses are considered, is the amount of moisture in the butter. Referring again to the butter we received from 57 different creameries at our last scoring exhibition at the dairy school, I find the moisture tests of the butter show that 4% of the creameries sent butter containing 10% moisture; 10% sent butter containing 11% moisture, 5% containing 12½% moisture; 40% containing 13½% moisture, 35 butter containing 14½% moisture, and 6% contained 15½% moisture.

These figures I think fairly represent the moisture content of the butter made in our creameries at the present time. The butter maker whose butter contained less than 13 per cent moisture it not getting the yield that will enable him to make a 22 per cent overrun, and while I think it is a good deal safer for the butter maker to avoid trying to make butter containing much over 15 per cent moisture than to run above 15% moisture, the difference between 15 and 13 represents two pounds per hundred, which is quite an important item in the every day yield of butter at a creamery.

These few points on butter yield are the only ones I care to take the time to discuss now. There is certainly a great chance for a butter maker to show his skill in reducing the creamery losses by saving every ounce of fat that comes to his factory and making sure that it all gets into his butter packages; and he should also carefully watch the composition of each churning of butter and be sure that it contains the amount of fat and other constituents which good quality and the legal standards require of butter.

I always like to have our butter maker regulate his work so as to make butter that is nearer 15% than 16% moisture. My reason for this may be briefly stated.

Suppose the butter contained 15.8% moisture, 2% curd, and 4% salt, the total of these is 21.8%, which subtracted from 100 leaves 78.2% fat in the butter. This is below our standard of 80% fat and even if we cut the salt down to 3%, the sum of the non-fatty constituents is 20.8% which subtracted from 100 leaves 79.2% fat in the butter.

This, in my opinion, is too near to the 80% fat limit. If butter containing 15.8% moisture is made, the butter maker must be sure that the curd does not exceed 1% or the salt 3%, as the sum of these is 19.8% and this subtracted from 100 leaves only 80.2% fat, which also is too near the standard of 80% fat.

No butter maker is capable of making butter day after day that will contain absolutely the same per cent of moisture, salt, curd, and fat. There will certainly be some variation in the amounts of these constituents and because of this fact, I think

it better to make butter containing around 15% moisture than to try to come as close as possible to the limit of 16% moisture.

#### LOSSES IN BUTTERMILK

There is one more source of "losses in yield" at a creamery that I wish to mention, and that is found in the testing of buttermilk.

We have found at the dairy school that if buttermilk is tested in the same way as whole milk is tested, that the results obtained are very much lower than those we get by a simple modification of the process. We add an excess of sulphuric acid, say about 20 c. c. to the pipette full of buttermilk in a test bottle, then after mixing the milk and acid, allow the mixture to stand some time. If one is not in too great a hurry it may stand several hours. This seems to aid in liberating more of the fat in the buttermilk than is the case when the test bottles are placed in the centrifuge and whirled immediately after mixing the milk and acid.

If the test bottle becomes cold by standing after mixing the milk and acid, it should be placed in hot water until heated to about 180° F. It is then whirled in the centrifuge at as high a speed as it is safe to run the machine without damage for at least 15 minutes. Enough hot water is then added to fill the test bottle up to the neck, then it is run in the centrifuge at a high speed for three minutes more, and a second portion of hot water added, enough to bring the fat into the neck of the test bottle, which is then whirled again for a period of two minutes. This will give a clear reading of the fat and the results will be higher than butter makers have been accustomed to obtain when buttermilk is tested by the usual method.

I think many butter makers will find that the losses in buttermilk are actually considerably higher than they have formerly assumed to be the case.

The next thing for the butter maker to undertake is a change in his methods of churning that will recover some of this fat now lost in the butter milk. In order to do this he may try, first, cooling the churn by filling it half full with the coldest water he has available and allowing this to stand for at least one-half hour in the churn before adding the cream. Then add the cream to the churn at a temperature as near 50° as he can get it, but do not fill the churn too full. If then he can do his churning in a room where the temperature of the cream will not rise very much during the churning process, but the churning continues at least an hour before the butter breaks, I think he will find that the buttermilk obtained in this way will test much lower than formerly, and the losses of butter will be much less than is the case if these precautions I have mentioned are not followed.

## CREAMERY LOSSES ON BUTTER QUALITY

The two points in butter quality that probably cause the largest losses today are defective flavor and lack of uniformity in quality.

There seems to be no end to the names of the defects in flavor that are alleged to be caused by the conditions of the milk and the cream delivered to the butter maker. The farm conditions under which the cows are milked and the cream separated and taken care of before it reaches the butter maker are generally given the credit or the discredit whichever the case may be, for the quality of the butter made at the creamery.

Every butter maker knows that on a constantly rising market such as we have had for the past five years, the defects in butter flavor are given less attention and are less used as a reason for cutting the price at which the butter sells than is usually the case when the market price of butter is falling and the demand for butter declines. Butter buyers are much more critical about the quality of the butter now than they were a year ago and this criticism is likely to be more and more prominent in the future.

This means that the butter makers must be well trained, educated and wide awake. The time is past when butter makers with muscle only to aid them can make our creameries prosperous by simply going through the motions of weighing in the cream, working the levers of the churn, and filling the butter tubs. Our creamery butter makers must be well paid and they must also be worth the money.

I think a good idea of the opportunity there is for well trained and industrious butter makers to accomplish something in Wisconsin creameries may be obtained from the following observations. Not long ago I heard that there was considerable "fishy" butter sent to the Chicago market from Wisconsin and that the difference in price between extra quality of butter and under grades was so great that our creameries and farmers were losing money on account of this defect. I thought it would be advisable to find out about this and so sent the following inquiry to a number of butter buyers and got the following replies:

QUESTION: "I am writing to inquire if the butter you get from Wisconsin creameries has been defective during the past season on account of its 'fishy' flavor. Further, will you inform me about what percentage of the butter you get and sell from Wisconsin is cut in price on account of this defect. I would also like to know about how many cents per pound butter is usually cut on account of 'fishy' flavors.

I am interested just now in looking up the losses from butter made in Wisconsin on account of its having this peculiar defect, and any information you can give me in regard to the matter will be much appreciated."

*Butter Dealer No. 1.*

"We have no record by which we could determine what percentage of our Wisconsin butter has shown fishy flavor, but 100% of all fishy butter received is sold at a discount of from 2 to 15 cents per pound, according to market conditions. Extras today are worth 55 cents; seconds can be bought on the market at 40 cents. Both are supposed to be number one grade of creamery butter.

"We consider a fishy flavor one of the most objectionable to be found in poor butter, as any person can readily detect it, whereas some faults in butter are overlooked by buyers who are not experienced in judging qualities. Fishy butter loses marketing value every day that it stands, and any move that you can make to eliminate this trouble will be of immense value not only to the manufacturer, but to the distributor also.

We have no reason to consider Wisconsin in any different class than our other dairy producing states with respect to the percentage of fishy butter received, but we do know that there is altogether too much made in Wisconsin, and it means tremendous losses under conditions of market as are prevailing this season."

*Butter Dealer No. 2.*

"We have not been handling any butter for the last four years, but used to have a great deal of trouble with 'fishy' flavor and always found it extremely hard to sell.

"The writer has in mind one of our very finest whole milk creameries. This was a good big factory making in the flush around 150 to 200 tubs of butter every week. This butter very seldom scored under 'extras' and we considered it the best factory that we had. Two different years we stored practically the whole output of this creamery through their June and early July make and all of it scored above 93 when it went into the cooler.

"As I recall it we started to withdraw the butter along in October or November and practically all of it had developed a decided fishy flavor. We cannot recall exactly at how much under the market we had to sell the butter, but know that we were obliged to dispose of it at considerably under the price for 'seconds.' I believe that it was something like 8 or 10 cents under the market.

"We investigated conditions at the creamery both times and the second time our investigation lead us to believe that some iron rust that was in the pipes was getting into the water and had something to do with the development of this flavor. Whether this was correct or not we cannot say, but the rusty pipes were replaced and after that we never had any more trouble with the fishy flavor butter from that creamery. We quite frequently had trouble with fishy flavor butter from other creameries and we always found it an extremely difficult matter to dispose of the butter at any price. We think it is the most objectionable of all off flavors in butter."

*Butter Dealer No. 3.*

"We have had some fishy butter from Wisconsin, although the percentage of our receipts from that state was comparatively small. There has been more fishy butter on the market this year than we have seen in our experience, going back some twenty years; in fact, the average quality has been below other years and naturally this made a wider range in prices between seconds and extras.

"Fishy butter can only be classed as a poor second. It is not table goods and is hardly wanted by the bakers because the fishy flavor spoils what it goes into.

"The market today on fishy butter is around  $41\frac{1}{2}$ —42 cents while extras are  $54\frac{1}{2}$  cents, so you can see there is quite a wide range. If anything can be done to overcome this flavor it would be a fine thing for the creamery business."

*Butter Dealer No. 4.*

"Our experience the past season was that the general average quality of Wisconsin butter we received was below that of former seasons.

"We received comparatively little fishy butter, but we had a good deal that showed metallic and bitter flavor, which faults grew with age and very often develop into oily and fishy flavors. Regarding the difference in price, would say that the spread between scores this season has been unusually wide, and creamery seconds, which would include butter showing fishy flavors, have sold from 10 to 15 cents under the price of extras.

"The general average quality of butter we have received from Wisconsin the past season would indicate that the methods employed in creameries were not as painstaking and careful as in past seasons and perhaps this applies also to the producers of raw material."

*Butter Dealer No. 5.*

"Now, to begin with we don't believe we get as large a percentage of fishy flavor butter from Wisconsin as we do from the Dakotas. I believe however, that we have had more butter of this flavor in our Wisconsin shipments this year than ever before. The percentage would be very small, hardly one-half of one per cent, if that much. No judge would grade or score fishy flavored butter above 86 or 87, although many lots have been scored as low as 84 and 85. Butter with this flavor is not fit for table use and is practically unsalable other than for reworking purposes.

"The difference in values on the average will range just about what they are at present time on this market, from 10 to 14 cents below the top grade. We believe that butter containing fishy flavor is the poorest proposition in butter that we ever had."

*Butter Dealer No. 6.*

"We cannot tell you what percentage, and it has not been very much. This year 'fishy' butter would sell from 5 to 15 cents per pound below butter of the same quality without the fishy flavor. Of course this year there has been a big change in price according to quality—bigger than usual. Today the top market on extras is 54 cents. Quotations on seconds is 39 to 40 cents, and there is fully as much butter grading seconds coming on the market as there is of extras. You can readily see the advantage, financially, to creameries of making butter of good quality with the present conditions. Furthermore, American creameries must look out for Danish competition—and you know that the Danes make fine butter. Almost every ship entering New York now from Denmark carries a consignment of butter. Our American creameries must wake up and work for better quality."

*Butter Dealer No. 7.*

"We have had very little trouble this season in this respect. Although our receipts of butter from Wisconsin have been smaller than usual this year, owing principally to the very serious transportation troubles, especially early in the season when it was impossible to get shipments of less than carload lots past Chicago for



Boston market. In former seasons we have had more or less trouble with this fishy flavor and we believe it was almost entirely due to the fact that some of the creameries had skimming stations.

"We have in mind one particular creamery that for a number of seasons did have a skimming station some five or six miles away from the creamery itself and almost invariably we had trouble from fishy flavor butter, but this season the creamery, after a good deal of solicitation on our part, gave up the skimming station and since then we have had no trouble whatever from fishy flavor at this creamery.

"We have had a lot of trouble this season, more than usual with mouldy butter which has caused a loss to the creameries of from 1 to 2 cents per pound, according to how badly this mould trouble appeared, and the amount of work we had to do on the shipments in order to put them into condition to offer for sale.

"It is difficult to state positively what percentage of fishy flavor butter has been received from Wisconsin this season, but our own shipments have shown very little of this trouble."

#### *Butter Dealer No. 8.*

"For some time the difference in the price between fancy butter and undergrades has been very wide. Owing to the large importation of foreign butter which is liable to continue, it is very important, in our opinion, that local manufacturers make a serious effort to improve the quality of their butter. If this cannot be done by their own effort, steps should be taken by the passing of laws that will bring about this result. In our opinion there should be a law forcing the pasteurization of all cream before it is churned into butter. There is absolutely no doubt in our opinion that pasteurization would bring about a great improvement in the flavor and especially in the keeping quality, which is one of the greatest defects with so-called whole milk or hand separator cream butter, and is also one of the main reasons why centralizers are increasing their sales."

I have more letters from butter dealers, but there is no necessity of quoting all of them. I wish, however, to here acknowledge the receipt of these letters and to express my sincere thanks to all the butter dealers for the prompt and helpful replies I received from them.

There are two more important points in the evidence supplied by these butter dealers that reflect the influence of market conditions on the sale of butter.

First, the constantly increasing difference in prices paid for first and second quality butter.

Second, the importance of pasteurizing the cream to aid in both

You will notice these butter dealers state that there is from 8 to 16¢ per pound difference in the price of first and second grade butter. This is a larger difference than we have been accustomed to have in the past, but I get the impression from market reports that second grade butter does not sell so easily now as it did formerly, and unless the quality of the butter is equal to the best, it does not receive the top market price, but may sell from 10 to 15¢ below the top market price.

This difference makes it more important than ever that our butter makers give their best attention to the quality of the goods they are making. A butter maker of experience and intelligence should know from his acquaintance with his creamery the cause or causes of the defects in his butter, if any are found, and then he should immediately do something to overcome these defects, because 10c a pound loss on all butter made at a factory is enough to start investigations at once and occasion a radical change in some part of the work about the factory.

#### GRADING THE PATRONS' FARMS AS WELL AS THEIR CREAM

I recently received a very good suggestion from one of our former dairy students, who has not always been able to get the quality of the butter he makes up to his standard, and while he appreciates the full value of the old system of cream grading and making two grades of butter according to the kinds of cream he receives, he suggests that this idea of grading should go one step further than simply accepting the cream in the condition it is received as a basis for grading. He thinks the different grades might also be based on the conditions at the farm where the cream is produced.

He would grade these conditions, if such a thing is possible, by visiting the farms and grading or scoring them on such points as the condition of the milking utensils and of the farm separator; also take into account the convenience of obtaining hot water for scalding these utensils, the arrangement provided at the farm for cooling the cream, and the temperature of the cream at the time it is delivered to the factory.

I think this is an excellent idea and that if we can extend our system of cream grading to a few of the more essential points on cleanliness and cooling facilities at the farm, this will help to eliminate some of the second grade cream and increase the supply of first grade butter. Such a practice will greatly aid in reducing some of the losses certain creameries are having because of the quality of their butter.

#### UNIFORMITY IN BUTTER

Another point, *uniformity in quality of the butter* made at a factory and the importance of this uniformity in selling the butter at an advanced price, I think is illustrated by the daily market reports of prices of fresh creamery butter as compared with butter known as "Centralized Carlots."

I have for a long time noticed that butter scoring 90 under the heading "Centralized Carlots" often sells at one-half cent to two cents higher price per pound than fresh creamery butter having the same score of 90.

I have prepared a chart showing the fluctuation in prices of

these two kinds of butter scoring 90 points during the past season from January 1, 1920, up to the present time. These figures are given in the chart which shows the difference in prices graphically. You will notice that the centralized butter in carlots scoring 90 is quoted all the way from  $\frac{1}{2}$  to 3 cents per pound higher than fresh creamery butter scoring 90.

This, I think, is striking evidence of the importance of making large quantities of butter which is uniform in quality. Every one knows that the centralized butter is much more uniform because it is manufactured in larger quantities than the butter made at a number of creameries, and this uniformity it is almost impossible to obtain in the butter of a number of creameries in a county, because it may be made by a half dozen different men in as many different factories. It seems to me, therefore, that we cannot expect our 90 scoring butter to bring the same price as the centralized butter in carlots scoring 90 until we establish what might be called a "League of Creameries."

This idea I have talked about at meetings of this Association for several years, and while no great progress has been made in the movement up to the present time, I still hope that there may be several sections of the state where the creameries in a given territory will form a "League" and try to cooperate with each other in making and shipping butter in carload lots, that will be much more uniform in quality than it is possible to obtain when each one of these creameries is working independently of the other and competing for the milk and cream in that territory.

I have just received a letter from the secretary of one of these associations in Polk County:

"The Wisconsin Creamery Association was formed by the cooperative creameries of Polk County to encourage better and more economical methods of production, distribution, storing and warehousing of all creamery, dairy and farm products; to secure better results in packing, advertising, grading, and marketing of the same; to buy, sell, deal, and traffic in dairy products on the cooperative plan; to buy supplies in a cooperative way; to cultivate a cooperative spirit in the community and between the different cooperative creameries and perform any other work which tends to the betterment of all members and the community in which they exist. This is, in brief the ambition of this association so lately formed and which has already done a great deal to save money for its members. At present the creameries are shipping in carlots to New York and as it takes 20,000 lbs. for a minimum car load several creameries ship under one head, to one firm, in this way securing car lot rates, which means a saving of at least one-fourth cent on a pound.

