



UNIVIEW

PAINESVILLE

VOLUME 7 NO. 2

PUBLISHED FOR THE PEOPLE OF THE PAINESVILLE PLANT

Painesville Plant Acts On Vinyl Chloride Problem

In January, the PVC industry, including our Painesville Plant, was confronted with a new and serious problem that has very much affected our normal mode of operation. At that time, the B. F. Goodrich Company announced that vinyl chloride (VC) exposure may be the cause of a rare liver cancer, angiosarcoma, in some employees at its Louisville PVC plant. The announcement has triggered an immense effort on the part of industry, government, and

or to thoroughly investigate the problem and take immediate action to reduce employee exposure to VC. Currently, 19 cases of angiosarcoma have been discovered. These diagnoses have occurred over a ten year period among employees who have had long term, high exposure to VC. The Painesville Plant can announce at this time we have no indication of any cases of angiosarcoma involving our employees.

Continued On Page 4.



Bob Mackey prepares to inject personnel air sample into chromatograph. Chromatograph and auto lab computing integrator will analyze air for VC concentration in parts per million.

First Half Safety Award Program Completed

The first half winners in the 1974 Safety Award Program have all been announced following a drawing in early July which completed the awards for the first six month period.

The purpose of this program is to promote a constant conscious interest in and awareness of safety. Obviously, the primary reasons for safety consciousness on the part of the employee is the well being of the individual and his family. The avoidance of pain, inconvenience, loss of income to the individual employee and his family is of major concern to each of us. The Company's Safety Award Program is an additional incentive through monetary gifts.



Bill Nellies, winner of \$25 Savings Bond.

New Emergency Crews Near Completion Of Red Cross First Aid Training

Sixty men have completed or are nearing completion of their training in the First Aid and Personal Safety Course being offered in the plant by accredited Red Cross instructors.

Instructors in the 18 hour course have been Norm Walter, Plant Safety Supervisor, Mike Nahorniak, Fire Chief, Fairport Harbor Fire Dept., and Fred Armstrong, Capt. and Training Officer, Painesville Township Fire Department.

These training sessions started last November and have continued until the present time with the volunteer groups

Continued On Page 3.

URL 20500

... from the
Factory Manager



Dear Fellow Employee:

For the past six months, we have been concentrating our efforts on the problem of how to reduce vinyl chloride levels in our plant. Since the announcement in late January, that vinyl chloride exposure was the suspected cause of liver cancer in some employees at the B. F. Goodrich PVC plant at Louisville, most of the Technical Staff of both the Painesville Plant and Marvinol R & D have devoted full time to the problem of reducing VC exposure. These efforts have been both encouraged and hampered by visits from numerous Federal agencies — NIOSH, EPA and OSHA.

There is a detailed story on what we have done in this issue of Uniview. All of the plant employees have been involved in some way in this effort. There has been no panic but rather a calm response from everyone that we would do as much as we could within reason while additional information was being gathered regarding the real nature of the problem. While VC levels within our plant were apparently not as high as was common in certain other PVC plants, we have made reductions within the past six months to a fraction of what we found in early February. The changes made are permanent ones and, in fact, additional reductions will be made. For certain jobs where it is difficult to reduce the level, air supplied respirators have been supplied and their use required.

Without question there will be additional changes required of us as investigations by government and industry proceed. We will adapt our operations as necessary to the new requirements. This may require changing the way we have historically made Marvinol, but I am confident that such changes will be handled successfully.

Ben

PLANT SAFETY BOX SCORE

JULY 31, 1974

On The Job:	To Date 1974	Total 1973
Disabling Injuries	8	3
Near Serious Injuries	2	4
Off The Job:		
Disabling Injuries	6	3



People in the news



NEW EMPLOYEES

BILL BYRNE: Bill recently transferred to the Painesville Plant from Joliet Army Ammunition Plant in Joliet, Illinois. This plant is operated by the Chemical Division of Uniroyal, Inc. for the United States Government. Bill will be working as Maintenance Supervisor in the Machine Shop. He held a similar position in Joliet.



