



UNIVIEW

PAINESVILLE

VOLUME 8 NO. 1

PUBLISHED FOR THE PEOPLE OF THE PAINESVILLE PLANT

Vila Retires: Beretta, President & Chairman Of Board



David Beretta



George R. Vila

The board of directors of Uniroyal, Inc. announced recently that George R. Vila, having reached the company's mandatory retirement age has retired as chairman of the board of directors, chief executive officer and chairman of the executive committee. Mr. Vila will continue as a member of the board of directors.

David Beretta, president, was elected chairman of the board, chief executive officer and chairman of the executive committee, effective January 8, 1975.

Mr. Vila was elected president of Uniroyal and a member of its board of directors on October 19, 1960, chief executive officer on December 13, 1961, and chairman of the board of directors and of the board's executive committee January 31, 1965.

Mr. Beretta joined Uniroyal in 1953, as an engineer in the company's Naugatuck, Conn. chemical plant, progressing thereafter through various assignments to the position of factory manager of its three-plant complex at that location. In 1966, he was transferred to Canada, as head of Uniroyal's chemical operations and then as vice president of marketing for all of Uniroyal's Canadian products.

In 1970, he became divisional president of Uniroyal's chemical division.

Mr. Beretta was elected Uniroyal president, chief operating officer and a member of its board of directors on January 9, 1974.

1974 Safety Award Program Completed

The last of the second half winners in the safety award program have been announced and the new award program for 1975 will soon be presented.

Winners of \$25 Bonds for the last half of 1974 are Mel Hamilton, Chuck Nagy, Jim Merrill, Frank Radabaugh, George Petrick, Brookes Hill, Don Davis, John Wainio, Elwood Davidson, Fred Cornell, Voyne Johnson, Melvin King, John Calvert, Joe Kadane, Len Izzarelli, Bruce Starkey, Jei Stoll, Carl Berwaldt, Sam Cope, Eino Heikkila, Ed Genette, Tut Congos, Tom Spear, Charles Hauser, Doug Frey, Paul Oakman, Norm Wheeler, Carl Carpenter, Jim Mikina, Howard Nethkin, Bill Head, Leland Rusch, John Getzy, Jerry Pollock, Jack Crouse, Terry Butram and Carl Shaulis, Sr.

Bond winners in the \$50 denomination were Tom Scheibelhoffer, Jim Mikina, Julius Nagy, Carl Shaulis, Sr., Norm Wheeler, Carl Carpenter and Elwood Davidson.

Winners of the \$100 Gift Certificate are Paul Chapman, Dick Burkey, Jim Wyatt, Ann DeMuth and Dave Hilston.

Since we exceeded the Plant Accident Frequency of 11.0 for the year, the \$500 Gift Value and the \$10.00 Gift Certificate to each employee were not awarded.

Family Christmas Party



URL 20610

The Tom Davis family was among many attending the Uniroyal Family Christmas Party. Article and more pictures on Page 6.

... from the
Factory Manager



Dear Fellow Employee:

Suddenly it is 1975. Even more than most years this new year represents a drastic change from the year just finished.

About Thanksgiving time, the market-place changed from being a sellers market back to the buyers market that was the rule several years ago. The immediate effect to the Painesville plant was the need for production curtailments in December to bring our inventories into line with the very few orders that we had in hand for the remainder of 1974. We also saw much more critical customer specification requirements on the orders we received.

As someone once observed, the only thing that is constant in life is that things change. It has been possible during the past year to relax quality requirements a little in favor of turning out more pounds. Now quality is going to be the first consideration because if we cannot make what the customer wants, we cannot afford to make it. The cost of raw materials and manufacturing have risen so that holding a pound of unshippable material in inventory becomes very expensive.

Not only product quality but also customer service in other forms will increasingly determine who gets the sale. Specification material, in good looking, well marked packages, delivered on time, at lowest cost, is going to be the rule for the successful supplier.

The Painesville plant has been very successful in producing materials to satisfy our customers over the years. Even when many other plants were on curtailed schedules, our schedules for Marvinol and Paracril were full. We can do this again but everyone must again give their attention to putting the customer first in everything we do every day.