For instance, our car is started at Dresser Junction, the creamery at that place loads 75 tubs marked to G. M. Rittenhouse. The Garfield creamery brings in and loads 65 tubs marked to Rittenhouse. The Dresser Junction Creamery manager bills the car out to Rittenhouse with a stop-over privilege at Amery for which \$5.00 is paid. There, the Volga creamery loads 25 tubs marked to Ahlers, and 30 tubs marked to Bordens. The Apple River and Beaver

creamery brings in and loads 90 tubs marked to Fitch Cornell and the Amery Creamery loads 75 tubs for Ahlers and 35 for Bordens. The Amery Creamery Association secretary makes out a bill of lading for all the butter loaded at Amery or the 255 tubs as part of the car lot started at Dresser Junction, and the agent at Amery so marks it. The secretary of the creamery at Amery now makes a separate statement of just what this car lot contains and forwards it to Rittenhouse or any firm the car may be billed to, asking them to pro-rate all expenses to the different firms and to issue to them orders for their butter as----

#### Loaded at Dresser Junction

By Dresser Jct. Creamery-----75 tubs marked to Rittenhouse  
By Garfield Creamery Co.-----65 tubs marked to Rittenhouse

#### Loaded at Amery

Volga Creamery Co.-----25 tubs marked to Ahlers  
Volga Creamery Co.-----30 tubs marked to Bordens  
Apple River & Beaver Creamery--90 tubs marked to Fitch Cornell  
Amery Creamery Co.-----75 tubs marked to Ahlers  
Amery Creamery Co.-----35 tubs marked to Bordens

The Wisconsin Co-operative Creamery Association is capitalized at \$1,000.00. Shares at \$10.00 per, which the different creameries of the Association hold, are not transferable. A fee of \$5.00 is charged members annually if their gross sale income is below \$100,000 and \$10.00 if above that figure.

All expense of the organization is levied against its members on a percentage basis, based on the entire output of the several members. The business expense is charged on business done whether buying or selling.

The association expects to standardize its product in the different creameries so that eventually all its butter can be sold to one firm under one name or brand, at a substantial premium. To do this a field man will be employed if necessary, who will visit the different creameries noting the quality of the butter, also the quality of the cream received at each factory. This man will then be able to suggest such changes in the manufacturing of the butter that will make it conform to a standard quality which will be nearly uniform throughout all the factories and when this is accomplished a buyer will be found who will pay a better price for the combined output of the different creameries than any one has obtained for their make in the past.

By combining the strength of the different creameries, a square deal can be had by all. As a firm who now takes advantage of a creamery in its dealings with it, only ignores any protest from that creamery. When it makes a complaint of shrinkage, etc., would scarcely turn a deaf ear to a protest voiced by the association if they knew by doing so they stood in line to the business of the entire association.

The handling of eggs will also be investigated as it is a known fact that the small dealers in various towns take more than a fair share in profits from that product of the farm. In fact, the Amery Creamery Association has handled eggs since May 1st under a separate fund, and it also is a fact that in years gone by Amery was considered a poor market place by the farmers in the surrounding country. Now Amery is paying from two to five cents more every dozen of eggs brought into town because the merchants must follow the price paid at the creamery or go without eggs. We hope to be able, at the first of the year to give some very interesting figures on the egg business.

It is the plan in the Wisconsin Co-operative Creamery Association to go slowly and build securely a foundation that will stand the test of good business practice. With such a foundation an organization of this character has only to look to find many ways of serving its founder, the co-operators of the State."

In conclusion I wish to mention a bit of evidence which shows that a high grade of butter is now being made in many of our Wisconsin creameries.

During the summer I wrote to a number of our largest cooperative creameries about the quality of their every day make of butter. I received replies from 18 of these creameries, one of which makes 607,000 lbs. of butter per year, 6 of them make over 300,000 lbs., while only 1 makes 100,000 lbs. of butter per year.

The cream is pasteurized at 11 of the creameries, but only three of them use a starter. All sell their butter at top market prices and two are paid  $\frac{3}{4}$  cents above the market quotation for "extras" for their butter on track at factory. All of the 18 creameries except two, reported that they had received full contract price for every pound of butter made and no losses on quality had been charged up to them during the year. This, I am sure, is evidence that many of our creameries are making butter that is profitable not only to the butter maker, but to the farmer supplying the cream, and I hope it will not be long before the number of creameries of this kind will be greatly increased. (Applause)

THE PRESIDENT: We will now listen to the report of the secretary and treasurer. I wish to state that the reports of the secretary and treasurer have been looked over by the committee, and O K'd. They were looked over item by item last evening.

SECRETARY LARSON: The following is a statement of receipts and expenditures in the General, State and Premium Funds from Feb. 12, 1920 to Oct. 31, 1920.

## SECRETARY'S REPORT

## GENERAL FUND

*Receipts*

1920		
Feb. 11	On hand La Crosse Convention-----	\$ 499.36
Feb. 17	Wells Richardson Co. Donation-----	20.00
Feb. 17	Chas. P. Mecabe & Son, N. Y.-----	5.00
Feb. 17	Cash memberships-----	152.00
Feb. 21	Membership-----	1.00
Feb. 26	John V. McCarthy, Chicago-----	10.00
Mar. 18	Memberships-----	4.00
Mar. 22	7 pig posters-----	1.40
Mar. 28	Memberships-----	2.00
Apr. 12	Memberships-----	2.00
June 8	Memberships-----	1.00
June 8	Annual dues-----	35.00
July 20	Annual dues-----	3.00
July 23	Annual dues-----	1.00
July 24	Annual dues-----	1.00
July 28	Annual dues-----	2.00
July 30	Annual dues-----	1.00
Aug. 3	Annual dues-----	5.00
Aug. 4	Annual dues-----	1.00
Aug. 6	Annual dues-----	1.00
Aug. 9	Annual dues-----	1.00
Aug. 11	Annual dues-----	1.00
Aug. 12	Annual dues-----	3.00
Aug. 26	Annual dues-----	2.00
Sept. 8	Annual dues-----	1.00
Sept. 20	Annual dues-----	6.00
Sept. 21	Annual dues-----	4.00
Sept. 27	Annual dues-----	5.00
Sept. 28	Annual dues-----	4.00
Oct. 20	Annual dues-----	1.00
Oct. 26	Annual dues-----	1.00
Oct. 28	Annual dues-----	1.00
July 1	State appropriation-----	600.00
July 29	Interest on Liberty bonds-----	10.00

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 \$1387.76
*Expenditures*

Feb. 18	G. H. Benkendorf, salary-----	\$ 275.00
Feb. 18	Fred Werner, salary-----	25.00
Mar. 3.	Schwaab Stamp & Seal Co. badges-----	69.57
Mar. 3	E. M. Henwood, clerical work, La Crosse --	20.50
Mar. 15	J. H. Moran, convention expenses-----	9.43
Mar. 15	T. B. Towle, convention expenses-----	12.51
Mar. 15	Alice Moore, convention reported-----	52.88
Mar. 15	Chas. Spielman, convention expenses-----	5.93
Mar. 16	Axel Madsen, butter judge, expenses-----	32.75
Mar. 16	Albert Erickson, convention expenses-----	18.50
Apr. 12	H. E. Griffin, convention expenses-----	17.86
June 8	Printing Board-----	10.35

Aug. 28	E. M. Henwood, work on report, etc. -----	75.00
Sept. 20	Park Hotel convention room -----	5.00
Sept. 28	2000 2 cent stamps -----	40.00
Sept. 29	Albert Erickson, Board meeting expense --	33.25
Sept. 29	C. J. Dodge, Board meeting expense -----	5.75
Oct. 2	Wadsworth-Gilbert, stenographic work ----	14.00
Oct. 2	Louena Findorff, stenographic work -----	6.50
Oct. 4	H. B. Hoiberg, Board meeting expense ----	12.76
Oct. 14	1000 1 cent stamps -----	10.00
Oct. 19	Printing Board, printing report and stock --	175.57
Oct. 19	Printing Board, postage for report -----	8.10
Oct. 19	Printing Board, 50 diplomas -----	3.19
Oct. 22	R. P. Colwell, Board meeting expense ----	20.79
Oct. 26	Claribel Stephens, stenographic -----	75.00
Oct. 26	Wisconsin Telephone Co. -----	7.00
Oct. 28	Madison Typewriter Rental Co. -----	5.00
Oct. 31	Balance on hand -----	340.57
		\$1387.76

**STATE FUND**

1920		
Feb. 11	On hand La Crosse convention -----	\$ 248.50
Feb. 18	G. H. Benkendorf, convention expenses \$	185.92
Mar. 3	E. G. Hastings, convention expenses---	12.50
Mar. 3	H. B. Hoiberg, convention expenses--	10.42
Mar. 3	Printing Board -----	6.63
Mar. 6	Fred Werner, convention expenses --	18.24
Apr. 8	Printing Board, cut -----	6.70
Oct. 31	Balance on hand -----	8.09
		\$248.50 \$248.50

**PREMIUM FUND**

1920		
Feb. 11	On hand La Crosse convention -----	\$ 210.93
Feb. 26	Gallagher Bros. 2172 lbs. butter ----	1259.76
Mar. 22	Arthur Wendtland, 1 tub butter -----	12.18
Mar. 22	Kielsmier Co. I tub of butter -----	17.58
Mar. 1	Payroll-La Crosse convention exhibitors	\$1132.68
Oct. 31	Balance on hand -----	367.77
		\$1,500.45 \$1,500.45

**SUMMARY**

1920	General Fund, balance -----	\$ 340.57
	State Fund, balance -----	8.09
	Premium Fund, balance -----	367.77
	Liberty Bonds -----	500.00
		\$1,216.43
Oct. 31	Balance on hand -----	

H. C. LARSON, Secretary.

On motion duly seconded the report of the secretary was unanimously adopted as read.

THE PRESIDENT: Owing to the absence of the Treasurer, our Secretary, Mr. Larson, will now read his report.

**TREASURER'S REPORT****GENERAL FUND***Receipts*

Balance La Crosse convention -----	\$499.36
Donations -----	35.00
Membership dues -----	242.00
Liberty Bonds interest -----	10.00
Posters -----	1.40
State Appropriation -----	600.00
Total	\$1,387.76

*Disbursements*

Orders drawn by State -----	1047.19
Balance	\$340.57

**STATE FUND***Receipts*

Balance La Crosse convention -----	\$248.50
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*Disbursements*

Orders drawn by State -----	240.41
Balance	\$8.09

**PREMIUM FUND***Receipts*

Balance La Crosse convention -----	\$210.93
Convention butter sold -----	1,289.52
Total	\$1,500.45

*Disbursements*

Pro rata butter La Crosse convention -----	\$1,132.58
Balance	\$367.77

**SUMMARY**

General Fund, balance -----	\$340.57
State Fund, balance -----	8.09
Premium Fund -----	367.77
Liberty Bonds -----	500.00
Oct. 31, 1920, balance on hand -----	\$1216.43

F. M. WERNER, *Treasurer.*

On motion duly seconded the report of the treasurer was unanimously adopted as read.



THE PRESIDENT: A resolution has been prepared which I will ask the secretary to read.

The secretary read the resolution as follows:

WHEREAS, the Wisconsin Cheese Producers Federation is collectively marketing cheese, and the Division of Markets has assisted in the development of this organization, therefore we urge the formation of a similar organization among the creameries of this state, and recommend that a committee from this organization be appointed to work with the Division of Markets in perfecting such an association.

THE PRESIDENT: Gentlemen, you have heard that resolution. Do you want to take some action on it, take a vote on it?

MR. DODGE: Mr. President, I think that is a fine resolution, and I think it is one we should act upon, because we want to put ourselves in line to take all the advantages that can be given us through the Market Division. Mr. Nordman is in this, and I think if we work this thing right that we can get the full advantage of it. I therefore move it be adopted.

A MEMBER: I would kind of like to have that resolution explained a little more thoroughly.

THE PRESIDENT: Mr. Larson has this thing in mind.

SECRETARY LARSON: Well, I don't know just what explanation might be required. We all know about the workings of the Cheese Federation in Wisconsin. The Division of Markets is working hand in glove with the Cheese Federation; and the object is to form an association among the creameries like unto it.

THE PRESIDENT: I believe one aim is in the shipping of the butter; get butter in in carload lots. Polk County saves quite a bit every week.

MR. ERICKSON: It makes quite a little difference in the cost of shipping, and this summer there were several carloads went out of Polk County per week. This time of year I don't suppose there is probably over two or three carloads. I don't just remember the exact saving a pound, I think it is over half a cent, or in the neighborhood of half a cent.

A MEMBER: I would like to ask Mr. Erickson how they ship this carload. Do you all concentrate it at one shipping point and then bill it all to one firm, in order to get your carload rate?

MR. ERICKSON: No, the car is sent to the extreme end of the line, where it is loaded first by one or two creameries, and then moved on to the next station, and then on to the third station, for the carload. Then it is stopped and loaded there.

A MEMBER: They will grant you a carload rate on that?

MR. ERICKSON: Yes. The car is consigned to one house and billed out to that house.

A MEMBER: The house must distribute it.

MR. ERICKSON: They notify the other house, and our secretary of our County Association notifies this house.

**THE PRESIDENT:** We have been doing the same thing up where I live. I have shipped to one man, it is billed to one man, and he gives us an order to resell for the rest of them, and we save quite a little bit of money. That I understand is one of the aims of the Federation. Is there any one else that has any suggestion to make along those lines?

In adopting this there should be something definite. If we simply adopt it, that ends it. There should be something definite. What shall we do with it? Shall we go at it as individuals, or as an organization? Shall we appoint a committee to work in conjunction with that federation or organization, and the Market Division? Simply by adopting it don't get us anywhere.

**SECRETARY LARSON:** Mr. Briggs speaking this morning threw out the suggestion that if we don't do it somebody else will. There is nobody more interested in this proposition than the men behind the creameries, the producers and manufacturers, and there is nobody that should be more interested in taking up these things than those classes. The Market Division is anxious to do the business and throw their force and time into this proposition and we should be ready to cooperate with them, is my judgment.

**A MEMBER:** Don't you think that could be gotten at more through the angle of getting some plans first, as to what kind of a plan to work out on, and what should be done in connection with that? There must be something more than simply marketing carload lots. There must be something to unify the standard, and it seems to me the great problem—

**SECRETARY LARSON:** The resolution explains itself on that score: "Whereas, the Wisconsin Cheese Producers Federation is collectively marketing cheese, and the Division of Markets has assisted in the development of this organization, therefore we urge the formation of a similar organization among the creameries of this state, and recommend that a committee from this organization be appointed to work with the Division of Markets in perfecting such an association." Mr. Nordman, there are some things about this matter that I know you have at your tongue's end. Let us hear from you.

**MR. NORDMAN:** Mr. Chairman, this is in pursuance with the offer that I made to you people when I was talking to you this morning. The Cheese Producers Association was formed a good many years ago, but since the Division of Markets has come into existence we have lent our efforts towards helping to build up that organization and make it extend all over the State of Wisconsin. Now, that organization has done some very effective work, and it has been so successful in fact that the farmers in other sections of the state in seeing what it has done for the people around Plymouth, have asked for the extension of the activities of that Division of Markets to their section.

For instance, in the neighborhood of Marshfield and Wausau, in Clark County and Jackson County, all through that heavy cheese

producing section, there is now a movement on foot to get the cheese factories to join the Federation, so that by next spring practically half of the cheese factories of the state will no doubt belong to this organization, and they will be working in unison; they will have one or two salesmen out on the road selling their product; they will have agencies at work helping to standardize the cheese, and do the thousand and one things that can be done by a large organization of that character that private individuals could not do, or that local cheese factories cannot do, or even your local communities cannot do.

Now, we have been interesting ourselves in the question of whether the butter producers of the State of Wisconsin could not organize on the same plan. Now, of course butter and cheese are not exactly similar products, and they will probably have to be handled somewhat differently, but nevertheless we think we can see where there are great possibilities of helping both the producers and the consumers of butter in forming this organization, and I explained some of those things to you this morning.

Now, don't understand for a single moment that we are trying to force this thing upon you in order to get a job. We have got plenty of jobs, as far as that is concerned. But if we can be of assistance to you in forming this organization and doing the things that an organization of that character can do, then we believe it is our duty to do it. That is what our Division was created for. That is all I have to say.