DORIS SILVAROLI: Doris recently joined Uniroyal as Sr. Stenographer in Area 1 Services, a part of the Technical Department. Doris resides in Chardon and has recently worked for an attorney there. She is a North Royalton graduate and attended Kent State University and Lakeland Community College. and her family will be moving to Madison.

PROMOTIONS

JOAN CALVIN: Promoted to Personnel Supervisor responsible for Benefits Administration, Plant Manning and Uniview. Joan joined Uniroyal in 1969 as Secretary to the Industrial Relations Manager. She subsequently was promoted to Sr. Insured Benefits Clerk and worked in this capacity until this latest change.



URL 20601



BARBARA JACKSON: Promoted to Sr. Typist in Industrial Relations. Barbara became employed at Uniroyal in January of 1972 as Receptionist and Switchboard Operator. Barbara's main job duties will be employment and personnel records.

EMERGENCY CREW

Continued from Page 1

meeting every morning for a week on their day shift over a period of approximately three months. The men in Area 1 finished Friday, March 1, and the last Area 4 group is just completing its work.

Everyone who finishes the course and passes the final exam will receive a Red Cross Certificate which is renewable after three years by taking a refresher course.

The purpose of this program is to provide a minimum of seven people per shift in each Area who are trained to render emergency first aid care until outside rescue assistance arrives. A similar group is being planned for the day shift. Norm Walter reports that he expects to have at least 70 men trained for emergency first aid care before the program is completed. He is fortunate to have about a dozen men in the plant who have extensive emergency care experience because of their volunteer work with various fire departments in the area.



Bill Nellies applies closed chest heart compression on mannequin Resusc-A-Annie while Crawford, Messinger administers mouth-to-mouth artificial respiration.

Upon completion of this course by everyone, additional and continuing studies have been planned to further develop their knowledge and skill.

The advisory committee for this training program has been comprised of Nea Schenk, Volunteer with the Painesville City Fire Department, Bob Sutch, Captain, Grand River Fire Department, and Mike Nahorniak, all employees of Uniroyal — along with Chief Fred Guthleben and Fred Armstrong, Painesville Township Fire Department.

Names of individuals who are completing the initial phase of the program are as follows: Charles W. Yankie,



Don Radcliffe, Mike Ondercin, Jack Miller and Mike Nahorniak strap Walt Henry on back-board.

Sr., Delmas Pringle, William Layman, Esper A. Shoop, William Koreen, Ray M. Lawver, John Brown, James D. Merrill, John H. Hallam, H. W. Hutchinson, Gary L. Johnson, Arthur F. Woidtke, Edward Janos, William F. Jamison, Tom A. Rich, Monroe E. Adams, Charles Novosel, Melvin Hamilton, Otis Argo, Maurice G. Dopp, David Binnig, Richard Poling, Paul E. Oakman, John W. Calvert, G. W. Fishell, Michael Nahorniak, Edwin L. Kruter, Jr., Gerald C. Skytta, Elmer M. Kish, Carl A. Layman, Joseph J. Marn, Thomas H. Norris, Michael Thorsen, Arthur Schupska, Bill Nellies, Sr., Crawford Heavner, Donald W. Davis, Carl A. Shaulis, John J. Getzy, Terry A. Butram, Dale W. Means, A. Ross Tobul, John H. Crawford, Sr., John S. Rusnak, Franklin D. Huffman, L. B. Whipple, Willis E. Messenger, Mike J. Ondercin, John C. Miller, Jr., Walter L. Henry, Kenneth G. Pollock, Donald A. Radcliffe, Elwood O. Davidson, Jack Crouse, Jim Molnar, Louis Davies, Larry Dowler, Thomas Chiappone and John Crawford, Jr.



Dave Binnig, Maurice Dopp, Dick Poling, Charlie Novosel, Jim Doyle, Tom Rich, and Bill Jameson review first aid equipment and techniques.

Vinyl Chloride Problem

Continued From Page 1.