Ben



People in the news



NEW EMPLOYEES

LEROY HAMILTON joined Uniroyal as a Guard in November following his retirement from the United States Air Force. A Master Sergeant at the time of retirement he had been in the field of Security Police for 23 years. Leroy is a graduate of Harvey High School.



LYNWOOD HARDING joined Uniroyal as a Guard in October. Lyn has had 15 years experience in the security field. He has served in the United States Marine Corps and with the Lake County Sheriff's Department and Madison Twp Police Department. He is also a graduate of Harvey High School.



Jerry Flannigan Retires

By George Petrick

Jerry Flannigan, general repair helper in Area 1, retired in November, 1974, after 21 years of service. At his request, just a small lun-

cheon was held at He riegel's Inn. Those attending were the guest of honor Grant Fishell, Joe Mohn, Bob Douglas, Bill Jamisc George Petrick and Art Fringer.

Jerry was given a gift from his friends and engraved gold watch for many years of service to Company.

Jerry surprised everyone by bringing in a copy of "Who's Who Ohio" in which none of than Jerry Flannigan listed. After a futile sea we concluded there were other Painesville Plant employees listed.

We all wish Jerry a and happy retirement.



URL 20611

R & D Celebrates 24 Accident Free Years

Last October 19th marked 24 years of accident free operation for the Research and Development group led by Len Marous and the man who is "Mr. Safety Consciousness" himself - Ray Mundie.

One hundred-fifty people enjoyed coffee, cider, and donuts in the Building 100 Conference Room to mark this fine achievement.

Following this in-plant festivity, Len took his crew out for dinner.

New Goal - 25 Years!!!



George Smith, Bill Kapostasy, Carman Stanziale, Bill Booth, Bob Van Gilder and Ray Mundie appear happy with this achievement.

Concoby Steps Down

By Ed Obelenus

The resignation of Allan Concoby was accepted at the November director's meeting of the Chemical & Plastic Employee's Credit Union, Inc.

Allan, former super car salesman, Pipefitter turned Lab Tech, was voted as a Credit Union Committeeman on January 26, 1959, and on October 31, 1960, took over the job of treasurer upon the resignation of the credit union's original treasurer Henry Bruss. Allan has held this position for 13 of the past 14 years. (He chose to sit out one year). During his tenure as treasurer our Credit Union has grown by leaps and bounds.

We of the Credit Union would like to say "Job Well Done, 'Snuffy'!"

Bill Tecil was voted in by the Credit Union Board of Directors to the job of Treasurer and Office Manager.



Ted Howe Retires To Arizona

On the night of November 22nd, Ted Howe and his wife Natalie were feted at a Retirement Party in the party room of the Terrace Room. Eighty-eight people were in attendance to toast the Howes who were leaving for their new home in Arizona the following morning.

Bob Holman, master of ceremonies, called on many people to make appropriate remarks and even some inappropriate remarks. Among those speaking were Ted's "son" Jim Molnar who rendered a sentimental goodbye and Jim Mikina who tried to shorten Molnar's comments with a few of his own. Grant Layman spoke in his usual style.



Fifield expressed the hope that Ted and Natalie would always stay just the same - at which time Natalie brought the house down by commenting she expects to get better.

Ted, a Painesville Plant employee for 26 years, received many gifts including a hat for every occasion from Eddie Obelenus and Grant Layman. The hats were handsome, but Eddie O. will never make it as a model!

From his many friends Ted received a bench grinder and a gift of cash which he promptly turned over to the "boss" - Natalie.

Ben Leach presented the traditional gift, an engraved gold watch, from the Company.

Everyone enjoyed the evening with Ted and Natalie and wish them well in their new home.

PLANT SAFETY BOX SCORE		
On The Job:	Total 1974	Total 1973
Disabling Injuries	15	5
Near Serious Injuries	7	9
Off The Job:		
Disabling Injuries	11	15

URL 20612



By Rol Loy

Miscellaneous Wins On A Squeaker

The Miscellaneous Bowling Team, Bill Rumbaugh, Don Waytes, Larry Dowler, Mike Dougherty and Paul Beach won the first half championship going into the last frame of the last game. After rolling up a big lead early in the season, Miscellaneous proved they were mortal and lost games like the rest of the league.