MR. DODGE: Mr. President, I have known Mr. Nordman for a number of years; I have listened to him talk at conventions. I know everything he tries to do is for the benefit of the people of the state. The state has seen what lies in that man, and they put him at the head of a big department in this state, and it is functioning, and functioning well. It has done a big work, and it is going to do a great deal bigger work in the future. Now, we have a chance to come in and get assistance from that source. It would be very unwise, it seems to me, not to take advantage of this, and I hope this resolution will pass.

THE PRESIDENT: It is a good thing, but how shall we go at it? If we go at this as an association you have got to vest either one, two or three men with power to act in conjunction with them, or else leave it to the board of directors of the association. One of the two has to be done.

MR. DODGE: I think a committee should make a study of it; good wise fellows should be put on that committee, and make an investigation of it, and report to the board of directors of the association.

THE PRESIDENT: Well, what is the pleasure of the members? What had we better do? Has somebody got something definite in their head to make a motion?

MR. DODGE: I make a motion that the president appoint a committee of three to investigate this proposition and report to the

board of directors, and that the board of directors then shall act upon the matter.

A MEMBER: Wasn't there a previous motion before the house?

THE PRESIDENT: No, it was not seconded.

A MEMBER: I will second Mr. Dodge's motion.

THE PRESIDENT: Gentlemen, you have heard Mr. Dodge's motion and it has been seconded, as many as favor the motion say I—those contrary say, no.

The motion is carried.

A MEMBER: Mr. President, wouldn't it be well on this motion that you ask for a rising vote?

THE PRESIDENT: The thing we want now is to have an investigation. We will try to appoint three men who know what they are doing. If we find it is well worth taking up it can be taken up motion or no motion. That is the way I feel about it. This is an investigating committee. They will report to the board of directors of this association, and if the board finds it worth while taking up they will do it. That is the way I feel about it. Of course that is my private opinion. We can ask for a rising vote if it is desired.

A MEMBER: You are under the impression that this is but an investigating committee?

THE PRESIDENT: That is the way you put your motion, Mr. Dodge?

MR. DODGE: Yes, to investigate and to report to the board of directors.

THE PRESIDENT: Mr. Dodge has picked out a few tubs of butter he wishes to show to the audience to show the methods of putting out the butter, and so forth.

MR. DODGE: Gentlemen, it has been my pleasure the last few days to work with the judges, three perhaps as good judges as there are in the country. It has been mighty interesting work, and I surely have enjoyed it very much. In working with the butter judges I have found them to be very conscientious, very careful. When I found that they had disagreed on the score of butters say a point and a half or two points, I have always called their attention to it and asked them to study the butter still further that they might if possible get together and find out where the trouble was that they should disagree in the scores, and usually they have come together. Once in a while each has fought for their point and kept apart, which is all right, but I have found them very conscientious in this work.

Mixed in with this work—it seems it kind of tires them, and they have to have a story now and then, so I have been doing the scoring on these stories, and I guess I will have to give the credit for the best one to our friend Strovig. Most of you boys know him, and he certainly is a good one. He told this, and I am sure you fellows will rather enjoy it, because I gave a score of  $96\frac{1}{2}$  in scoring. I can't tell it like Strovig can.

He said he was down east among the Yankees, I think in

Massachusetts, and they were quite interested about our State of Wisconsin. You know it has been quite popular in the last few years to say things about Wisconsin; and this fellow got rather a wrong idea of what Wisconsin is. He said "What about the people out there in Wisconsin anyway? What are they?" "Well", Mr. Strovig says, "we have quite a good many Germans, and we have some Italians, and we have some regular Yankees, and some Irish, and quite a good many Norwegians out there." "Norwegians? What about them Norwegians anyway? Are they friendly to the whites?"

Now, here is a tub of butter, gentlemen; you will notice how it is nailed up; here are three tins, and I think that is a mighty good way of putting up a tub of butter; they are put in at an angle of 120 degrees apart. Now, it is not done exactly the way I would like to have it done, but it is done pretty closely. You notice the grain of this wood. Well, put your first tin right on that grain, so it will line up with it; then go off 120 degrees and put it in here, and another one here, and then you have a tub of butter that is put up right; and be sure and use good tins so they will stay up all right.

Now, here is one that is tinned up wrong. There is about 180 degrees across there, but it is only 90 here, and that is wrong. Some put on four bands like that (indicating a tub). I would not advise you to do it, but if you do, start in and get the lines at the quarter so as to make it just 90 degrees.

Then the style of tin, the Universal type I do not like very well, and I think the butter makers of this state should adopt some uniform standard of tins, and some uniform standard of putting the tins on, so they will all be the same; so if we have 10,000 tubs going to market they will all be put up in the same way.

Now, the boys should be careful in keeping their tubs nice and clean. There is a good deal of difference about the way they do that. There is a pretty good tub (indicating a tub). There is a fine tub (pointing to another tub); that is, the appearance of the tub itself. Try and keep your tubs as nice and clean as you can.

The first convention that I had charge of the butter was at Fond du Lac, and I presume there were 40 per cent of the tubs that were wrapped in paper and tacked on, and nearly every tub was full of tacks. Now, keep the tacks out of your tubs when you come to the convention. Just pack it up in another box and nail it up securely.

While butter should be kept cool, don't put ice in and think it is going to get to the convention in good shape. In such case the ice will melt and the tubs will get wet and perhaps start to mould if they are in a warm place.

Now, this particular tub is another one illustrating the mistinning of the tubs. Here is one that is just about right.

Now, in the dressing of the tubs, most of the butter makers are using paper caps. I will say this: put in your liner carefully, and when you have got it folded over just about half an inch around here, take a good nice brush and find the opposite of where the paper comes together, push down the liner carefully, and then work it out just as a paper-hanger would in each way, and you will get it lined up in good shape so there will be no air holes to speak of.

Then after you get your butter nicely packed into the tub don't take a greased stick, but take a string and carefully cut it off, and then lay on a cloth cap.

Now, whatever we may adopt in this state in the future, cloth or paper, that is all right, but I think that a cloth cap that fits nicely over it is just the thing.

Then use just a sprinkling of salt, and carefully place it over it, and if necessary throw your tub over like that (illustrating) and shake it off. And then put on another cloth cap or paper—whatever we do we ought to do the same, because I am talking about uniformity of packages in our state, and I want to see the day when every package that goes to the companies, or to Chicago or Boston or New York, shall be just as uniform as any package put up in Denmark. And I do not see any reason why we cannot do it, because they can.

Then another thing; there is the idea of color. If twenty of us fellows should send down to Mr. Waskow—I am going to use his name because he has bought our butter—if we should send our butter down to Mr. Waskow my butter would have say an ounce, this gentleman's butter would not have any, another fellow would think I will put in three quarters of an ounce, and so when Mr. Waskow gets that butter he will have about twenty different colors from those twenty fellows.

Now, if we can adopt some plan by which we may all have the same quantity of color put in, get it to an exact shade, it would be a mighty good thing; and then when we send our surplus to somebody that we know is all right, that the committee we are talking about shall finally recommend we send it to perhaps—then we shall get a better price for the butter I am sure.

There (indicating a tub of butter) is a tub of butter that was dressed just as it should be, all except I never did like those paper caps; some of you do perhaps; but you can examine that closely, and you will see that is a beautifully put up tub. It folds over here nicely and looks fine, and the color is very good.

I have one here that I want to show you that doesn't suit me, and it won't suit you I am pretty sure. Here it is (showing tub of butter). There is nothing to the style there at all. If you should see a woman with a hat on like that you wouldn't like it, and it is just the same with butter. When you round up a tub of butter you like to have it look right.

And there is one other thing that I want to speak about. When you put your tags on the top of the covers be sure that the tacks are short; don't use long tacks, because if you do it goes right through into the butter. When you take the cover off that you have just as many rust spots as you have tacks. Avoid that.

Here is a tub (showing another tub of butter): The folding of the paper over is not done neatly and properly.

Then another thing is the tubs. The 63 pound Elgin style tub I think is an awful good style. These tubs that we get, 63 pound tubs that have the metal bands to them, I do not like; I do not think they are liked so very well on the market; but I think that if we can get what they call the Elgin style tubs we will get the nicest kind of tubs made. These 20 pound ash tubs too are very fine tubs. Some of you may have a trade that demands the spruce type of tub; but for butter just to go on the market let's get some system of uniformity in this state so that when that does go to the market, when it is opened up they will say "That is a Wisconsin tub; I know from the way it is put up."

MR. ERICKSON: I prefer the steel hoops.

MR. DODGE: Well, we will suppose we are going to send Wisconsin butter. What I am getting at is to have it uniform, so when it gets to market they will know it is from Wisconsin. We want to have a style of our own.

MR. ERICKSON: Use steel hoops then.

MR. DODGE: Well, anything you want, only let's have it uniform.

MR. ERICKSON: Well, I think the steel hoops are good looking, and they hold. Quite often on the others you will find several hoops busted off, while on the steel hoops I have found only one or two.

A MEMBER: I have found quite the contrary in using steel hoops. Very often I have quite a lot of them on the floor.

MR. DODGE: I have had a great deal of experience with the Elgin type of tub, and I do not think I have lost one in a thousand. I do not know as there is anything else I want to speak about, except I want to say again if you ever send any tubs of butter to a convention for gracious sake don't put a tack in it.

A MEMBER: Will the railroad company refuse tubs with only three tins on them?

MR. DODGE: I never had them refuse them.

THE MEMBER: We used to do that, and the agent came over and said they required four.

A MEMBER: The regulations are four.

MR. DODGE: Well, if you do it, then find the grain of your wood; don't stick it over here, but put it here (indicating on tub), and then right straight across to the opposite side, and then make your angle 90 degrees.

I would like to call attention again to the way that tub is put up because it is a fine one (referring to tub of butter). Here is one fault, and that is the bottom hoop is gone.

MR. ERICKSON: That is a wooden hoop, isn't it?

MR. DODGE: Yes, wooden hoop (laughter). There are three others to secure it. How many have you on the tins?

MR. ERICKSON: There are three hoops.

MR. DODGE: There are four on this 30, there are five on the 60 and 63. There should be four on this.

MR. ERICKSON: In the 63 pound tubs there are two hoops at the bottom and then a steel hoop.

MR. DODGE: There are four on the 30, and five on the 60 and 63, and they certainly are the tub. If you want to do some stylish work you want to get them in that type of course.

THE PRESIDENT: Mr. C. F. Thomas, Field Secretary of the Wisconsin Dairy Council will address us.

## ADDRESS



C. F. THOMAS

Mr. Chairman, butter makers, and ladies in the convention. I am glad to have the opportunity of saying a few words to the butter makers. I want to take this opportunity of thanking them for the courtesy they have shown me in my work in the Wisconsin Dairy Council over the state this year.

Wisconsin Dairy Council as you know was organized two or three years ago, but not until this year have we put on a very strenuous membership campaign. Two years ago I think at Eau Claire the Butter Makers' convention donated their convention butter to the Wisconsin Dairy Council, and that was the starting of the organization in this state. Therefore we feel that the Wisconsin Butter Makers are responsible for the starting of a good work in a great dairy state.



Last year we received considerable support from the different creameries over the state, and this year we have been receiving fair results, but not anywhere in comparison, men, to what we ought to be receiving for the amount of dairy business that we do in the State of Wisconsin.

You know it is very amusing to me to send out letters to some of the different creamery managers, and the replies that we get back from them. I sent a letter up to a fellow in the northern part of this state, and he wrote back and he says "We are getting rid of all of our butter; consequently we can't see our way clear to help the Wisconsin Dairy Council at this time." Well, my friends, my mother used to make butter and sell it for six cents a pound; she got rid of it all right, but she only got six cents a pound for it.

You fellows are all getting rid of your butter, but how much are you getting out of it? Are you going to let the oleomargarine interests creep into your business until you have to sell your butter in competition with oleomargarine?

You have got to realize that you have got to put some money into advertising. If you just put up a package and send it to the cold storage and say "Here it is, come and get it", you are not going to sell your product. The pure-bred Holstein man, or the pure-bred Guernsey man that has a bull for sale, he doesn't tie him in a dark barn and let you come along and find him. No, he puts advertisements in all the farm papers; he goes out, and has his public sale, and so forth; he sells that bull; he makes somebody want that animal at a price that is good for him, that he can afford to raise such animals.

Now, you fellows with your butter business have got to get out and advertise the food value of your butter. If you do not, you are going to have very strong competition. Last night I was very much taken up with the songs that we had upon the food value of dairy products.

It is a great inspiration to find that the people, the butter makers themselves in fact are waking up to the fact that there is a difference between oleomargarine and butter, and that there is a lot of food value in butter.

In the last few weeks the Wisconsin Dairy Council have been sending out posters similar to this (showing poster), and you know I was in a school the other day, calling on the superintendent of a school, and I showed him those posters, and he said "Well, you have got a sign that says there is no substitute for butter." He said "I guess that is probably true, but you know salaries have not raised in proportion to butter." I said "Maybe that is the case in your particular case," but "Can you afford to sell your health for a few cents? "Have you got any children in your family?" He said "Yes, I have two growing boys." And I said "You are using a substitute in your home, expecting to bring those boys up to where they ought to be in life", and he said "Well, we are using lots of milk in our place." I said "Is that so?" "Well, that's good; I am glad to hear it." He said "Yes, we have cocoa for breakfast every morning, mostly all milk", and I talked a little while longer with him, and he told me that they were getting at their house a quart of milk a day, four people!

And I went on to explain to him about what he was getting in milk and dairy products from the vitamine standpoint, and I said "Do you know how much you are getting in the quart of milk, the small amount of vitamine that you are getting in the quart of milk?" I said "That does not compare in vitamins with the little piece of butter you should be consuming every day."

The other day I heard a fellow say that it took four pounds of leaves to make as much vitamins as you will find in one quart of milk. Now, I want you to figure out how many quarts of milk it takes to make a pound of butter, and then figure back and see how much vitamins you have in a pound of butter. You have to have 116 pounds of leaves to get the amount of vitamins you have in one pound of butter, and we could talk a long while about that; and if you figure it down to a dollars and cents standpoint you will find that the vitamins you get in butter if you are only consuming one ounce per day is only costing you one and a half to two cents.

The cheapest way to buy your vitamins is in the form of your butter fat, and that is what you fellows have got to go out and tell the people. A lot of people have the idea they are getting these vitamins from the leaves. The fat soluble vitamine is only found in milk and butter and cheese and eggs, and the fat of the liver and the fat of the kidneys of certain animals, and a small amount in the leaves. What we are consuming the leaves for is for the water soluble vitamins, and therefore they are not in competition with butter whatever.

We have on the market substitutes, or claims that they are substitutes, for butter, but your own university here has proven by their experiments that those substitutes do not contain the vitamins, only the small amount that comes from the milk that these substitutes are churned in. Therefore you see that the amount of vitamins is very small. Oh, you people have a great story to tell to the people of this country.

A few weeks ago the results were brought out from an experiment in Rochester, New York, with children. I believe it was about the first record we have of the fats with the substitutes. Down there they took seven children averaging in age about eleven years. For six months they fed them a ration, and in that ration was butterfat. The next six months they fed them practically the same ration, except oleomargarine was added; and the third six months they had the same ration, except butter was substituted again; and here are the results: In the first six months they gained  $4\frac{1}{2}$  pounds, in the second six months 2.8 pounds, and in the third six months  $7\frac{1}{2}$  pounds, showing that there was something lacking in that substitute those boys and girls had.

Now, you have got a great story to tell, but men, you have got to have more back-bone and not so much wish-bone; you have got to put some of your money into this proposition to tell the people who are going to put their money in to tell the whole story for you. You are the fellows that have got to get out and put it up.

I presume the majority of the butter makers are in sympathy with the advertising campaign, but your board of directors may not be in for it, and it is up to you first to educate your board of directors, and then you have got to educate your customers who are bringing products to you.

Not long ago I attended a creamery board meeting up in the northern part of this state, and I presented the proposition of the Wisconsin Dairy Council to them, and I noticed one fellow was very indifferent about it, didn't care much to hear my little story; and finally we called for a vote to find out what that creamery would do for us; we asked each man individually. We asked the secretary; he was very much in favor of it; the president was in favor of it. We came along to this fellow who seemed to appear indifferent; we asked him what he thought about it. "Oh," he said, "I think that is just throwing money away;" he said "we use lots of oleo in our home every year." I said "Is that so?" I said "How much do you use per year?" "Well, about a hundred pounds." "How much do you save on that?" "Oh, about half." Well, I said, "You mean you save then in the neighborhood of 30 cents a pound; on a hundred pounds of oleomargarine how much have you saved in a year?" I said "Supposing every farmer in this state did that some winter, how much would your butter be selling for?" I said "You are milking quite a few cows probably. How many are you milking at the present time?" He said twenty. I said "All right, you are getting then probably in the neighborhood of two thousand or twenty-five hundred dollars a year for butter fat." He said "Not quite that." Well, I said, "About two thousand, anyway." "All right, two thousand." Well, I said, "That means thirty-five or thirty-six hundred pounds of butterfat. How much more would you have to get for that to make up the loss that you save by eating oleomargarine?"