Employees at the Painesville Plant, as well as the general public, are well aware of the VC problem through the amount of news publicity and the activities initiated at our plant and the industry. It is important that employees and their families know of the actions the Painesville Plant is taking to reduce employee VC exposure and preserve the health and safety of all plant workers in regard to this problem.

OSHA ESTABLISHES "TEMPORARY STANDARD": The Federal government, through OSHA (Occupational Safety and Health Administration), established an "Emergency Temporary Standard" which sets the guideline of rules and regulations which the Painesville Plant and all PVC manufacturers must follow. Within this standard, OSHA has established a ceiling exposure level at 50 parts per million; an ambient air and personal monitoring program; notification requirements to employees of VC exposure; a protective equipment requirement; and various other measures to be taken related to this problem.

While the "Temporary Standard" is in effect, OSHA has prepared its "Proposed Permanent Standard", has conducted public hearings on the "proposed standard" for industry, labor and government to express formal comments and objections, and has initiated plant inspections to assure industry compliance of the "Temporary Standard". OSHA will publish the "Permanent Standard" in October.

PAINESVILLE PLANT ACTION

Since January, the Painesville Plant has put forth much time, money and effort in working toward reducing employee VC exposure and providing personal protective equipment in those areas where VC exposure exceeds the 50 parts per million ceiling level.

MONITORING PROGRAM: The plant monitoring program is directed at both air monitoring and personal sampling of employees. This program gives the plant the necessary data to determine those areas where employees are exposed to VC over 50 parts per million. It also gives the plant the opportunity to analyze the progress of reducing VC emissions, and consequently, the lowering of the level of VC exposure to employees. To date, the plant has been successful in reducing VC concentrations by an estimated 60% since



Bill Booth pins personal air sample bag on Dave Hilston who will wear this for ten minutes before air is analyzed on chromatograph.

our first monitoring data collected in April.

Building air monitoring is being checked in 42 locations where samples are being collected and read on a daily basis. This is done with an instrument which reads directly the level of vapors in the air.

The personal sampling involves collecting 10 minute air samples of the atmosphere from an employee's breathing zone, analyzing the samples on a chromatograph analyzer,

and so determining the employee's direct exposure to VC concentrations. From these samples, the plant can put together a "job profile" which indicates the various job functions where probable high exposure exists. Each job classification in the plant is being monitored on this basis to compile these "job profiles." The results of these two sampling programs are discussed on a frequent basis with the plant workers.

PROTECTIVE EQUIPMENT PROGRAM: In most incidences, VC concentration levels can be reduced through leak detection and improved operating procedures which the plant has initiated. Some solutions, however, will involve longer-term engineering projects. Where VC levels cannot be immediately reduced, it is imperative that employees be protected from high VC exposure.

First, and foremost, the plant is providing the employee with a supply of breathable air in areas of high VC concentrations. To date, 180 continuous flow air supplied respirators have been issued to employees. The continuous air is supplied by the plant air system, which is purified to a quality of breathable air through a filter canister. This provides the necessary breathable air to the employee who is required to wear the air mask when he must work in an area that exceeds 50 parts per million of VC.

Other protective equipment includes coveralls and gloves, which help reduce the employees' contact with any VC; and dust respirators, which reduce PVC dust exposure.

Employees have also been advised to practice good personal health habits to help in minimizing VC exposure. These include daily showers, no food consumption in VC Process buildings, and daily change of clothing. All of these precautions contribute to reduced employee exposure.

MEDICAL SURVEILLANCE PROGRAM: It is important to the Painesville Plant and its employees to determine if in fact we have any employees with liver problems that can be associated with high VC exposure. In



Ray Mundie monitors ambient air at a fixed point in Area 1 Finishing Department.