The Finishing Team made up of Boyce Nichols, Bill Nellies, Jr., Dave Mortland, Mitch Ludwick and Bill Swartz finished second, one game out, after that last game nail-biter with Miscellaneous.

The second half of the season begins with everybody having a shot at bowling against the first half champs for the overall league championship roll-off in May.

With only eleven points separating first and last place, everybody has a chance.



Clyde Locher prepares to roll his ball.



Dougherty, Waytes, Rumbaugh and Beach.

STANDINGS

Team Standings	Won	Lost	%	Total Pins	Average
Miscellaneous	38	26	593	36,948	154
Finishing	37	27	578	36,787	153
Paracrit	32½	31½	507	35,564	148
Maintenance	29½	34½	460	36,798	153
S.D.	28	36	437	34,965	146
Process	27	37	421	33,864	141
High Ind. 3 Games					
Beach 612	Hill 686		High Ind. Game		
			Locher 248	Beach 267	

Jim Chandler Retires

On October 24th a party was held in the Slovenian Club of Fairport for Jim Chandler who recently retired.

Jim had been on leave of absence to work for the International Union since 1969. He joined Uniroyal in 1948.

The party was attended by approximately sixty of Jim's friends and Jim Merrill performed the honors of Master of Ceremonies.

Speakers were Art Fritinger, Ed Obelenus and the inimitable John Kovaly.

Dick Shearer presented Jim with an album of pictures accumulated through the years bringing back many heart warming memories and laughs.

A wallet with a sizeable cash gift was given to Jim from his many friends.

We all wish Jim and his family well.



CONSERVE
ENERGY

URL 20613

'74 United Way Raises \$6,226

By Dick Shearer

We at Uniroyal, Painesville, raised \$6,226 in 1974 for our part in reaching the United Way of Lake County goal of \$614,763.

Thirty employees volunteered their time, serving as solicitors, making a personal contact with every employee. Although we did not reach our plant goal, the funds raised helped Division I (Large Industrial Firms) to carry the campaign over the top.

The money donated will support the 18 local agencies in Lake County that serve the less fortunate of our community. The efforts of the many Uniroyal employees who supported this community service are appreciated.

Monitoring Crew Formed

Norm Walters

The Industrial Relations Department has assumed responsibility of the continuing program of monitoring our work area environment. A new group, working within the existing Safety organization, has received training to carry on the quality field program originally developed through the interest and support of Ray Mundie, Bill Booth, George Smith and Bill Kapostasy. These men have now returned to their former assignments in the Development Department.

Carmen Stanziale and Bob VanGilder, who have also been with this program from its early days, will continue with the monitoring program offering an experienced nucleus to this recently formed group. Carmen will serve as Safety Inspector, Group Leader and Bob will serve as a Shift Safety Inspector along with Rob McMaster, Chuck Hughes and Jim Sloban. Dale Truman, Safety Inspector, Group Leader, will be responsible for Safety Inspection and will be working closely with the Monitoring Group. This group will continue to receive the supporting efforts and guidance required from the Technical Department and Laboratory personnel who have been deeply involved in the monitoring program.

This safety group will be picking up the full work load in the field and applying this effort over a rotating shift schedule. In addition, these men will provide other safety services to enhance our current safety programming.



Stanziale and Truman.



McMaster, Van Gilder, Sloban, and Hughes familiarize themselves with the Century unit.

IN MEMORIAM



We at Uniroyal offer our sincere sympathy to the family of Elwood C. Davidson who passed away on November 22, 1974. Elwood, a shift foreman in SD, had been employed by Uniroyal since November 3, 1952.

Uniroyal Sets Policy On Alcoholism, Drug Abuse

Uniroyal recently adopted this policy on Alcoholism and Drug Abuse.

The Company also named John Howland, a former Executive Director of the Morris Foundation in Waterbury, Conn. to develop a Health Support Program for employees who seek help in these areas.

He may be contacted at the Oxford Management & Research Center, by any person who wishes to seek counsel anonymously.