Now, that is not in comparison with the health of his children. And when we consider the health of these boys and girls growing up to make men and women, we cannot afford to slight them in that way.

Now, in the travels I have had over the state I find that a good many of the creamery boards are rather hard to get together, and about the only chance we have to get at them is during the annual meeting. You know in a state as large as Wisconsin it is going to be impossible for one or two men to get around and see all these creamery members this winter at their annual meetings, and what I want to ask you to do is to take the proposition up with them at their annual meetings. The plans will be furnished you in due time so you will have an opportunity to study them over and consider them yourselves and to take them up at your annual meetings.

We would like to solicit the cooperation of the butter makers of Wisconsin in helping us put over this campaign. If we are going to do any amount of advertising we have got to have money

to do it with. One creamery I believe is advertising to the extent that they sent us in one dollar. How far do you suppose that would go in advertising, if we only got one dollar from each creamery, or ten dollars? We have got to get up in the neighborhood of one hundred dollars and better from the creameries if we are ever going to get anywhere in the advertising campaign that we are in. We ought to raise money enough in this state to advertise for two years in Wisconsin, and then we ought to branch out and advertise in the cities where we are selling our product, and until you realize you have got to spend some money for your product you are going to receive just what the other fellows want to pay you for it.

Now again I want to thank the butter makers for their cooperation in this work, and I want to urge upon you the fact that we have got to get more people back of the Wisconsin Dairy Council and other dairy councils if we are going to make the people understand the fat value of the dairy products that we are producing; and I am sure the Wisconsin Dairy Council is glad to have an organization starting in their state that is going to try and do something for the dairy products.

In my travels over the state, talking at women's clubs and city organizations of different kinds, the question they put to me when I get through talking is this: "Where can I get good butter and good cheese? If I can have good butter and good cheese I will be glad to buy it, but the quality of stuff that I buy at the grocery is so poor that I can't eat it."

Now, I used to think that people who made those remarks were just finding an excuse; they knew they ought to be consuming these products all the time, but they thought they would have an excuse for buying this other product. But, men, you know it is partly true. A lot of the butter we get is pretty hard stuff to go down, and a lot of the cheese we get, it is pretty hard to go back and order the second helping; and until we realize we have got to produce a quality product we are going to have hard sledding in the dairy game.

You have noticed in the last market reports in the last month or two the difference they are paying in the quality of butter, and that is going to cause a great deal of difference in the quality of products that will be delivered to your creameries in the next year, and it is going to be up to you as butter makers and managers of those creameries to see that you get the proper quality of stuff to make the proper goods with, and then when you are getting a good product if the butter maker can't turn out a good grade for you you have a chance to come back at him.

So my words to you would be, improve your quality, advertise your product, and then we will sell dairy products, we won't have any surplus, it will all be wiped out.

You know there has been a lot said in the last few weeks about the condensaries closing down. Do you know if all the people in

the United States would consume two tablespoons of milk a day that there would not be any surplus milk? When we begin to think of things in that way, we see that there is not much of a surplus. Yet we find that market conditions are gradually falling in everything, and that is to be expected, and you know from reports at the present time the butter game is on top, the butter game is on top of all the other marketing; it is on top of marketing grain, it is on top of marketing live stock, it is on top of marketing cheese; so you will have a wonderful opportunity in the butter business this winter of doing as well as any of the farming profession is doing at this time.

Now, of course a lot of farmers feel they are getting the blunt end of this deal, and they possibly are to a certain extent at this readjustment period; we expected it, and we have got to go through with it and do the best we can.

The finances of the Wisconsin Dairy Council so far this year have been supported one-third by farmer subscriptions, and I think the next in line would be the butter makers; I do not mean the butter makers, but I mean the butter fellows, that is, the creameries; and probably following the creameries would be the manufacturers of dairy barn equipment and such material; and possibly following that would be the milk distributors. So you see we have a small amount coming in from different sources, but our amount yet has not reached the goal it should, and we are going to ask you fellows to consider this matter, and bring it up at your annual meetings when materials will be supplied you to bring it up.

Now, if I have not made the matter clear I would be glad to answer any questions that you have in mind.

I thank you, Mr. Hoiberg, for the opportunity.

THE PRESIDENT: This concludes the program for this afternoon. Be sure to be here promptly at 7:30. We have important matters on hand.

The meeting adjourned until 7:30 P. M.

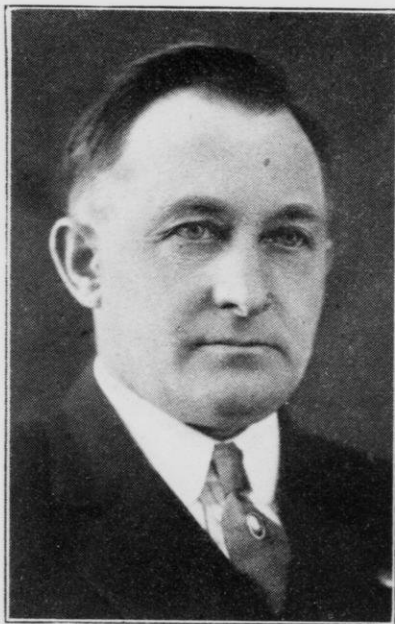
**FOURTH SESSION**

**Wednesday, November 10, 1920. 7:30 P. M.**

The President called the meeting to order, and stated that Mr. Witts would lead in singing.

A number of songs were sung by the audience under his leadership.

**THE PRESIDENT:** We will now listen to an address by the Hon. James Sorenson, Secretary of the Minnesota Creamery Operators' and Managers' Association, of St. Paul, Minnesota.

**ADDRESS**

**JAMES SORENSON**

Mr. President, ladies and gentlemen, and butter makers. I suppose you might infer that butter makers are not gentlemen, but I think they are, most of them.

I have not had time, I believe I can truthfully say, to prepare a paper or manuscript for this occasion. I believe I should have

done that. But I am not intending to make a long speech, for two reasons: One is that I have not got the long speech within me, and another is, I don't believe it is necessary at this time to tell you boys a great deal more about butter makers' organizations, or their value, as you have already gone quite a distance, and have no doubt your minds made up to go ahead, realizing that you are doing something which is of value not only to yourselves but to the creameries of Wisconsin, and to the dairy industry in general in your state. If there is anything lacking here at all that I should make a guess it is something we use three letters for when we speak of it in Minnesota, and that is pep. I don't know whether you need any more pep; I don't know whether I would be able to inject any more of that at this time to make you step fast, firm, without hesitation.

I fear there may be some boys, not in this room, but connected with the dairy industry of Wisconsin, that are a little skeptical about the value of associations of this kind, about this reorganization that has taken place, or is about to take place, and those I would like to convince if I could.

Speaking of pep reminds me of a story I heard the other day. I think if we played like that Irishman did we would be all right. There was an Irishman, an Englishman and an American, while the war was in progress, they were walking around looking for Germans. They came upon a shell hole, and there was half a dozen Germans lying there sound asleep. The Englishman said "Let's take them prisoners according to orders and take them to the camp." "No, No," the American said, "don't do that; let's kill them, we have a fine chance to cut them up while they are asleep." The Irishman said "No, be jabers, let's wake them up and have a fight."

I think that is the way we should feel. We have got to have a little fight in us, or a little pep, in order to get there.

I want to congratulate you—I feel that that is in order—for what you have already done. I think you have done wonders, considering that you only started five or six months ago. I had the privilege of attending the meeting at Eau Claire, and here was a good attendance, considering that this was during the flush of the season when the butter makers were busy. The boys that were present there—I think about a hundred of them, possibly more than that—seemed to realize the need of your association taking a forward step to keep up with the times, and the spirit was there, and I have never feared but what it would work along the right lines all the time, and that what was done at Eau Claire would be completed, or what was started there would be completed at this meeting, and further progress made during the coming year.

I want to congratulate your association on having grit enough to hire Mr. Larson as your secretary. I don't know as I know as much about Mr. Larson as you do, but I certainly believe you have picked out the kind of a man you need to lead you and to help you

succeed. I believe that bodes well for the future. That is an indication that you mean business right from the start. You did not hesitate, or your board of directors backed by you did not hesitate to put out a good salary, the kind of a salary that would hire the right kind of a man.

Now, I want to give Mr. Larson a little warning. He may have a lot of troubles coming that he has not yet dreamed of. While I have not had a great deal of experience as State Secretary of Minnesota, I have been there a few months longer than Mr. Larson has been with the Wisconsin Association, and I think Mr. Larson would be surprised if I told him all of the things that I have to deal with as State Secretary. I am just going to mention a few to show the faith that the Minnesota boys have, I might say, in their association, and especially in their State Secretary no doubt, being some credit to myself, but you will forgive me for that.

I received a letter from one butter maker saying, "The board of directors called me in last night and told me I was fired. I stepped right up and told them I wanted them to understand they couldn't fire me because I was a member of the Minnesota Creamery Operators' Association."

Of course it is needless to say the fellow was wrong, but it simply showed he had faith. He just had his mind made up to the fact that he was a member of that Association and that made him immune from anybody and he could stay there as long as he pleased.

Just a short time ago a young man who had been in this country but a short time—a good butter maker, but not being very familiar with the American ways—applied for citizenship, and he was examined of course by the Judge. He was asked a great many questions about this great country. Among other things they asked him who has charge of running the township. First, "Do you know what a township is?" Yes, he knew. "Who runs the township, who has charge of that?" Well, he answered that fairly well; mentioned township officers, or something of that kind "And the county, who are the officers of the county?" He mentioned some of the men; for instance, the sheriff he happened to know. And he finally was asked who ran the state. "The State Secretary" was his answer. (Laughter) It is needless to state that he had to explain to the Judge who the State Secretary was, and he hadn't studied the government far enough but what he was quite satisfied that the State Secretary of the Association was the man that ran the state. I think he was a little bit off, but that was his answer.

We got a letter from a butter maker early in the spring stating that he was unable to find a house to live in, and the State Secretary actually went out and attended a meeting, and we had a beautiful fight with the farmers to do it, but it finally resulted in a house being bought by a member of our Association. We have taken a hand in several little things of that kind.



One other case: Of course this is probably a personal matter that I should not speak of here; but one of our members got into trouble with his mother-in-law (laughter), and he came to the State Secretary and wanted advice as to how he should settle that matter with his mother-in-law, and I can tell you I gave him some mighty good advice, because I have had some experience.

I could relate a great many, to me, interesting incidents of that kind, but I have not time.

I was very much pleased at many of the statements that were made by Mr. Briggs, Mr. Nordman and Professor Farrington, during the day in their addresses. I took down some of the statements, and I believe they are worth considering. One of them laid especial stress on the need of compensation to the right kind of men, men who could fill the place; that compensation was an important matter.

Another one says the interest of the employer and the employee are identical. Absolutely true. We believe that; that the interest of the butter maker and of the farmers, or the owner of the creamery, is absolutely identical. What one is interested in the other one must be interested in.

One man laid especial stress—two of them did—on the responsibility that rests upon the butter maker; pointed out what wonderful things, I might say, the butter makers can do in the community, outside of the four walls of the creamery; the kind of a butter maker who did not stop at the key hole, as one put it—working among the patrons, working for better quality, and so forth.

When we organized in Minnesota we did it because there was absolutely need for it; something had to be done. It had come to a point where some of our very best butter makers were quitting the creamery business. Why? Because the position as butter maker was not attractive, the salary was too low, they could get into other lines of business and make more money, make a better living, and they quit.

Well, you might say that was a good thing for the other butter makers, but it was not. The best butter makers quit and it weakened our creameries. The cooperative and local and individual creameries missed these butter makers, there became a shortage of butter makers; young fellows with little or no experience, and many of them absolutely unfit to become butter makers, stepped in and took their places; and you know the result. A butter maker can either make or break a creamery, and we were getting too many of the kind that could break the creameries, and something had to be done, because the rank and file of the butter makers realized this: That good creameries mean good jobs; poor creameries mean poor jobs, and no creamery means no job as far as the butter makers are concerned; and something had to be done, not only to increase the compensation, but to increase

the efficiency of the man behind the churn, or the man who operated the creameries.

So we started out, and we have tried to keep our eyes on two things all the time, and we find that they cannot be separated, and that is, compensation on one hand, and efficiency on the other. During the past year we have possibly laid a little more stress on compensation, because it was absolutely necessary in order to keep the good men in the creameries, to get the compensation up to a point where they would stay. We have succeeded in having increases to our members, a grand total of three hundred thousand dollars during the past year, increase in salaries to our members. About seventy per cent of our members are now receiving the association minimum scale or better. So we have done well along the compensation line, and we have not stopped at that, and I want to refer for a moment to the annual report of the treasurer of our association which was written up about October 1st.

I just want to refer to a few words here that will indicate what we have been doing:

"Some of the work undertaken by districts has been as follows:" (We have about thirty district associations in Minnesota which make up the State Association.) "Encouraging the organization of cow testing associations, testing of patrons' herds by members and encouraging the keeping of herd records; promoting the organization of bull associations, and generally interesting farmers in the use of good sires; encouraging the growing of clover, alfalfa and ensilage; interesting cream producers in building milk houses and installing cream cooling tanks, and generally encouraging better care of cream and more frequent delivery to the creameries."

Now, that kind of work has been done, and no one can measure in dollars and cents the value of this work for the future, and we have only begun. The Association office has printed many thousands of small circulars that are short and specific on certain important points; for instance, on the care of milk and cream, on the testing of cows, on the patronizing of the local creamery. We are turning these over to our members at actual cost. We get them printed in large quantities, and thousands of these circulars have been distributed over the state, and we have reports coming to us that they are doing a great deal of good. They did not cost much, and a little bit of talking by the butter maker at the same time he hands the patron one of these, tells him to take it home and read it,—that has done an immense amount of good.

So we are going to work in the future along the line of efficiency, making the dairy more profitable to the farmer, to the creamery man, to the man whom we receive our salary from, and in that way of course help ourselves. You can't get away from it. Compensation and efficiency must go hand in hand.

Now, I might say that the creameries met us half way, and a little bit more than half way, and again I refer to the report of the directors, just a few words:

"Endorsement by creamery directors.

"We take great pleasure in reporting that many officers of cooperative creameries are keenly interested in the work of our association, and several district unit meetings held during the past year have been well attended by officers and directors of local creameries. These meetings were arranged with a view of acquainting the creamery officers and directors with our organization and its purpose, and we believe that more meetings of this kind will materially assist in promoting a better understanding between the creameries and our members. The cooperative creamery directors who have taken time to investigate our association and what we are doing, have been highly pleased and have expressed themselves heartily in favor of our association and its activities."

Now, I tell you we have pulled off a few stunts, if you please, in Minnesota, that make the creameries sit up and take notice, that make the creameries understand that we really mean business, that it is no joke when we speak of efficiency.

I can mention just very recently we received a letter from one of our district organizations stating that a committee had been appointed at the previous meeting to investigate a certain member, or his conduct, in the operation of a creamery, and this committee reported back to the district association that the man had been negligent, and they had obtained the facts in the whole case, and the man was expelled. This is only one of several that have been actually expelled from the association. And it is our aim, and I think we have demonstrated that as far as we have gone, to keep our association clean as far as members are concerned.

The inefficient operator or butter maker must go. They are going to go in Minnesota, and I want to advise you boys in Wisconsin to keep your eye on the man who is not efficient, who is not able to go out and do good honest work; keep him out of your association, and if the creameries then hire him they cannot blame you. And you are doing a service to the creameries of Wisconsin by pointing out that inefficient man.

If you took notice of some of these figures and some of the statements made here today by Professor Farrington, it will indicate to you how many thousands of dollars a poor butter maker might lose in the course of a few weeks. So we are putting our fingers on the poor butter makers in Minnesota and telling the creameries "There is a man we don't want to recognize as an efficient butter maker." If they want to hire him they can try it. We have had a few of them try it, but they usually change their minds. I know one case where a creamery experimented with non-members, cheap help in other words, because they are usually cheap. A man that is not a member of the association, he is cheap—and in two

years the secretary of the creamery made the statement that they lost \$6,000, and he said that was a very conservative estimate.