VINYL CHLORIDE PROBLEM

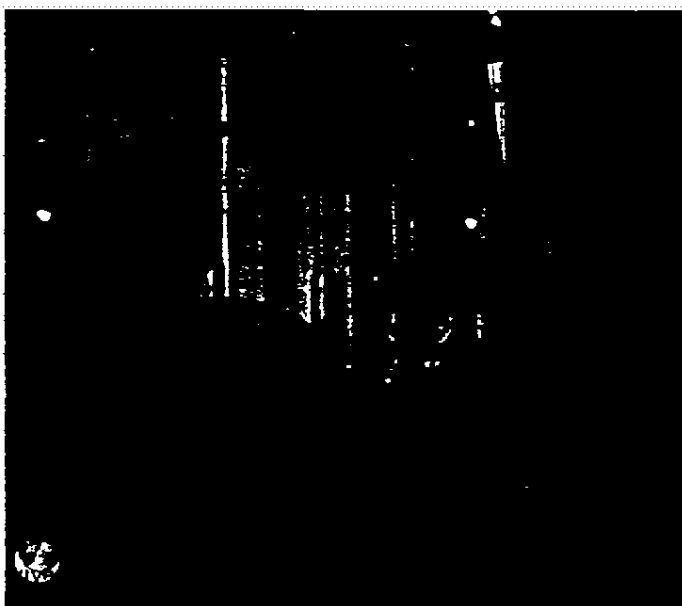
Continued

In this regard, the plant began a medical surveillance program in May, consisting of a personal medical questionnaire, brief physical examination related to the liver, and blood tests to determine liver function normalities. 420 active employees and 10 retirees have gone through the medical surveillance program to date. Employees who showed any liver abnormalities whatsoever, are being given extended blood and medical workups to further determine the cause of the abnormality.

The plant's medical surveillance program calls for the six month retesting of those employed in VC operations for more than 10 years and for retesting of all other plant employees on an annual basis. In this way, the plant can be reasonably assured that no employee is being affected by VC exposure and that our precautionary measures to reduce VC exposure are in fact doing the job.

ENGINEERING CONTROL PROGRAM: We believe that the primary solution to reducing employee exposure to VC is by reducing or eliminating VC emissions to the operating areas. The Technical and Engineering Departments have initiated many projects to meet this objective.

Leak detection throughout the operation is now being used to track down the source of any high level of VC. Most often this will be a valve or flange which needs quick attention by Maintenance to correct the problem. Sometimes a change in equipment has been required to give a permanent solution. Leak detection is a constant program.



Bill Layman dons respirator to open poly.



Grant Fishell, wearing air line respirator, emerges from poly after cleaning.

Building ventilation was improved quickly by removing some side panels to allow more air circulation through operating buildings. This prevents a build-up of VC if there is a very small leak. We have begun the design of improved forced ventilation systems including fresh air supplied enclosures for various operating buildings and provisions for winter operation.

Solvent cleaning of reactors is being re-investigated as a possible major improvement. This system would enable us to circulate a solvent through the reactor to clean it when required, thus greatly reducing the number of times a reactor must be opened. We know that opening reactors and cleaning them is a major VC emission source.

Other projects being investigated are instruments to continuously monitor the 42 locations, improved reactor ventilation, and modified operating procedures to reduce emissions.

IN SUMMARY

The VC problem is a critical situation both to the health and safety of our Painesville Plant employees and to the continued PVC operations at this plant. Management has made, and will continue to make, a concentrated effort to reduce vinyl chloride levels in the plant. Employees have demonstrated their cooperation to do whatever is possible to reduce VC emissions and to take precautionary measures when exposures exceed 50 parts per million. While this problem has required additional expenditures, much extra employee effort and many changed work practices, with a continuation of the effort shown so far we will attempt to meet any reasonable operating standards which are set.

URL 20604



By Rol Loy

Bowling League Forming Teams

Preparation is underway for the upcoming 1974-1975 Bowling Season. This year's league officers, President, Joe Chiappone; Vice President, Jim Jackson; and Secretary, Clyde Locher, are hoping that each department in the plant will field a team.



Joe Chiappone, Clyde Locher, and Jim Jackson.

Last year's league champions from Maintenance, Earl Simmons, Melvin Hamilton, Crawford Heavner, Joe Chiappone and Dick Kallay beat out Finishing on the last night.