1. Uniroyal recognizes that alcoholism and drug abuse are medical illnesses.
2. We believe that the best interests of the individual and Uniroyal are served when problem drinking and drug abuse are recognized and treated in their early stages.
3. Alcoholism or drug abuse cannot be treated successfully if the individual does not want to be helped.
4. Each employee is accountable for his own behavior, job performance, and attendance. These factors are frequently impaired by problem drinking and drug abuse and once recognized by management, are regarded as company problems.
5. No employee who misuses alcohol or drugs will have his job security or promotional opportunities jeopardized by his seeking diagnosis and treatment. However, if an employee is uncooperative or indifferent to a rehabilitative program and his job performance or attendance continue to suffer, then normal disciplinary action will be taken.
6. Employees who feel that they may have a problem with alcohol or drugs are encouraged to seek assistance from the Medical Organization before their home, social or job lives begin to deteriorate. The troubled individual himself holds the key to increasing his own chances of recovery.
7. When an employee who misuses alcohol or drugs deteriorates to the degree that his problem is evident to others, we believe that it becomes a responsibility of the observer, whether a family member, co-employee, labor representative, or supervisor to talk to the employee and urge that medical help be sought.
8. For the illnesses of alcoholism and drug abuse, Uniroyal makes available the same benefits as for other medical conditions which are under appropriate treatment. We believe that many employees with alcohol and drug dependency problems can be treated, rehabilitated, and returned to physical and emotional well-being as valuable members of the work force and community.

URL 20614



Bill Rumbaugh Children



Art Woidtke Family



Ed Janos Family



Sally Jewell

Annual Family Christmas Party A Success

The Family Christmas Party, sponsored annually by Uniroyal for its Painesville employees and their families was held December 22nd at Riverside High School.

Santa, in the person of William Steinbeck, was there as usual to talk with the children, while Bill McManus took pictures for the family albums.

Gifts were given to the children and movies were shown in the auditorium for their amusement. The staff members served refreshments during the afternoon.

There is considerable preparation involved in this annual event. Jack Carter, Purchasing Agent, orders the gifts well in advance, arrangements must be made for the facilities, food and entertainment, volunteers solicited to help the day of the party and Santa must be contacted to see if he can come to Painesville on the big day. As the time draws near the 500 plus gifts must be wrapped. This year the following volunteers worked one night to wrap gifts: June Brown, Helen Waite, Jerry Hines, Vicki Sciortino, Jack Carter and Dennis Sholtis. On Sunday morning, the decorating committee headed by Lee Ashmun decorated the school. Lee's helpers were Bill Tecil, Jerry Baird, Joe Mohner and Ernie Ulle.

Pictures taken at the party are available in the Industrial Relations Department as a gift from the Company.



Jennifer Gyure



Lynn Juist



Tom Connors Children



Don DeMarinis Family



Timmy Rigby



Greg Mackey Children



Roland Loy Family



Murray Children

URL 20615

Retiree's Christmas Party Held

A good time was had by all at the Christmas Party the Company held for the former employees of the Painesville Plant who are now retired.

The party, held at Hellriegel's Inn, on December 17th was relaxed and congenial though the attendance was down slightly from previous years.

Those retired who attended were Gene Ahrens, George Baummer, Jerry Flanigan, Fred Hobbs, Virginia Holler, Mary Lindquist, Bill McManus, Vince Mangine, Art Peck and Cledis Yeager. Others attending were Walt Iliff, Bob Douglas, Bob Holman, Joan Calvin, Jack Porter and Bob Pentek.

After lunch, Bob Douglas, industrial relations manager, gave a short welcoming talk in the absence of the Plant Manager, Ben Leach, who was unable to attend.

In a discussion about the advantages and disadvantages of retirement, the "Senator", Fred Hobbs, was overheard to say that retirement wasn't too bad with Uniroyal to lean on. Those who know Fred will recognize the "Ole Philosopher" from that observation.

As the afternoon drew to a close, everyone was happy for the opportunity to renew old friendships and looked forward to getting together again next year.

Management Club Concludes Active Year

Election of officers for 1975 was held at the Annual Meeting of the Management Club on November 4th at Hellriegel's Inn. Officers elected are George Petrick, president, John Calvert, vice-president, Ann DeMuth, secretary, and Hal Emerson, treasurer. The dinner meeting was well attended and entertained by John Ellis, catcher for the Cleveland Indians, who shared some of his baseball experiences with the group.

The following month the annual Christmas Dance was held in the ballroom of the Lake Inn in Painesville on December 14th. There was dancing to the music of Bill Mulhausen's Band and a buffet supper.