I have another case in mind where the man wasn't giving satisfaction, and they came to our association and asked for the names of butter makers who wanted positions, and about twenty of our members applied—not that they were out of a job, but they wanted to change to get schools for their children, or something of that sort—and the salary was about \$2,200 a year; they all asked that or more. One man came in from Wisconsin—of course he is not here tonight—and he offered to work for \$800 less than any of our members did. This happened up close to the Wisconsin line. He came before the board of directors and told his story, how big an overrun he could get, and the wonderful butter he could make, and he told them he could run that creamery for about \$1,400. They said "That's enough; we don't want to talk to you at all; we are not looking for that kind of a man." That is something that actually happened, and I know of several cases where that happened.

And that is quite reasonable to expect, that a board of directors of a cooperative creamery should know that a man who has a family cannot live decently for twelve or fourteen hundred dollars at the present time, or during the past two or three years; that when a man comes up before them and hasn't enough respect for himself and his family to ask a fair living wage, that he is not the right kind of a man to entrust with a hundred or two or three hundred thousand dollar business.

In another case a small creamery in Minnesota, that was almost on the rocks, got down to about thirty patrons. They advertised for a butter maker, and they had a lot of applications. While the job was not a very desirable one, the work was light, and we have some men who are not in the best of health who would like a position. The board of directors instead of taking any of the members who asked the association scale or thereabouts, picked out the butter maker that they wanted, and they offered him \$1,400 above our scale; his salary is \$2,600 per year and a half cent per pound. This was about a year ago. That creamery today has probably one hundred patrons, and they started with thirty. Ask the board of directors if they still think they did all right, if they made a wise move in hiring this man. You bet they made a wise move. That man can stay there, and probably have an increase if necessary.

It shows the creameries are beginning to realize the absolute need of efficiency in the creamery.

And now with from eight to fifteen cents between extras and seconds, as the butter man tells us, in the market how much more important is it not that the butter maker is efficient, not that the efficient man can make good butter out of poor cream, but the efficient man can make the best kind of butter out of the raw material he receives, while the poor man might lose his salary every day

many times over. I will leave it to the butter man how easy it is to lose five cents a pound on butter now by getting the butter below 92, down into the 88 class and lower. Thousands of dollars are lost on account of lack of efficiency of the man in charge.

Another instance. In one of our big creameries the butter maker was threatened with being fired because he wanted an increase in salary. Well, he finally got disgusted and he said to himself he was going to have a vacation anyway, and he thought it might be time to go try somebody else. He took a month's vacation, and some man with a great deal less experience, and probably not the very best of a butter maker, was put in charge of the creamery for the thirty days he was gone. While he was gone the board of directors raised his salary \$1,000; he is drawing about \$4,000 now, and he is still there, because when Joe was gone they found out what Joe was; they missed him; they could see that things were not running quite as good as when he was there. They began to realize his value after he left the creamery for thirty days. This was done during his absence.

I just mention these things to show you that our creameries are waking up.

Ninety per cent of the creameries in Minnesota are with our association, working with us hand in hand, and we are going to work with them.

I know that the association of Wisconsin is going to do the same thing, and if you do you cannot help but succeed.

Now, just a word in closing, and I will read this from our board of directors' report, and we have four butter makers and one editor, Mr. Sandholt, making up our board of directors. This is what they say in winding up their annual report: "Plans for the Future." That is important. What are we going to do in the future? This is just a little inkling of what they think we should do:

"The future progress and success of our Association will depend very largely upon the quality of service rendered to the creameries by the members."

They do not start out and say the future depends on how big salaries we get; no sir. That is where we differ from a union. Nobody can tell me that we are pulling off any union stuff. A union man wants more money, and so do we; we want more money, we want fair compensation, but we are not hollering about the hours; but we are willing and anxious to give good service for that grade of compensation. Did you ever see a union man, a plumber or a carpenter, sit around, or a bunch of them sit around and worry themselves about how they are going to increase the income of the man they work for? No sir. But we do. We have got to; it is part of our business. We would not work for ourselves if we did not work for the creameries and the dairy farmers of Minnesota. The same with you.

The report continues:

"While it is desirable and of the utmost importance that our members receive fair compensation, it is even more important that every member renders first class service to his employers. If any member fails to give the kind of service that one might expect from a high grade workman, such a member should be expelled from the Association at once."

That is the kind of board of directors we have in Minnesota, and that is the kind I am working for, and believe me, it is up to me. If I find out that any member is not giving the kind of service that we can expect, it is up to me as State Secretary to start something to moving that will make him.

"Efficient service by every member will do more than anything else to keep our Association moving towards the goal."

Now boys, butter makers, I have not tried you will admit, to make a flowery talk, and I am not the kind that can make it if I wanted to, but I have just given you a few facts. I want to make you feel that you are working along the right lines. We are coming strong in Minnesota. The last number of our membership card is 712. We will have around 700 members or better. I figure that about 10 per cent of the butter makers of Minnesota will not be able to join our Association because they are not the kind that we can back and be proud of. They will have to improve, they will have to show that they merit membership in the Association before they will be taken in.

So if you give your board of directors that you are going to elect tonight—and I know you will elect good ones—give them the reins, and they can give Mr. Larson the reins to a certain extent, and you boys back up their work by your action in your district meetings, I bespeak for you the greatest of success, as much as we can hope to have in Minnesota; and it will be profitable to yourselves, it will be profitable to the creameries, it will be of tremendous importance to the dairy interests of this great state; and having started as you have, half way I would say, there is no turning back; you simply must put the pep into it and put it over, and I know you are going to do it.

If there are any skeptics here I would like to take them to one side and tell them something that I could not possibly tell them here in the meeting, impress it on them as I would like to impress it on them.

I want to thank you for your kind attention, and I wish you the greatest of success in your organization and Association work.

#### DISCUSSION

MR. ERICKSON: I would like to ask Mr. Sorenson a question. In stating the compensation there is provision made for so much, and all help to be furnished by the creamery. Who regulates the time when a man should have help, that is, at what point? Do

you have so many tubs where a man should have help, or any difference in the equipment in the creamery?

MR. SORENSON: No, we have not.

A MEMBER: That is all left between the employer and employee.

MR. SORENSON: We have not any fixed point, that is, any certain fixed number of tubs that one man should make. There should be some line drawn there. But we have not got quite to that yet, but we see the need of it, for this reason: That a position is open; you go in there, and you tell the board of directors that I will make 50 tubs alone, and when it gets above that I want a helper; and I come along and I will say "Well, I will make 75 or 80 tubs alone, and after that I want a helper." We may ask the same salary; we may ask \$100 a month and a half a cent a pound; but the board of directors will say that my proposition is better, so I am really underbidding you. But we have nothing on that. We have depended on the good judgment of the members in applying for positions, and really have been quite successful. But the help is all hired by the creameries unless otherwise agreed upon.

There is no real rule to follow, except we say in a general way that \$100 a month and half a cent a pound for butter is a fair salary to a man, all help to be furnished by the creamery, or that salary or its equivalent. If a man gets a house worth \$300 a year, and his fuel and butter and milk, and so forth—one man said he got his ice—all those things of course are worth money; I don't know whether ice is worth much in Minnesota or Wisconsin; but if you get three or four hundred dollars worth of things like that it is just as good as money.

But I can say that many of our creameries are paying no attention to the scale; they are paying way above the scale. I dare say twenty-five per cent of our members are getting way above the scale. The butter maker of the Hutchinson Cooperative Creamery, he told us that his salary this year would be \$4,500, and I know the officers think he is the cheapest man they ever had, indicating that salary don't cut much figure if they get the efficiency.

A MEMBER: This question has been asked several times, and I have always supposed it could be left with each district, where they are acquainted with local conditions, that they could settle the question at what point the help should be furnished. Do you think that is a good plan, to leave it with the district?

MR. SORENSON: Yes, that is what we have done in questions that have come up; we have turned them over to the district.

For instance, a complaint comes in, and if I remember correctly we have had three complaints since I took charge April 1st, from creameries about members. Things of that kind we turn over to the district association because they can investigate these things much easier and cheaper and better than we can from St. Paul, and they are interested because it affects their district and

the standing of their membership, and they usually make a pretty good jury, and we have had very little trouble; though I believe it would be wise to have a limit set for possibly a maximum amount of work that a man should do alone.

There are some butter makers that are worked to death; you have some in Wisconsin. I know of one creamery where they are making seven hundred thousand pounds of butter, and doing it with two helpers. I think that is a pretty big job, and then doing it for a helper's salary.

We are paying helpers \$100 a month in Minnesota, and in some cases more, good helpers; and some of your butter makers in Wisconsin are working for that, I guess from what I have been told. Your Association I believe has some work on hand all right. Some of them may not be worth any more though, by the way.

THE PRESIDENT: Well, gentlemen, what are you going to do with the constitution that was read to you last evening?

MR. ALBERT ERICKSON: I make a motion that it be adopted as read.

The motion was seconded by Mr. Jahnke and other members.

THE PRESIDENT: Gentlemen, it is moved and seconded that the constitution be adopted as read. All those in favor of that will please rise. (The members arose as requested.) Mr. Secretary, will you count them?

The secretary counted the rising votes and announced 98 votes cast in the affirmative.

THE PRESIDENT: Those who are opposed to the adoption of the constitution will also rise.

(There were none.)

THE PRESIDENT: It is carried without a dissenting vote.

SECRETARY LARSON: Gentlemen, a number of years ago in this very chamber there was an election of a Chief Clerk of the Assembly, and that clerk elected was just as sure before the election that he was going to be elected clerk as he could be, and he felt that he would be called upon for a speech, and he got his wits together and he thought out a nice little speech, and prepared to deliver it after the election. He was elected, and a speech was called for. He walked up on this very platform, and he looked for the first time over that branch of the Wisconsin Legislature, the Assembly, and to his surprise he lost every thought he had prepared. The only thing he could say was "Gentlemen, your action tonight meets with my absolute approval."

So I say to you, your action tonight meets with my absolute approval, and I congratulate you, and I congratulate the dairy interests of the greatest state in the Union, Wisconsin, because of your action.

The constitution that you have adopted is a most wonderful instrument, providing as it does for only butter maker members who can and will make good in the upbuilding and the successful operation of the local and cooperative creameries of the state, and a profit-sharing salary,—the Association is assured of success, and



the creameries of the state are assured of the most efficient service.

The more you study this constitution the more you will see its far-reaching good effects on the creameries of the state. You have heard how Minnesota has been successfully operating under a like constitution, and, in fact it is from Minnesota that we got the basis for the constitution which you have just adopted; I am not going to take much of your time, but I just want to express to you, Mr. Sorenson, on behalf of the Wisconsin Butter Makers' Association, and to your Association our appreciation of your services and assistance in bringing about this association movement in Wisconsin.

I am just going to tell you a story, and I am through. There was a Swede one time in the good old days—some of us remember when saloons were open wide,—and the Swede got thirsty and he went into a saloon to get a drink, and he said something like this to the bartender: "Aye skal lak to get a gude drink of viskey you see, aye skal lak to get a gude drink of Bourbon." The bartender said, "I am sorry, but we haven't any Bourbon. But we have some Old Crow." Whereupon the Swede says, "No tank you, aye don't vant to do any flying; Aye yust vant tu yump roun leetle." (Laughter) I do not want to make a speech, but I want to congratulate you. (Applause and Laughter.)

THE PRESIDENT: Is Mr. R. P. Colwell in the room?

A MEMBER: He went home.

THE PRESIDENT: He is a member of the executive board. We have this resolution to be acted upon which is as follows:

"We, the board of directors, do hereby recommend that the annual dues be \$15.00, to be paid as follows: one half to be paid January 1st, the balance July 1st.

Signed by Albert Erickson,

C. J. Dodge.

Now, since the new constitution is adopted we have to have different annual dues. This is a resolution for you to act upon.

A MEMBER: Mr. Chairman, I move the resolution be adopted as read.

The motion was duly seconded, and upon being put by the chairman was adopted unanimously.

THE PRESIDENT: The next thing will be the election of five directors. Under the new constitution you elect five directors, and they in turn elect the officers. I will ask Mr. Crump, manager of the Dairy Record of St. Paul, to take the chair, and before I vacate I will appoint Mr. H. E. Griffin, H. B. Oakes and A. C. Hillstad as tellers.

Mr. Crump took the chair.

THE CHAIRMAN: I never expected to be up before an audience of this kind in such a high position as this. I am not a speech-maker; I am like the clerk that Larson just told about. He came down a few minutes ago and told me that Mr. Sorenson was going to

leave. He was to have been the man to preside during the election of officers, and that I had to come up here. I told him I was afraid to come because I did not know whether I would get it straight or not. If I make any mistakes I hope you boys will pardon me.

Mr. Larson made a very nice speech in congratulating you boys on what you have done, and I wish I could do it as well as he did.

I congratulate you, however, on the splendid work you have done, and are going to do. I know you can make as great a success as we have done in Minnesota. You have it in you, and you are going to do it.

Now, I cannot talk very long as it is getting late and I have to go to bed early, so we are going to proceed to the election of directors. I believe five are to be elected.

MR. HOIBERG: Two directors for three years, two for two years, and one for one year.

THE CHAIRMAN: Now, do you want to elect these all at one time and sign your name on the ballot for the terms, or do you want to nominate them for the term of three years and then vote on them? You can vote on them on one ballot, or vote on them separately.

MR. ERICKSON: Mr. Chairman, I believe it is a good idea in having the directors scattered over the state as much as possible. Perhaps in choosing each one, say we elect one for one year, and then the others for the other years; and perhaps we can get them located better around the state than if we elected them altogether.

THE CHAIRMAN: I think that is a good suggestion. Who will you have for the one year term?

Mr. H. P. Hoiberg of Coon Valley was nominated by Mr. Erickson. Seconded.

Mr. C. J. Dodge of Windsor was nominated. Seconded.

The ballots were cast, and Mr. Hoiberg was declared elected director for one year.

Mr. Fred Werner of Waterloo was nominated for the two year term. Seconded.

Mr. Albert Erickson of Amery was nominated for the two year term. Seconded.

Mr. Vanderbilt of Grand Marsh was nominated for the two year term. Seconded.

Mr. C. J. Dodge of Windsor was nominated for the two year term. Seconded.

Mr. Will Mistele of Hustler was nominated for the two year term.

The tellers distributed the ballots.

THE CHAIRMAN: If anybody has anything to say for the good of the cause we would like to hear them, or if anybody can lead in singing.

A MEMBER: Speech by Crump.

THE CHAIRMAN: Well, I wish I could, but you know I can go just about so far and then I stop.

A MEMBER: I would like to ask one word of all the butter makers here, that they will concede that the northern boys have always said that the boys down south should retain their representation, retain their seats. Now, I hope that will be remembered; the boys up north ought to retain their seats anyhow, because there are only about eight; so I hope the southern boys will look to it and see that we get one or two good men on as directors.

THE CHAIRMAN: We would like to hear from some of the others. You want to scatter these members of the board of directors through the state, and you have had a good number on, and they are familiar with it. Up in Minnesota when we came to the second election they retained the old board of directors because they were familiar with the work. There is a great deal of work to be done, and it is hard to break in a new member. I am merely making that as a suggestion.

A MEMBER: I think that is what the boys in Wisconsin ought to do too. The present directors have a lineup on the work, and it would be uphill work.

THE CHAIRMAN: You have a lot of hard work before you, and they have shown wonderfully good judgment, and that is why I made that suggestion. This year is the first year we made a change up there, and we made only one change this year. They are changing gradually so as to pass it around among the boys. But I know what the work is. Mr. Sandholt is the man who got this up, and while he would come in and talk to me about it I do not claim any of the honors at all. But I know what the work is that you have to go through. It is team work up there, and we are all together.

Any of the other members wish to say something?

The ballots were counted, and Mr. Erickson and Mr. Dodge were declared elected directors for two years.

Mr. Beck of Grant County was nominated for the three year term, and also

Mr. Homer Townsend of Chetek,

Mr. R. C. Cleves of Iola,

Mr. W. R. Meier of Kilbourn,

Mr. Fred Werner of Waterloo,

Mr. Will Misteale of Hustler.

The tellers distributed the ballots.

THE CHAIRMAN: I see a partner in crime sitting back there, Mr. Estel of Iowa, and I will ask him to give us a little talk.

MR. ESTEL: The only trouble with me is I stopped growing when I was about four years old, and I have not succeeded in getting up enough pep to grow since.

We have been doing a few things like you have down in Iowa, and just last week at the convention of the Iowa Butter Makers they adopted a constitution which was very similar to yours, and

which, as Mr. Larson said, was based largely upon the Minnesota constitution which has been working so well there for a number of months. John Crump was down with us; he sold the butter. He made a wonderful record for himself, because we received down in Iowa about seven cents more a pound, I believe, John, than they did up in Minnesota the week before. They had the renowned auctioneer, Mr. Brown, who sold the butter for them up there. We felt very delighted over John's excellent work as our auctioneer.