The Process team took high series and high team game honors with 973/2627 respectively.

Clyde Locher, on one of his "hot nights", rolled a 247/638 for individual high game and series honors.

Results from the Dayton Journal Herald Industrial Tournament have not been finalized, but our Uniroyal teams finished out of the money.

Dust off the old bowling ball and spend a night out with the guys. Sign up now and represent your department.

Golf League Finishes Season

The Golf League wrapped up the regular season with Team 1, Ed Murray and Tom Koch, champions of "A" Flight with 91½ points. Dave Trubisky and Mike Ondercin finished second with 87 points.

"B" Flight champions, Bob Pentek and Fred Smith, saw their enormous lead vanish, but managed to hold on to win with 92 points. Team 10, John Kohli and Harold Grapatin, finished with 88½ points and Team 9, Bill Rumbaugh and Paul Beach, finished third with 88 points.

Highlight of the season was the team of Jim Reho and Rol Loy/Lloyd LeBaron, which was matched up for the third year in a row and finished half way up the B Division this year after finishing dead last the previous two years.



Koch



Murray



Kim



Baker



Pentek



Smith



URL 20605

The double elimination "round robin" tournament is in progress. This is an individual match play tournament, where each hole is won by low score and the most winning holes wins the round. With the handicap system being used, everyone has a shot at winning. A champion should be named by late August.

On July 20, at Erie Shores, there were 56 golfers attending the "steak outing". This was one of the best turn-outs in many years. Kim had the low gross "A" Flight round with a 79. John Kohli had the "B" Flight low gross with an 18 hole low gross of 82.

Dwight Baker had an Eagle 2 on the par 4 no. 7 hole. Dwight used a driver and a 5 iron for this seldom achieved honor. To quote the West Virginia Gentleman, "A blind pig can always find an ear of corn."

Uniroyal Fields All-Stars

By Larry Sudbrook

Tom Urbanski, Millie Honkala, Don Sudbrook and John Rusnak of Uniroyal's Painesville Plant each had a boy on the Painesville Eastern Little League All-Stars team which reached the quarter finals of the state championship before falling to a strong team from Boardman, Ohio.

The Easterns started their winning ways by defeating the Painesville Americans 14-4. The next two teams to run into the Eastern League powerhouse were Jefferson, which fell by the score of 18-8 and Ashtabula, which was crushed by the score of 13-3. Semi-finals of the district were next and the Eastern squad met their counterparts from Painesville — the Nationals. The Nationals proved no match either for the Easterns, as the Easterns took an early lead and were never headed as they coasted to a 6-4 victory. The district had been narrowed from the original twenty-three down to Avon and the Painesville squad. The district championship was handily won by our local boys, 7-2.

The scrappy Painesville squad finally met their equal when they met the Boardman All-Stars from Youngstown. The Easterns went on top early with a run, but the boys from Youngstown battled back to tie the score and then with an extra inning ball game and two out, they scored to win 2-1.

The Painesville team was one of the last eight in the state and things look bright for next year, since five of this year's regulars were only eleven and will be back; including Millie Honkala's boy, Paul, and Don Sudbrook's boy, Jeff. Paul and Jeff were key figures in this year's successful squad coached by Don Sudbrook and next year the duo along with the remaining veterans just might lead the team to the state championship.

Credit Union Raises Interest Rates

Effective July 1st, the interest rate on savings accounts in the Credit Union was raised from 5% to 5½% on savings from \$5 to \$1,999. On savings from \$2,000 and up the interest rate has gone from 5½% to 6%. These interest payments will now be paid quarterly instead of semi-annually.