George Petrick and his crew are working on the program for the new year and membership dues are being accepted.



Bob and Millie Pentek and Jerry and Dick Shearer, retiring president.



Sitting (left to right) Vince Mangine, Ginny Holler, Mary Lindquist, Cledis Yeager. Standing (left to right) Bill McManus, Jerry Flanigan, Fred Hobbs, Gene Ahrens, Art Peck, George Baummer.

Junior Achievement -Uni Pro-Jects

By Ann DeMuth

Since the middle of October, fifteen young Junior Achievers from Painesville and Mentor have been busily manufacturing battery booster cables every Wednesday at the Painesville JA Center. These boys and girls named their company "Uni Pro-Jects" and will be in operation thru April. By the Christmas Holiday they had manufactured over half their production goal, and had sold about two-thirds of their inventory.

These cables are twelve feet long, Neoprene covered, 61 strand, and sell for \$10.95 plus tax. They can be ordered thru the company store or from any advisor, Ozzie Bernal, Jack Crislip, Ann DeMuth, or Harold Werner. All employees are invited to consider purchase of a set of these cables (which sell for about \$15 in the stores) to support a worthy company-sponsored project.

The company expects to go into production on a smaller-scale project when present cable production is completed, to finish out their company year. The high point of their year will be the annual Trade Fair in February where they sell their products and have an opportunity to see what other JA Companies have done.

A recent highlight in the lives of these young people was a tour of the C. E. Tyler Company in Mentor, followed by dinner at Hellriegel's Inn. Tyler sponsors their own JA Company at the Painesville Center and purchased one of Uni Pro-Jects cables to display in their mail room for order-taking purposes.



Credit Union Schedules Annual Meeting

Saturday, January 25th, is the scheduled date of the Credit Union Annual Meeting and Dinner Dance.

Held at the A.M.L.A. Hall, Kniffen Road, Leroy, the meeting includes election of officers, reading of the financial statement, buffet dinner and dancing to the music of Joe Luza and His Band.

25 years



CONGRATULATIONS to three Painesville Plant employees who recently received their pins for recognition of 25 years of service. They are:



MICHAEL P. TURCHIK: Mike started in 1949 as a Laborer when the Glenn L. Martin Company owned the plant. He has worked primarily in Maintenance as a General Repairman.

CARL B. BERWALDT: Carl came to this plant in December of 1949 as an operator trainee. Most of the years Carl has been with Uniroyal he has worked in Maintenance — in recent years as a Master Machinist.



JOHN CRAWFORD, SR.: John, a 1/C General Repairman, came to work as a Lab Technician in September of 1949. John worked many years in Utilities before becoming a General Repairman.



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Know Your Benefits

Medical Insurance Change

Uniroyal, Inc. has just announced a change of insurance carriers for Professional and Surgical Services for hourly employees effective January 1, 1975. The carrier will be Equitable Life Assurance Society instead of Blue Shield (also known as Medical Mutual.)

In order to understand this change one must realize that hospital charges and physician's charges require two different kinds of medical insurance and carriers. The hospital charges have been and will continue to be covered by Blue Cross. The physician's charges which have been covered by Blue Shield will now be covered by Equitable Life Assurance Society.

This change has been made in order to provide better and faster settlement of claims. The coverage was changed for salaried employees July 1, 1974, and the experience with Equitable since July has been excellent.

An employee with a claim for himself or his family must remember to file his claim with Blue Shield (Medical Mutual) if the service was rendered prior to the date of the change. If the service was rendered after the change, he must give the doctor an Equitable form and ask him to complete it and submit it to Equitable. It would be wise to call to the attention of the individual in the doctor's office that you now have Equitable coverage and you will provide the forms. If your doctor wishes to keep the Equitable claim forms on hand, he may.

An explanation of this change was mailed to employees along with a packet with claim forms and addressed envelope. If you have not yet studied yours, it would be wise to do so.

New Blue Cross I.D. cards will be mailed in early February.

SALESROOM

Bob Bihary, Salesroom Manager, reports they have a good supply of tennis shoes. Winter boots are on sale in limited sizes.

The Salesroom is open to employees only, Wednesday thru Friday afternoons from 1 to 5 P.M.



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