I did not expect to say a thing here. Therefore I am entirely unprepared. I want to say that in coming up from Iowa I bring the most hearty greetings from the Iowa creamery men, and their best wishes. I shall go home with just a little more pep and try and help them just a little bit more down there. I thank you for having had the opportunity to say a few words here this evening.

THE CHAIRMAN: I see he has a partner from Iowa, the secretary of the Creamery Managers' Association, Mr. Wentworth. Mr. Wentworth's father was a very well-known orator; he was with the Star-Union, and he attended all conventions, and his son is following right in his footsteps. I want to introduce to you now Mr. Wentworth of Iowa.

MR. WENTWORTH: Mr. Chairman, and gentlemen. I am sure that if you had sat with three of us together, and had a Minnesota man come in and sit down at the table and take the words out of our mouths as we were there comfortably chatting, and then have him introduce our friend Estel and myself, and ask him to make remarks, after he had taken most of the words out of our mouths,— I am sure you would feel about like I feel.

For a good many years—not so very many though—I have been going about being introduced as my father's son, my brother's brother, or something else. I don't know hardly what to say when introduced in that capacity, because so many of you fellows have known that father of mine; and we are kind of breaking into the creamery game, we are trying to get acquainted, and we feel that a certain amount of responsibility rests on our shoulders.

Added to that we are sort of getting an organization started among the local creameries and the creameries which are both individually owned and cooperatively owned.

There are two kinds in Iowa. One are the creameries whose supply comes in on the wagons, and the other is the kind whose supply comes in on the train; the lion and the lamb, as it has been referred to more than once by our friends to the north.

We get along well with the other organization, standing, as we feel, for the best creamery interests of the state.

We have different conditions in Iowa than what you have in Wisconsin or than they have in Minnesota. But we feel that by helping the owners, whether they be cooperative or individuals, that sooner or later perhaps we can get an organization that can go on a basis where it can compete with the other forms of creamery

ownership; and one of the reasons that I came to Wisconsin today—and I was glad to hear it mentioned this morning, and I have been discussing it with some of the men—is how best can some sort of a concentration of shipments be arranged so that the movement of butter will be along a more economical line. That was the most important thing I had in mind today.

Another was to get a view of the situation here, to get a little better acquainted with you Wisconsin people; and I am certainly glad that we have had the pleasure of being here today. I thank you.

THE CHAIRMAN: We are glad to have you, and want you to come again, both of you.

The ballots were cast, and Mr. Cleves was declared elected director for three years.

THE CHAIRMAN: You will have to vote for one more for three years. The tellers distributed the ballots.

MR. HOIBERG: Mr. Chairman, I would like to have Mr. Benkendorf tell a little story. He is full of them.

THE CHAIRMAN: Mr. Benkendorf.

MR. BENKENDORF: Well, Butter Makers, it seems good for me to be here. My mind goes back in pleasant memories to the organization of this Association some twenty years ago. I remember how we met in St. Paul at the time of the National Creamery Butter Makers' Association under the roof in the Auditorium, and if I remember right there was just about a dozen there; Professor Farrington and Mr. Dodge and Mr. Fullmer, and a few others. That has been twenty years ago; to be exact, in February, 1901.

I think you have done very wisely in making the change that you have. I think it will mean a great deal for the butter makers. I remember ten years ago the question was always, Who should be the officers? but somehow or other instead of electing butter-makers they would elect this man and that man.

I had the pleasure and honor of being your secretary for ten years, and I want to again thank you for that honor you bestowed upon me.

This thing reminds me of a sort of baseball game. I am not a baseball fan, but most of you are, and I was telling Mr. Hoiberg, and that is why he called on me.

You know, you remember at La Crosse, or at Sparta, we had a small meeting, and at four o'clock it did not succeed very well. That was you might say "strike one," out. You got a little better grip on yourselves at Eau Claire, had a meeting at 12 o'clock, but still you did not get anywhere; "strike two," out. And then at La Crosse you determined to make a success of it; you went and gripped the bat, and you looked everything straight in the face, and you had a good man in Mr. Colwell and Mr. Erickson, and you looked at the ball and you hit the ball and called it a strike, and you were off, and that is what you may call first base, and the umpire says "safe."

Now, of course it is a long ways to the home plate, but I think that you gentlemen are on the right track. I think that by efficient, good work, good coaching on the side lines, and good head work, you will get to second base, third base, and finally home, and that is what Mr. Sorenson says is goal. I wish you all to get to the home plate.

MR. CARSWELL: Mr. Chairman, I have a little suggestion to make. There are only a few of us fellows from the northern part of the state. We have a Northern Wisconsin State Fair at Chippewa Falls; we have a dandy exhibit of butter, and I am going to ask the southern boys to contribute a tub of butter to that Northern Wisconsin State Fair, and help us towards getting a new dairy building up there which we need very much. They have partially promised it. If we get it we will have a fine place for our dairy exhibit; so I am making that request, that the southern boys help us out up there by sending a tub of butter next year.

THE CHAIRMAN: That is a fine suggestion. I have been up at the meetings, at practically every meeting, and they have a wideawake Fair Association at Chippewa, and I believe they made a promise that if a certain number of tubs were put in there they would build the building. Isn't that so, Mr. Carswell?

MR. CARSWELL: Yes.

THE CHAIRMAN: And the boys have come very close to that goal in the last two years, and a little help from you boys in the southern part of the state will help them out up there. Mr. Carswell has been looking after the butter up there as superintendent. The Fair Association has always asked the northwestern boys to name their own superintendent. They want to work right with the boys. Maybe Mr. Carswell can tell us a little more about what is needed. Come on, Bob, and tell us.

MR. CARSWELL: In three weeks I have been asked to go before the Northern State Fair Association board of directors with a plea for a new dairy hall. They held a special meeting during the Northern State Fair, which you all know is a pretty large county fair; this year on Wednesday at the Fair we had 47,000 on one day. We had 66 exhibits of butter, and they sent from Oconomowoc, and several places down here, and clean over by Green Bay.

But the State Fair Board met at a special session, and I think your worthy secretary, Mr. Larson—they expressed it to him that they were more than pleased with the exhibit, and they voted that day that if we would get up a petition before they met and the butter makers would sign their names, for a hall which would be a model to the State of Wisconsin, they would do their utmost to get it; and also with the suggestion that we want a meeting room there where we can have comfort when we go to the Fair.

If the butter makers start, and if we can get such a hall, I think every butter maker in Wisconsin ought to help out. And then when we can get one in the northern part we assure you we will do our utmost to get one in the southern part if you want it.

THE CHAIRMAN: We will now hear the result of the ballot.

The ballots were counted, and Mr. Werner was declared elected director for three years.

THE CHAIRMAN: The result of the ballot for directors is:

- Mr. H. B. Hoiberg for one year.
- Mr. Albert Erickson, two years.
- Mr. C. J. Dodge, two years.
- Mr. R. C. Cleves, three years.
- Mr. F. M. Werner, three years.

A MEMBER: Mr. President, it seems some are in a little bit of a quandary about the \$15 membership fee. Some have paid in the summer, and some paid recently, and they are wondering whether they have got to pay \$15 the first of the year. The constitution was not really adopted until tonight.

MR. HOIBERG: \$15 is an entrance fee. New members will be charged \$15, and yearly dues. I pay my \$15 and so do you. We have not paid any dues yet. We have to have so much money every year. We pay Mr. Larson \$4,000 a year and expenses, and we have to have an income. The \$15 entrance fee will stand as it is. Whenever there is a new member he will have to pay \$15 to become a member.

A MEMBER: According to that would a man, for instance if he joined next spring would he have to pay \$15 to join and \$15 dues? That would make \$30, wouldn't it?

THE PRESIDENT: Of course.

A MEMBER: I understand; it is \$15 to join; isn't that it?

THE PRESIDENT: Yes.

A MEMBER: And then it would be \$15 extra for his dues.

THE PRESIDENT: Yes, \$15 every year as long as he belongs.

THE MEMBER: In other words, after the 1st of January it would be \$30—\$15.00 membership fees and \$15.00 dues.

THE PRESIDENT: Yes. \$15 membership fee and \$15 dues. For instance, the bricklayers, they used to charge \$50 to join the union, and so much a month as long as they belonged to the union. The Free Masons, or Odd Fellows, or any other organization, they pay so much membership fee and so much yearly dues. Every new member must pay \$15 in order to join, and then \$15 per year dues as long as he belongs or until the dues are changed.

MR. ERICKSON: I would like to illustrate that with what the Minnesota Association has accomplished. Say they had \$15 entrance fee and \$15 dues. They have increased the salaries of their boys probably \$300,000 a year. So what is that little membership fee and dues in comparison with the results they are getting?

SECRETARY LARSON: I just got a letter from one of the boys in the northern part of the state, stating that he had been employed by the creamery at an increase from \$1,800 to \$3,000 a year. That will appear this week, in the Dairy Press. Those things are coming in, and in accordance with what Mr. Erickson just said, what is that

\$15 membership fee and \$15 dues compared to what the increase in salary means to that man? What it means to that man it will mean to every other man in the same class.

MR. ERICKSON: We have one man who is already hired out for next year. His increase was \$1,500 over last year; another man \$1,300 over last year; and they were getting a fair salary before. Now they are getting the scale. We have several more that are hired at, I don't know just what it will be, but it will be several hundred dollars more.

A MEMBER: The Minnesota boys I think pay part of their dues every six months, and anybody with a \$1,200 salary who cannot afford to pay that ought not to belong to the Association.

THE PRESIDENT: We do that here; we will pay \$7.50 the 1st of January, and \$7.50 the 1st of July.

A MEMBER: How much are the annual dues in Minnesota?

THE PRESIDENT: \$10 for the year's dues.

THE MEMBER: In Minnesota?

THE PRESIDENT: Yes, in Minnesota the dues are \$10. They have quite an income there from the Dairy Record. I understand they have something over \$20,000.

THE PRESIDENT: I would like to introduce to the butter makers of this convention the oldest living butter maker in captivity, or in service, Mr. W. R. Boies of Centuria, Wisconsin. He has been at it fifty years.

MR. BOIES: Not quite.

THE PRESIDENT: Almost.

MR. BOIES: If I live until next spring I will be in the game fifty years. I just came back from my old home in northern Illinois, and saw the creamery that I first started to work in in 1871. My father moved from southern Wisconsin into Illinois in the year 1864. He was a drover, buying stock in southern Wisconsin and driving them to Chicago, and in 1866 he started what afterwards they called a butter factory or creamery in Marengo, Illinois, the first creamery started in the Elgin district. At that time of course he had crude implements to make butter.

I can remember when we first started with our home dairy of fifty cows; we took all the furniture out of the parlor, put up the old fashioned rack, and had the old fashioned pans, and fetched the milk in the front door and strained it in the parlor. My brother and I were only little tads; and I used to drive the horse power; had the shaft run through the cellar window; and he attended the churn.

Some of our neighbors had some cows, and they were taking to the cheese factory. We took our milk up to this cheese factory, but father wasn't satisfied. So they built a little factory and started. This was in 1867.

When I got to be fourteen years old—and I am now sixty-four next March—father gave me my choice of either farming or working with the hired girls and my brother in the butter. Well, prior



to this he sent me out with a span of horses to drag, and I drove the team from early morning to late at night. Well, that cured me of wanting to farm. So I took my choice and went into dairy making, and with the exception of about three years when I was working in something akin to it, I followed the creamery business ever since, or cheese business.

Some twenty years ago I came up to Polk County, and I have been in the cheese business; I have been in three factories since. The last one, at Centuria, I have been there twelve years. We have built up a business which exceeds something like \$250,000. The month of June we had 40,000 pounds of cheese and 13,000 pounds of butter. And the 1st of January I expect to quit the game.

But I was thinking, as I sat here this afternoon and heard the discussion, how different it is today from what it used to be, when we used to hunt around and get a job at \$40 and \$45 a month, and we thought we were the whole cheese, and the farmers that we worked for looked upon us as they did a man that they hired to hoe the corn.

Of course we didn't do the work in that day you boys do now. We didn't have any scientific method. We had to hunt everything out. I was telling my brother that the old methods, while we thought they were good, they were a thing of the past. Methods have progressed both in cheese and butter.

I think I was about the first man to run the Babcock test in northern Illinois. I came to Madison and took a tester home. Then I was sent out to demonstrate to the farmers and factories, and I tested the milk and showed them. Well, when we first took the Babcock test we found that we almost universally inside of six weeks from the time we took the test in the factory we would gain nearly half a pound of butter.

I have had great pleasure at this meeting in listening to the addresses here. The things that have been presented are of the greatest importance, because they are educating the men, and the men themselves are working for the best interest of the farmers.

I was always myself a great believer in the Golden Rule. I have known in my experience lots of butter makers that blame the farmer and blame the factory and the creamery man if every thing don't go right, and I know lots of farmers blame the butter makers, but I believe that if we all live up to the Golden Rule in this game and do unto others as we would have them do unto us, we will surely build the profession up until the farmers will get what they are entitled to, and the butter makers will do the square thing by the farmers. I thank you.

MR. CARSWELL: Mr. President, I want to ask one thing for a worthy old member of almost fifty years service as a butter maker, and I am going to put it to the meeting right now, that we haven't

got many of them; every man that puts in fifty years is entitled to some recognition; and I make a motion that Mr. W. R. Boies be put on as an honorary member and life member of our Association.

The motion was seconded.

SECRETARY LARSON: Gentlemen, I am glad to hear that motion. There is a sympathetic strain in my make-up, and I can't help it; you will have to take me just as I am; as I heard a man speaking not long since, he said "God made me that way," and that is the way God made me, and you will have to take me that way. When I saw my old friend Boies walk up here in the front tonight I recalled meetings in Polk County years ago, and more freshly in my mind was my meeting with him this afternoon when he came into the office at the Park Hotel, stuck out his old hand and asked me if I remembered him, and I said "Sure I do." I says "Mr. Boies, how are you? I am glad to see you," and so forth. He said "I want to be a member of the reorganized Wisconsin Butter Makers' Association," and he told me his story. "I have been in the business, if I stay until March, for fifty years; I don't expect to work any longer at the business, but I want to see this thing over with my little bit," and he drew out his check and gave it to me, and I have it in my pocket. He is a member of the reorganized Wisconsin Butter Makers' Association in good standing.

THE PRESIDENT: Gentlemen, you have heard the motion. All in favor of it will say aye.

The motion was carried unanimously.

THE PRESIDENT: Mr. Boies is a member of this organization as long as he lives, without any dues.

MR. BOIES: Gentlemen, this has touched me far deeper than I expected anything could touch me since I have come to Madison, and all I can say is, thank you, and God bless this organization.

THE PRESIDENT: I wish to call on the directors elect to come up here tonight immediately after the close of this meeting. The constitution provides that the directors shall meet within ten days after election and elect their officers, and that will cost anywhere from fifty to one hundred dollars to get them together. We might as well meet tonight while we are all here, and save further expense.

MR. TOWLE: Mr. Chairman, the question of dues being settled, it might be of interest to members to know what the qualifications of members are in the new association.

THE PRESIDENT: Well, that is really hard to state in a few words. Every member, to begin with, must be of good moral character. That is the first qualification.

The new constitution provides under the heading "Members" as follows:

"Eligible for membership in this association shall be all persons who are active members of the Wisconsin Butter Makers' Association at the time of the adoption of this constitution, and signify their intention of continuing as members by paying the required

fees and dues within sixty days after adoption of this new constitution.

Eligible to membership in this association shall also be any person residing in the State of Wisconsin who has at least three full years' experience as apprentice in or as operator of a creamery, and who at the time of making application for membership is in charge as operator of a creamery in Wisconsin or is making butter in such creamery and has been engaged in such occupation in this state at least three months immediately preceding the date of his application, which must contain the signed endorsement of three members in good standing."

THE PRESIDENT: Is there any further business you wish to have brought up this evening? If not, we will adjourn until 9 o'clock tomorrow morning.

The meeting adjourned until 9 A. M., November 11, 1920.

#### FIFTH SESSION

Thursday, November 11, 1920. 9 A. M.

THE PRESIDENT: Gentlemen, please come to order. We have a couple of telegrams that we will ask the Secretary Larson to read.

SECRETARY LARSON: "Chicago, Ill., Nov. 10, 1920.

Mr. Larson,

Secretary Wisconsin Butter Makers' Association. We have a few cars of southern Illinois lump which we will ship to any of your members at \$5.50 per ton mines. We make this price as an advertising proposition and to make them feel that they have not lost any time in attending your convention. Not more than one car to a creamery at this price. Coal is to be shipped in any available equipment. You can make this announcement if you wish, and we will credit you with 25 cents per ton on all orders received in the next four days on this offer to help pay the expenses of meeting. Coal to be paid for by draft after the shipment is made.