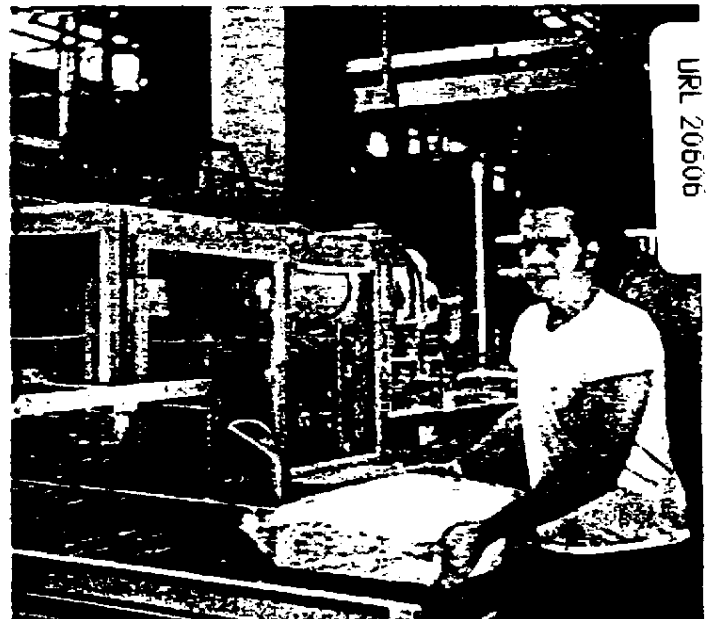
The Credit Union is open daily from 10:40 A.M. to 4:30 P.M. with membership open to all employees, their wives and dependent children. Once membership is established it is available for life as long as it is maintained.

Paracril Receives New Equipment

In June a new Tech Seal Bale Packaging Unit went on stream in Paracril at a purchase cost of \$18,000. This equipment wraps the bales in plastic film and seals the wrapping, saving the operators from manually putting the bales in plastic film bags and preventing possible damage to the Paracril due to a man inadvertently failing to tuck the wrap around the bale when stacking.

The bales enter the machine on a conveyor belt pulling the plastic film into the machine from above and below at the same time. After the bale is totally covered, the plastic is electronically sealed. Visible through the film covering is an identification strip which is automatically placed on the bale as it moves into the packaging unit.

Safety equipment in the form of plexiglass door guards was added to the machine at Uniroyal's request before delivery to the plant. These safety devices prevent an operator from reaching into the moving parts of the machine while in operation. Should the safety doors be opened while the machine is in operation, the machine automatically shuts off.



Russ Guthrie prepares to load finished, sealed product into shipping carton after bale was wrapped in tech seal unit.

EEO/AAP

By Dick Shearer

EEO/AAP? What are they? Is this just more of the Washington alphabet soup? Do they really have anything to do with Uniroyal at Painesville?

Equal Employment Opportunity and Affirmative Action Plans are much a part of today's news. We read of the effect of these programs on every facet of business, industry, education and government.

Most industry, as well as Uniroyal, Inc., falls under the regulation of several discrimination laws and executive orders that have been enacted during the last ten years, principally:

The Equal Pay Act	1963
Title VII of Civil Rights Act	1964
Age Discrimination Act	1967
Executive Order 11141	1964
Executive Order 11246	1965
Revised Order No. 4	1972

These regulations require: equal pay for equal work, no discrimination because of race, religion, color, age, sex, national origin or ancestry, and recently added to the list, physical handicap. Employment promotion, transfer, layoff and training must be on an equal basis both male and female, minority or non-minority. Employment goals are established that insure that our employment reflects the same percentage of female and minority work force found in our community. Affirmative Action Plans are formulated that analyze the community work-force and our plant employment, point out areas of under utilization, establish methods for recruitment of employees to attain our established employment goals.

We at Painesville are involved in every aspect of Equal Employment Opportunity. During January, a Federal Compliance Officer visited our plant to review our employment and our local Affirmative Action Plan. Our local goals and AAP are updated on an annual basis and compliance reports are filed every six months.

On the corporate level, Mr. Ed Baumer is Director of Urban Affairs and has the corporate responsibility of the administration of the Uniroyal Policy of Equal Opportunity that is published on this page.

Any questions about local policies concerning Equal Opportunity Employment can be answered at the Industrial Relations Office.