Middle States Coal & Mining Company."

MR. LARSON: I am not personally acquainted with this firm, but if any of the creamery companies represented here desire to take advantage of this offer, in view of the fact of an allowance offered to me I would turn that fund over to the Association. If you care to take advantage of that offer, give me your orders and I will send them in to that firm according to this telegram. They will have to be within four days.

The other telegram is as follows:

"Boston, Mass.

Owing to illness our treasurer Lewis C. Smith will be unable to attend your convention this year. It is a real disappointment to Mr. Smith not to meet with you. We wish you a large attendance and very successful convention. We are mailing you a check for \$10 to be used in any way that seems for the best interests of the Association.

William J. Haire & Co."

**THE PRESIDENT:** The next will be an address by the Honorable George J. Weigle, Dairy and Food Commissioner of Wisconsin, on the Necessity of Law Enforcement.

### NECESSITY OF LAW ENFORCEMENT



GEORGE J. WEIGLE

Mr. Chairman, members of the Butter Makers' Association, ladies and gentlemen.

Before going into the discussion of my paper I cannot refrain from making a few remarks regarding the Butter Makers' Association. Permit me, therefore, on the outset, to congratulate the Wisconsin Butter Makers' Association upon their new organization and upon the policy adopted by them. I am especially glad to see that this Association has turned away from state's aid, cast aside their swaddling clothes, and that you are going to stand on your own feet.

I also want to congratulate you upon the selection of your splendid officers. From my association with Mr. Larson I know what I am talking about, and I can state that he is a man of that high type that is always going to look out for your interest for the interest of this association. Your Association needs him at this time.

He is a man who will neither buy, sell nor compromise. He is a man who is so beautifully described in a poem by Mr. Holland, and if you will permit I will read this poem to you, in which he says:

God give us men! A time like this demands  
 Strong minds, great hearts, true faith, and ready hands;  
 Men whom the lust of office does not kill;  
 Men whom the spoils of office cannot buy;  
 Men who possess opinions and a will;  
 Men who have honor, men who will not lie;  
 Men who can stand before a demagogue,  
 And damn his treacherous flatteries without winking;  
 Tall men, sun-crowned, who live above the fog  
 In public duty and in private thinking.

Such a man is Mr. Henry C. Larson. And I say this with all sincerity and earnestness.

I am also pleased to see the wonderful progress made by your wonderful organization. If you want to continue this success there are two things absolutely essential to every one of the members of this organization, and that is, you must have enthusiasm, you must have loyalty. You cannot succeed without enthusiasm, for your organization, for enthusiasm is dynamic; it starts things, slams together and sees things through, and you should not be without it, for enthusiasm is the propeller of progress.

However, with enthusiasm you must have loyalty; you must be loyal to yourselves, and you must be loyal to your organization, and you must be loyal to your calling, and you must be loyal to your state, for there is no man so great or so small in any organization that can ignore the significance of loyalty, for it brings out and impresses the fact of individual importance.

In discussing with you the subject of Necessity of Law Enforcement, in order that we may get an idea of conditions existing prior to the time that any department was established, charged with the enforcement of dairy and food laws, we must of necessity go back earlier than 1889. In calling your attention to the conditions existing at that time, you will readily see why certain laws have been passed and will be in a better position to appreciate our laws as they stand today.

The first law covering dairy products was that passed in 1866 and was an act to prevent fraud in the manufacture of cheese. Even in that early day, the dairy statutes thoroughly covered many of the very problems which confront us at this time. The statute passed at that time dealt with the adulteration of milk and the cleanliness of the same. While this law was passed just after the Civil War, it reads almost as though it was copied from our present statutes.

From 1866 that law was steadily changed by additions and amendments. A significant feature of these changes is that they invariably broaden the scope of the law by including more products

by being more specific in their commands or by leaving fewer opportunities for evasion.

In 1876 another milk statute was passed prohibiting the sale to any butter or cheese factory of diseased or polluted milk. When the statutes were revised in 1878, we find that some of the laws have been slightly changed as to their wording and some have been combined so as to make them more clear. 1879 sees the original food and drugs adulteration statutes broadened and the penalty for a second offense raised to a minimum of one year in state prison without the option of a fine. I feel that I must digress here for a moment to comment on this penalty clause. I wish that some of the dairy and food laws of today had some "teeth" like that. That statement is not prompted by a desire to send a great many people to jail, but I want to tell you that one of the chief reasons for the lack of respect which is evidenced for our dairy laws at this time is the trifling penalty which they carry. Men have even made so bold as to say that it was "good business" for them to violate the law consistently and pay an occasional \$25.00 fine to appease the authorities. This is a deplorable condition and can only be remedied by a marked increase in the money fine or by the imposition of jail sentences by our judges.

In the year 1881, the question of imitation butter was taken up and the labeling of oleomargarine and butterine was prescribed. Cheese adulterated with foreign fat or any other substance was also required to be marked with the name of the adulterant. In 1885 an effort was made to prohibit entirely the manufacture of any product designed to take the place of butter or cheese when such product was produced from anything other than adulterated milk or cream.

I could go on in this way for a long time showing you the individual steps by which our law has progressed up to the present time, but perhaps enough has been said to emphasize the slow steady growth, ever developing into a stronger force, better able to cope with the increasing difficulties presented in the dairy industry. These difficulties finally culminated in the creation, in 1889, of the office of dairy and food commissioner.

The principles embodied in the dairy and food laws are the foundations upon which the dairy and food department is built. Without the law the principles would be just as vital, but their enactment into statutes is necessary to give them force and to establish them as definite rules of action. The law, therefore, preceded the department in point of time and we find, as stated above, many statutes regulating foods and dairy products before a particular department for enforcing these statutes came into existence.

Sir William Blackstone, that celebrated English jurist whose "Commentaries" on the English law ranks as a classic, says: "Law, in its most general and comprehensive sense, signifies a rule of action \* \* \* And it is that rule of action which is

prescribed by some superior, and which the inferior is bound to obey."

He becomes more specific when he says that the law of a particular state or nation is properly defined as a "rule of civil conduct prescribed by the supreme power in a state, commanding what is right and prohibiting what is wrong."

This definition, which, since its promulgation, has more than once been bitterly attacked, nevertheless has stood the test of time, and it may be as successfully applied to any good law on our statute books today as when it was first enunciated. Let us remember then that the laws in which you and I are interested, the dairy and food laws of the State of Wisconsin, are neither more nor less than rules of conduct, prescribed by our legislature, commanding what is right and prohibiting what is wrong. The dairy and food commissioner does not make the laws. He enforces them. It is the legislature which makes the laws, and appoints the dairy and food commissioner to enforce the laws as prescribed by it. It is good law, carefully thought out before enactment and then wisely administered that is largely responsible for Wisconsin's wonderful development in the dairy industry, and how this has come about and why law enforcement is still a question which must receive so much of our attention are points which I hope to make clear to you.

At the present time the dairy and food laws of this state fill a small book; but that rather formidable collection of statutes is the result of the slow and steady growth of almost a century. Starting with a single chapter, regulations have been added from time to time as the necessity for them arose until today we have a comprehensive set of laws embracing almost every phase not only of the dairy business alone, but also of the activities affecting the production, the manufacture and the sale of all food products designed for human consumption.

Our law is not yet perfect. Perhaps the time will never come when there will be no further possibility for improvement, because new situations are constantly arising which are not fully covered by existing laws; but we may rest assured of one thing—somewhat imperfect though our laws may be—they are as complete as those of any other state and more complete than most, and Wisconsin's progressive spirit in legislation is as well recognized as is her leadership in the dairy industry.

As to the various provisions of our present law, I am sure most of you are well informed. If you are not acquainted with what the law demands, you should, in justice to yourself, lose no time in posting yourself in these fundamental regulations of your business. This is neither the time nor place for me to enter into a detailed discussion of individual laws, but there are certain things in this connection which should not be overlooked. There are three phases to the enforcement of statutory regulations; there is the law itself, there is voluntary compliance by the people of the state; and there is enforced compliance.

The function of the dairy and food department, therefore, resolves itself into, first, a knowledge of the law; second, a supervision to determine the continuance of voluntary compliance; and third, the enforcement of compliance in those cases where it is not willingly offered. In order to properly carry out these duties one thing is essential—a thorough understanding of the basic reason for and object of the statute. And in the case of the laws which we are discussing, both the reason and the object may be stated in **one word—QUALITY**. Why are certain rigid standards established for raw materials? So that a high quality may be maintained. Why so many rules and regulations for the men who handle dairy products and the factories where they are manufactured and stored? So that the finished product may have a high standard of quality. Why such detailed prohibitions directed against adulteration in its various forms? Quality again. In other words, a high standard of quality is the fundamental consideration in the enactment and enforcement of all food legislation, and affects every article from the raw material to the finished product, and every step from the producer to the consumer.

In the dairy industry we start, of course, with milk as the foundation. That the milk must be clean, wholesome and of a recognized standard of strength and purity is a self-evident fact for without those qualities in the raw material we cannot hope to secure them in the final product. It should be equally evident that the same safeguards must be thrown around the manufacture of condensed, evaporated, malted and powdered milk, butter, cheese, ice cream and the host of allied products if the dairy industry is to go forward as it should go forward, and as every one connected with it wants it to go forward. But here the peculiar human elements enter in. We are not all gifted with the foresight necessary to forego a small gain for the sake of a large future profit. It therefore becomes necessary for the law, and the dairy and food commissioner as the representative of the law, to step in and demand the observance by all of those reasonable requirements which, in the last analysis, operate only for the good of him against whom they are directed.

What, then, is the duty of the various elements making up the personnel of the dairy industry? The producer of milk is first in point of time and almost of importance, since it is with him that our manufacturing sequence starts and unless his milk is what it should be, no amount of care in the later processes can bring the finished product up to that point of excellence which it could have attained had the original material been up to standard.

The first duty of the man who manufactures milk into other foods should be to observe proper cleanliness and exercise proper care in every step of the manufacturing process. The greatest foe of the butter making business is the careless, shiftless maker who turns out low scoring butter. To this class must be added the maker who sees in the product he manufactures only the money which he



gets for making it—the man who is willing to sacrifice quality for yield or overrun and the man who loads his butter with water or salt.

Nor must the man who deliberately practices fraud by manipulation of weights or the reading of the Babcock test be overlooked, although, fortunately such men are in the minority. Two other men deserve mention in this category—the one without sufficient backbone to refuse unsatisfactory cream when it is offered at his factory, and the man without sufficient knowledge to properly discharge his duties even with the best of intentions. All of these men constitute a menace to the well-being of the dairy industry; they cannot be too quickly eliminated from its ranks, for they will destroy in a matter of months what it has taken years of constructive effort to build up and the unfair competition which results from their careless or illegal practices soon has the entire community on a par with the worst offender. They are like a few rotten pears in a basket of sound fruit—not only are they undesirable for their own sake but they contaminate everything around them.

Nor is the dealer who purchases the output of the factories entirely blameless. It might even be said that he is more guilty than the rest, for if there was no market for a poor cheese or for low scoring butter, if the dealer would not buy it, the maker would be forced to mend his ways and manufacture a product which was up to the required standard of quality. Why does the dealer buy poor dairy products? It is the old lure of the almighty dollar which has wrecked many a man and many a business. He buys it, or at least he has bought it in the past, because of the abnormal market, a market in which the demand so far exceeded the supply that he knew he could dispose of almost anything at a profit. Have these short-sighted dealers given a thought to the effect which vast quantities of an inferior product forced onto the markets of the world would have on Wisconsin's reputation as a dairy state? Have they viewed with alarm and done everything in their power to combat this dangerous tendency in our state's greatest industry? We are forced to admit that they have not and that the natural result is now beginning to manifest itself.

As to the consumers of dairy products, whether here or abroad, they are your opportunity, the basis of your hope for the future, the only medium, in fact, through which you can expect to achieve ultimate success. The consumer should be educated to a better understanding of the value of dairy products in the human diet and this propaganda should be backed up by products the very best that you can put on the market. Without this support all of the educational work which you may do will go for naught.

At this time it might be well to bear in mind the fact that we are confronted with keen competition and if any of you visited the Dairy Show at Chicago held last month, you undoubtedly are aware of the fact that some of the foreign countries,—Denmark, Holland, Argentine, and others,—are trying to establish a demand and a market for

their product and unless we produce butter of good quality and meet the competition of these countries, we will be unable to dispose of our product.

The question may occur to you, "What does all this have to do with law enforcement?" My answer is this: These things which I have been telling you are some of the reasons why it is necessary to have laws and why it is necessary to enforce laws. The law and its enforcement act as a positive check on these practices, eliminate the unfair competition, bring to an end the operation of the confirmed offender, and help to preserve for the industry the fruits of the labor of those thousands of careful, conscientious workers whose aim has been to place Wisconsin's dairy products ahead of all the world in quality and quantity as well.

I have briefly endeavored to show you the reason for the laws and their enforcement. However, before closing I want to leave this thought with you. The laws that I have mentioned are not the only laws by which we must be governed. Moral law—the dictates of our conscience—is fully as important as written law, and to keep our consciences quick to the needs of those we serve and to the needs of our fellow craftsmen, whether they are competitors or otherwise, should be the aim of each one of us. Your profession is a noble one; it is a profession of service to your fellow men. Do not be content with secondary work, or with anything but the fullest devotion to your tasks; conduct your business along high ethical lines. If you adopt the beautiful Rotarian slogan "Service above self; he profits most who serves best" you will find that you have been an inspiration to your fellow butter makers instead of a stumbling block and blessings will surely redound to your glory. I thank you.

THE PRESIDENT: We will now listen to the report of the Resolutions Committee.

## REPORT OF RESOLUTIONS COMMITTEE

Our Association in its twentieth convention adopts the following resolutions:

*Resolved:* That we extend our hearty thanks to the Honorable Mayor of Madison, the Madison Association of Commerce and especially their secretary Mr. Mowry, who has done so much to make this convention a success, and we extend to the butter judges, speakers, dairy press, firms in allied industries and all others who have helped to make this convention a success, our hearty thanks.

*Whereas:* We appreciate very much the good price received for our convention butter, therefore

*Be it resolved,* That we thank the commission firms bidding for the butter and especially the Waskow Butter Company of Chicago, for the price paid; and the auctioneer Mr. F. M. Brown of the J. G. Cherry Company, for his splendid efforts in selling the butter.

*Whereas*, Professor Farrington of the Wisconsin Dairy School has given us the use of their cold storage facilities for the care of the butter exhibit, and in many other ways helped to make this convention a success, therefore

*Be it resolved*, That the thanks of this Association are due and are hereby tendered to Prof. Farrington and the Dairy School.

*Resolved*: That we thank the Superintendent of Public Property for every courtesy extended and the very fine arrangement made for holding our meetings in the Assembly Chamber of the State Capitol.

*Resolved* That we thank the State Department of Agriculture for the exhibit of tuberculosis specimens; and the Wisconsin Free Library Commission for the exhibit of books and literature on all subjects of dairying which were made in connection with our annual convention meeting.

*Resolved*: That we thank the J. B. Ford Company of Wyandotte, Michigan, for the eight 25-year Gold filled Waldemar watch chains, which were given as district prizes.

*Resolved*: That we endorse the work of the Wisconsin Dairy Council in advertising the value of dairy products, and that we urge all creameries to give them their financial and moral support.

*Whereas*, We stand for the right enforcement of the State Dairy and Food laws, therefore,

*Be it resolved*, That we pledge our hearty support to that end.

*Resolved*: That we express our appreciation for the efforts and assistance of the Minnesota Creamery Operators' and Managers' Association through their secretary, Mr. James Sorenson, in bringing about the reorganization of the Wisconsin Butter Makers' Association.

*Whereas*, We appreciate the work done by Henry Sandholt, editor of the Dairy Record at St. Paul, and that we realize that through his intelligence and unselfish efforts we have been able to adopt a constitution that is a credit to every state association adopting it, and each and every member working under it, therefore,

*Be it resolved*, That the most hearty thanks of this Association are due and are hereby tendered to Mr. Sandholt.

*Resolved*: That this Association pledge its utmost efforts in seeing to it that the members of this Association render efficient service to the respective creameries employing them.

*Resolved*: That we are in favor of a minimum content of eighty per cent of butter fat in butter.

*Whereas*, The custom followed by commission men, of weighing single tubs of butter and recognizing up weight on full pounds only, is the cause of an unnecessary amount of shrinkage and is an unfair basis of settlement with the shipper, Now therefore it is

*Resolved*, That the Wisconsin Butter Makers' Association goes on record as favoring a change in the afore-mentioned custom, by legislation if necessary, so that a shipment of butter will be settled for at either its entire net weight, or if tubs are weighed singly, then

fractions of one-fourth pound or more, shall be recognized in settlement.

Albert Erickson,  
Odin Christenson,  
Olaf Larson,

Resolution Committee.

THE PRESIDENT: Gentlemen, you have heard the resolutions. Any questions?

SECRETARY LARSON: I move you, Mr. President, that the resolutions be adopted as read.

The motion was seconded, and carried unanimously.

THE PRESIDENT: Is there any further business, Mr. Secretary?

SECRETARY LARSON: No.

THE PRESIDENT: If not, a motion to adjourn will be in order, unless there is some other topic.

MR. ERICKSON: Mr. Chairman, I don't know how many butter makers are present here this morning, but I would like to bring before their attention that in our Polk County District, District No. 1, at our last meeting we instructed our secretary to send for color cards, or color rods, as we want to adopt a uniform color for butter manufactured at all the creameries throughout that district. He will decide on the color for that district, and each butter maker will try to come as near that color as possible. We find in our section when we have a scoring contest we have six or seven different colors, and uniformity in color appeals to the consumer I think as much as anything. And we are also working towards uniformity in salt. I think it would be a good thing if all secretaries of districts took that matter up.

MR. TOWLE: Mr. Chairman, I am glad to hear from this work in District No. 1. I think it is a good move, right along in line with the suggestion of Mr. Dodge yesterday. I think that is a fine move, and I believe that District No. 4 will start something in the same way. We have got to start somewhere in this uniformity of product, and I think that is a good beginning.

SECRETARY LARSON: Mr. President, on page 65 of the convention program will be found a color rod advertised by the Louts F. Davis Company, A, B, C, D colors. I just call your attention to that advertisement.

MR. C. E. LEE: Mr. President, I might say, for the benefit of the boys who are in the churn room, that that color rod is of no value whatever, if that color rod is used on the day the butter is made. The examination must be made twenty-four hours or later after the butter is made, for the reason the texture of the butter itself is not noticeable to the man at the time it is churned, but it is the texture twenty-four hours later. The men must save their samples of butter and make their examinations twenty-four hours later. We are using the color rod entirely in our plant in order to check up on the churning, but it must be done twenty-four hours after the butter is made.

THE PRESIDENT: I guess that is generally known, that butter doesn't get its color until twenty-four hours after it is churned.

MR. ERICKSON: I believe that is a good suggestion. In sending out the color rod we will make that suggestion. In speaking about this rod, that is advertised, if we leave it to each creamery to send for a rod like that, we don't know whether we will get that. We believe the district association should buy the rods and send them out, and if a man doesn't use it, when we get to the scoring contest we will get at him and see that he does.

MR. LEE: Mr. President, we have had but very few discussions in this convention, and I cannot help but feel that the material presented by Professor Farrington yesterday should not go unnoticed. It opened my eyes, to think that there were men in Wisconsin who, after all that has been going on to make conditions better—in fact, if some of the statements which Mr. Farrington gave yesterday are true, which I believe must be true in our plant, the loss last Saturday will amount to \$328.

Is it possible that there are men making butter in this state containing 11 per cent of water, 12, and 13? As I said yesterday, if some one should come to me tomorrow morning and offer me \$5,000 if I would make a churning of butter containing less than 12 per cent of water, I would say "I cannot accept your offer". Yet there are men today making butter, as Professor Farrington said.

It is not a question of how much water you put into the butter, but it is a question of how much fat are you putting into your butter? That is the question.

And if the facts Professor Farrington gave yesterday are true, I can see clearer than I ever saw before the need of an organization of this kind that will make the right kind of men to handle our creameries. Suppose in a plant making 10,000 pounds of butter a day, or even 1,000, as Mr. Farrington, if that is done, it is time to wake up.

I made the statement the other day that there wasn't one butter maker in ten that tested his butter for salt. Two men came to me afterwards and said there isn't one man in fifty doing that. Is it possible? We would never think of making a churning of butter without having two tests for salt in that butter. It is just as important we know the salt content of our butter as anything else.

There are large plants making butter today on a large scale, and they have a complete record of everything, and when we find, as Professor Farrington indicated, a fat content somewhere in the neighborhood of 86 and 87 per cent, what are we doing, when butter fat is worth 71 or 72 cents?

I am simply throwing these few little things out for you to think about. I am satisfied that of the men who are testing churnings with salt there are not ten of them here. I know what I am talking about. Anybody want to take me up on that?

MR. ERICKSON: I think Mr. Lee's suggestions are very good, and I believe in our future work we will have to do that. In fact one provision of our constitution here reads:

"By establishing and maintaining offices; educational field service; laboratories; agents and other agencies for the protection and promotion of the welfare and interests of our members and the dairy industry."

We have in our district—he is not a member yet—we have a man out there who is running as low as 16 per cent overrun. He does not attend our district meetings, but we instructed our president and secretary to go and see that man and see if he could not do better work, and if he does better work get him in our association. I believe that is the field work of our president and secretary of districts to do.

MR. TOWLE: Mr. Chairman, Professor Lee was doing some guessing in regard to what was being done, and I guess he guessed about right. There is a story comes to my attention which will illustrate perhaps just his point. It is an actual story, as near as I know the facts to be, as follows: It is not the butter maker's fault because he does not test every churning for moisture. One fellow in our district is making at the present time 75 tubs of butter a week. In the summer time his make-up must be around 125 or more. He is doing all that work alone, washing the cans for the farmers, and doing all the creamery work alone, summer and winter, and his wages are \$125 a month, and he is not satisfied; he has no moisture test; the directors will not give him a moisture test; he would not have the time to do it if he did have a moisture test. It seems to me there is work for our secretary, to go to that board of directors and give them a picture of an efficient butter maker, and see that he gets help in the summer time at least.

SECRETARY LARSON: Mr. President, I have no knowledge of whom Mr. Towle refers to, but to my own personal knowledge there is a more striking case than the one he has referred to, that shows the need of this organization movement. There is a man in the state of Wisconsin, not a thousand miles from where we are—I was in his plant not so long ago; he had three churnings of butter to make. One he made while I was there, between eight and nine hundred pounds of butter in that churning. From the quantity of cream that he had left in his ripeners, I would judge that he would make about twice as much more butter. He was making all of that butter, doing all the work, washing all those cans, testing all that cream, doing all his repair work—absolutely everything about that plant, and one of the richest farming communities that you will find in the state of Wisconsin, and he is getting \$100 a month for it. He didn't make a moisture or a salt test of his butter. He didn't have time.

I told that creamery board that unless they changed their methods—he was going out of their employ—I told them that all they needed to do to go out of business—was to neglect it, and they were neglecting it. I compared their situation to a neighbor butter maker churning his cream. Before he took his butter out of the churn he made his moisture test and his salt test. He found he was close to 29 pounds of water short in the churning, and he added it, and

worked it in. He had plenty of help to do it; it was a business proposition. He had two churnings, but not as large. But on the same basis of his first churning, if he had let that go through, 29 pounds of water short on that churning, it would have meant a loss to that creamery company of over \$65 that day. Would it pay them to have the help to do the work right? Of course it would.

Mr. Sorenson told me yesterday about a creamery company just across the state line who would not support the Minnesota association; they had no use for it. Finally he (Sorenson) got a letter from the creamery secretary; which read: "If you have any respect for your association or your members come down here and straighten our man out. The best overrun we have since he has been here is 14 per cent." Mr. Sorenson looked up the records and found the man was not a member of the association, and he looked at some other records and found the association had not been receiving the support of this creamery company. He wrote back and told them he was very sorry but that he could not do anything for them, he had no control over that man because he was not a member of the association. Following that came a letter offering support to the association and saying they would pay the association scale; and Mr. Sorenson furnished them with an association man, and the first month he got them a little better than a 20 per cent overrun, over 6 per cent more than the other fellow got for them. On the basis of 250,000 pounds of fat in the year, 6 per cent more overrun meant over \$9,000, and they were paying that man \$2700 a year. Did it pay them? Of course it did.

Now, that is the thing we have got to get at. We have got a man's job to get that thing before the creamery boards and before the individual owners; and let me say this,—I don't believe there is a man in the association today that hasn't the conviction but that he is going to make good. And the creameries must do their part as well as the men in the association.

**MR. SHERWOOD:** Mr. Chairman, you will recall two years ago at about this hour the armistice was declared. If you listen a moment you will hear the bells ringing in commemoration of that. I would like to make the motion we all rise for one minute out of respect to the boys that gave their all over there

The audience arose and remained standing for one minute.

**THE PRESIDENT:** If some one else has suggestions to make we would like to hear from them.

**SECRETARY LARSON:** Just one more suggestion. If there are any of the other district secretaries here that I have not had opportunity to talk with, I wish to call their attention to the cooling tank arrangement designed by the Independent Silo Company. They have their exhibit in the hall.

I became acquainted with what they were doing, what they were building, and was instrumental in getting them here. I want the secretaries at least to get in touch with the men out there and get their points, because I want that thing carried home and put to work out in the various districts. We realize that there is some great

work to be done in the caring for the cream. When you get out on a cream route or when you get on the weigh stand and ask the cream haulers or patrons, how many have a suitable place to care for the milk and cream after they get it, and you are informed that about one out of thirty-five, possibly not that, has a suitable place to care for the cream, you say the condition is bad. Now, that is an awful condition. I am unable to harmonize a man's thinking, when he will put his thousands into his farm, stock and machinery, work from morning to night week in and week out, to produce milk and cream, and at the last home stretch fall down like that. Let's get down to business and try to get the farmer to take care of that raw material, cream. That cooling tank is a cheaply arranged affair, and it does the business. Get in touch with their argument and take it home and bring it up at district meetings.

**MR. SUNDERGARD:** (Of St. Paul) Mr. President, I was thinking about what Professor Farrington told us yesterday in regard to the thousand pounds of milk which contained 400 pounds of butter fat and it would make 483 pounds of butter. He showed us very plainly what would be done by saving all the pieces and saving all the leaks. Now, I was thinking from the time that the butter is put into the tub. Then Professor Farrington showed us also what the loss would be if the butter was fishy. Now, it would be nice to have a chart from the time the butter is in the tub to the time it reaches the houses for selling, in the same way as Professor Farrington had from the time the cream was brought to the creamery. Now, you could see that. Four hundred and eighty-three pounds of butter at ten cents a pound he figured it, would make \$48.30 on the thousand pounds. If we have 3,000 pounds, or equivalent to that, you would make \$150 a day for one creamery, and we should have that shown from a scientific standpoint.

**MR. ERICKSON:** Mr. Chairman, I should like to relate an incident in our section of the state. One of our butter makers was trying to start pasteurizing in his creamery, and he didn't have a sufficient water supply, and he was trying to get his board of directors to put down a deeper well. He brought his board of directors to the district meeting, and after they got home they said they would furnish him with another well so they could start pasteurizing; which shows the benefit of bringing the directors to the district meetings.

Now, this work that the district men do should bring about a more brotherly feeling between the butter makers. There are men that will go out their way to bring their butter makers along, that they would not hardly speak to before. Now there is a brotherly feeling, and they help each other in every way they can; and by bringing our directors together I think we will get a more brotherly feeling. If we can always have one or two directors at our district meeting I think we will accomplish a whole lot.

**SECRETARY LARSON:** Mr. President, I have a recollection that is pleasant in one particular, and Mr. Erickson's statement just now recalls it. I got the names of all the butter makers in the district



where I was going to organize a District and wrote them a letter. I asked different ones in the district to write letters to other butter makers and ask them to come to the meeting, I asked others to telephone to others and talk to them; to sort of get a general invitation from one to the other, and so forth. Two men in that district, competitors, neighbor butter makers—I did not know it at the time—had never met each other, didn't know anything about each other, but they hated each other. I asked one to see the other and get him to come to the meeting. He said "Yes, I will do it." It just so happened I asked the other to see the other fellow and get him to come to the meeting. He said "Yes, I will do it." As time went on I found out that those two men were enemies, had never seen each other—maybe they had seen each other, but had never spoken to each other. They came to the meeting. I got on the ground that afternoon, and I learned of the feeling between those two men, and I went to one and I said "Did you see so and so? Is he coming to the meeting?" "Well, no", he said, "I knew you would ask him, and I have been busy; I didn't ask him." Well, I said, "I will get in touch with him." I got in touch with him and asked him, "Did you see so and so? Is he coming to the meeting?" "No", the same story, "I knew you would see him." Well I got in touch with both of them, and they were both at that meeting. We had a little banquet after the organization of the district, election of officers, and a fine occasion. But before that took place, I knew about the feeling, and those two men were there, and I got them together, and I said, "Have you met so and so?" Each said "no." I got them together. They shook hands, and as their hands dropped down one looked at the lapel of the other fellow's coat, and the other looked at the charm hanging from his watch chain.

Now, they were two men belonging to the same lodge; one had a square and compass on up here on his coat, and the other had the same kind of an emblem down here on his chain; and I will never forget, so long as I have my reason, the scene as those two hands went out together again, and the tears trickled down the faces of both those men, and I do not need to tell you they came to my own eyes. They were friends.

I tell you, friends there is more to every butter maker in your neighborhood than you think. Let's find out about him and learn to work with him. Our interests are identical.

MR. BOIES: Mr. Chairman, there is one little thing I would like to fetch up at this meeting, that is not really the fault of the butter makers, neither is it the fault of the farmers. I have noticed it in my creamery work, and I noticed it when I was in Minnesota twenty-five years ago, about the first time that it ever came really to my notice. That is the icing of refrigerator cars. I found up there that they would set a car in on the side track for our butter and also one other creamery that hauled into the same town to ship their butter. The section man had a refrigerator at his house, the station helper had a refrigerator at his house, and the helper had a

refrigerator at his house. They would go out to the car, climb up on top, throw out a big chunk of ice, and ice their refrigerators in their homes. The consequence was by the time that butter got to New York or Chicago, or where ever it was going, it didn't have any ice in it, and the man you were shipping to would commence howling on mouldy butter, or something like that. Well, I went down to the depot one day and I said to the agent, "Say, are you fellows getting your ice out of the ice car?" He said "Sure thing." Well, I said, "What is the condition?" "Oh, there is lots of ice in there." "Well, how many times does that car stop?" Well, it didn't stop very many times, but when a car is opened up and 25 or 30 pounds taken out for each family that belongs to the railroad company, and probably the cover left loose on the car, which would take another 75 pounds, it doesn't take very long to use up the ice.

Well, after I went up to Centuria and we commenced making butter some three years ago,—our cheese only went to the neighboring town, and I didn't think so much about it. The first summer we got butter we shipped some butter to New York City. It came back; it had moulded. Well, the thought of that Minnesota deal came to my head, and I went over to the depot. I found there were five families using ice out of that refrigerator car. Well, I went in, in a gentlemanly way and told the agent about it. Well, he said, "What are you going to do about it?" I wrote to the freight department of the Soo Line and told them about this, and I also wrote to the Merchants Despatch Transportation Company; the butter was put in one of their cars. About three days afterwards the agent came to me and he was just boiling. He said "Did you report me?" I said "I certainly did." I said "I told you in a gentlemanly way if you did not quit I would, and now I have taken some other means." Well, from that day to this I don't think there has been any ice taken out of the Centuria car.

Now, I think that would be an awful good thing for this Association, if all your members would look after that matter. Lots of them are way back in the country.

Last summer one of the butter makers back in the country, the man who had roasted me for starting the creamery in Centuria, called me up on the telephone and asked me if I would kind of look after that refrigerator car; he said he heard it was in pretty bad shape. Well, I went over.

Now, some of us fellows in town, it is a kind of nice thing to keep tab on those cars. If the agent knows you are keeping tab then he will look out. You do not have to report them many times before they will have a little respect for you.

**THE PRESIDENT:** I believe that is a very timely word. I know from personal experience, I will say 75 per cent of the cars sent out are not fit for shipping butter in. I complained and complained until I was black in the face, and that has been in my mind for quite a while, that we are going to take that up as an association, and through our State Secretary, and we shall, as you suggest, keep tab

on the cars. If anything goes wrong that we cannot do it, report to our State Secretary and let him take it up with the headquarters. As you say, go to the local man first, and if he cannot do it, go to headquarters, and they will mighty soon do it. It is the will and the wish of the railroad to use us right. They are a big corporation, and they cannot go after small details unless their attention is called to it. And that has been on my mind quite a while, that as soon as we got fully organized, to have our State Secretary take this matter up. It will have more bearing than your own personal case had, and still you made it.

SECRETARY LARSON: Just another word about this coal proposition. I have just received one order for a 40 ton car of coal to be wired in. If anybody else has in mind ordering a car, just come to me and I will be glad to take it.

MR. ERICKSON: I make a motion that we adjourn.

The motion was seconded, and the meeting adjourned.



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