Equal Opportunity

A UNIROYAL POLICY

We at Uniroyal believe in the dignity, integrity and inherent worth of every human being; and, for this reason, reaffirm these basic beliefs as an integral part of our company employment policy:

- ... We believe in equality of opportunity for all people and will not discriminate because of race, religion, color, age, sex, national origin or ancestry.
- ... We will recruit and select our personnel on the basis of ability, skill, experience and character as required for each job.
- ... We will continue to review the qualifications of all our employees to insure that their skills and training are properly utilized.
- ... We will include our policy of equal opportunity in each collective bargaining agreement negotiated by the company.
- ... We will initiate and support educational programs to develop the basic skills of underprivileged people.
- ... We will help all our employees through training and education, to achieve their full potential.
- ... We will continue to use the services of minority organizations and encourage them to refer qualified candidates for employment to Uniroyal.
- ... We assign the prime and important responsibility for insuring the success of our policy of equal opportunity to every manager and supervisor at each company location.

George A. Wilson
Chairman and President

URL 20607



remember when...



This picture was taken in December, 1962, on the Tenth Anniversary of Area 1 Finishing. Left to right: Bill McManus, Jim Wilson, Fred Nelson, Alvia Reed, Francis Cross, Mort Woods, Chas. Hauser, Me Zelinka, Melvin King, George Beatty. Front Row - Bob Walker and Lyle Simmons.

Safety Awards

Continued From Page 1.

The Safety Award Program is organized in the following manner. All employees are divided into four different work groups. Drawings are held monthly, quarterly, semi-annually and annually for each work group that has not experienced a Lost Time or Near Serious injury in that time period.

Monthly awards are \$25 Savings Bonds, quarterly awards are \$50 Savings Bonds, semi-annual awards are for a \$100 tire credit or credit at a Uniroyal store. Should the plant accident frequency for 1974 reach 11.0% or less, awards of a color TV or credit at a Uniroyal store or a vacation trip for two — a \$500 value, will be awarded. Also, should the plant reach the 11.0% frequency rate a \$10 gift certificate will be given to each employee.

Winners in the first half are as follows: Monthly \$25 bond winners were Harold Whitehair, Ken McCoy, Dan Gyure, Paul Oakman, Fred Cornell, Bruce Mramor, Jim Palo, Roger Engle, Bob Antelope, Carl Carpenter, Art Tobul, John Getzy, Bill Nellies, Sr., Dick Lefelhoc, Lou Davies, Otis Argo, Emery Hogya, Clayton Smith, Don Juist, Carmen Stanziale, Chuck Yankie, Russ Kalina, John Rigby, Dave Hilston, Charles Kirsch, Jerry Skytta, Del Pringle, Mike Kish, Howard Bell, Bob Sutton, John Envert, Billie Head, Howard Potter, Jim Pohto, Mike Ondercin, Harold Grapatin, Henry Jackson, Phil Ruggiero, Ernie Ulle, Gordon Jayne, Bill Katona, Howard Hutchinson.

Quarterly \$50 awards went to Dave Trubisky, Fred Nelson, Don Mayse, Frank Geistle, Chuck Hauser, Bill Armstrong, and Jack Crislip.

Lucky \$100 winners were John Mihalik, John Brown, Voyne Johnson, Herman Smith, Del Pringle.



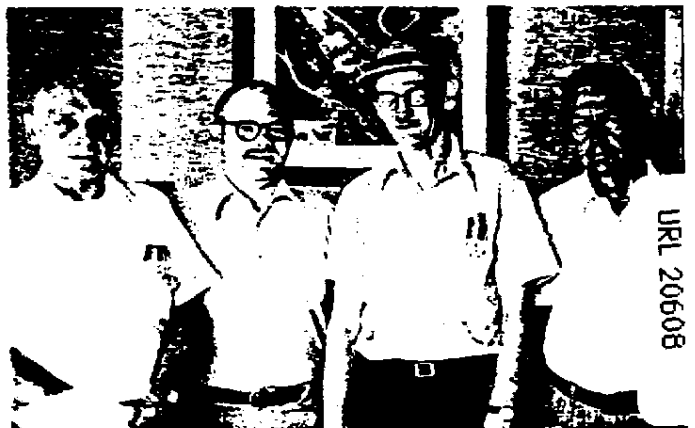
Herman Smith, John Brown, and Delmas Pringle have won \$100 gift certificates in the 1974 Safety Award Program.

Six Month Safety Goal Reached

All of the people working in Area 1 Process, Finishing, Lab, Water Pump House, and Pilot Plant are to be congratulated for 6 months work without a Lost Time Accident. This is a fine achievement and one for which they can all be justly proud.

Jack Porter, General Foreman, Area 1, reports that voluntary attendance at Quarterly Safety Meetings has been 100% showing a genuine interest in safety on the part of these individuals.

Porter feels very fortunate to have reached this mark and hopes that everyone will be able to extend this record.



Area Supervisors Al Schaub, Ray Cox, Ray Munn, and Ben Starkey congratulate the record unit for continuing.

Dividend On Uniroyal Stock Announced

A dividend of 17½ cents a share on Uniroyal common stock was declared by the Board of Directors. It is payable September 25, 1974, to stockholders of record August 26, 1974.

Published By And For The Employees Of

UNIROYAL, INC.

Painesville, Ohio

Joan W. Calvin, Editor

Telephone (216) 357-7574 (Ext. 231)

June/July, 1974

Safety Awareness Working In Paracril

On June 27th and 28th, the combined Process and Finishing Departments of Paracril celebrated 1000 days without a lost time accident. This excellent production safety record is a fine accomplishment for the men who work in this department as well as for their families.

This 1000 days represents 32,000 man hours of safe operation and they are now working to better their best previous record of 1126 days.



Winnie Braski, Jim Kulnane, and Dale Means enjoy coffee and donuts in celebration of 1000 days safe operation in Paracril.

Area Foreman S. B. Fifield remarked that it is difficult to pinpoint what goes into a safe operating record but that the quarterly safety meetings and continuous safety awareness on the part of the individuals involved seems to be working in Paracril.

1974 Photo Contest For Employees

Uniroyal World has announced its third annual employee photo contest.

All full-time employees of Uniroyal and subsidiaries world-wide, except professional photographers, are eligible. Each entrant is limited to one photo of any size, color or black and white, print or slide, taken during 1974.

Prizes will be U. S. Savings Bonds — first prize, \$75; second prize, \$50; third prize, \$25. Runners-up will receive honorable mention certificates.

Each entry must be accompanied by an entry form found in future issues of Uniroyal World or a card with name, plant or office location and department, model of camera and type of film used.

Deadline is December 1, 1974.

Send all entries and any inquiries to Editor, Uniroyal World, Oxford Management Center, Middlebury, Ct. 06749.

KNOW YOUR BENEFITS Broader Opportunity To Win Uniroyal Scholarships

New rules will provide children of employees a greater opportunity to win a Uniroyal Scholarship, starting with students taking their PSAT Qualifying Tests this fall, 1974.

Ten scholarships will be awarded each year. If there are fewer than ten finalists, enough high-ranking non-finalists will be selected to fill the quota.

The July-August issue of Uniroyal World carries complete details on the newly revised rules. Also, full details will be given in a new leaflet which will be available, along with a new application form, at the Industrial Relations office by the end of September. November 15 is the deadline for submitting completed applications to the Uniroyal Foundation in New York.

Kevin Carter, son of Jack Carter, Painesville Purchasing Agent, was one of six Uniroyal scholarship winners in 1972.

Salesroom Best Buys

The plant salesroom now has men's winter jackets. These jackets (see picture) have a nylon shell, acrylic fill, quilted lining and fleece collar. A good buy at \$15.00.

A shipment of winter style Keds shoes was received recently, including the PIP oxfords.

End of summer buys include men's and boy's long sleeve shirts — \$2.00, boys CPO's — \$3.00, men's knit vests — \$4.00 and golf supplies including a fine line of capeskin golf gloves.



Doris Oberg arranges display of new jacket available in the Salesroom for winter.

