

PLAINTIFF'S  
EXHIBIT

ETCO-177

# THE ANTIKNOCK

VOL. XXI

1959

ETC 26508



Vol. 21, No. 12

December, 1959



S. G. Henry



Charles H. Zeanah

## Henry Completes Company Career

Retirement effective December 1 concluded Steve Henry's career at the Baton Rouge Plant, where he had served since his appointment as special assistant to former Vice President John H. Schaefer in 1947.

While manager of Community Relations, Steve made outstanding contributions not only to the community relations efforts of the Company but also to the city of Baton Rouge. He has held many posts in civic organizations where his leadership contributed to the advancement of the community.

Mrs. Henry is the former Mitzi G. Meares of north Louisiana. They have one son, Captain Stephen Henry, Jr., a 1946 graduate of West Point, who resides near the senior Henrys with his wife Barbara, and daughter Susan.

Henry joined Ethyl in 1947 as special assistant to the vice president of manufacturing here. Since then, he has held a number of positions with the Company, being named to head Community Relations in 1951.

### Outstanding Military Career

His Company affiliation followed a career of over 30 years in the U.S. Army beginning in 1916 and ending with his retirement in 1946 as a major general. He was commissioned as second lieutenant of infantry in 1916, and received a BS degree from Louisiana State University in 1917. He was on active duty with the Louisiana National Guard in the Mexican Border dispute in the summer of 1916.

During World War II, he served overseas in Africa, Italy, France, Germany and the Western Theater, and on the late General George C. Marshall's staff as the War Department's first director of research and development activities and later as assistant chief of staff for personnel.

### Active in Community

Long active in community and state affairs, he has served in many organizations. He is a past presi-

## Zeanah to Head Community Relations

Charles H. "Charley" Zeanah, who joined Ethyl in 1952, has been named manager of Community Relations at the Baton Rouge Plant, succeeding S. G. Henry who retired effective Dec. 1.

Zeanah recently transferred here from the New York Office where he has been assigned as assistant director of Public Relations since November 1956.

His association with the Company began in 1951 when he was contracted to broadcast the LSU football games under Ethyl's sponsorship. Following this assignment he was employed at the Baton Rouge Plant, and after a brief period here was transferred to the Houston Plant where he ultimately headed the Community Relations program.

In addition to this assignment, he continued the LSU broadcasts under Ethyl's sponsorship through the 1954 season.

In February, 1955, he was named acting superintendent of Industrial and Community Relations at Houston and served in that capacity until transferred to New York.

Zeanah is married to the former Sarah Martin of Montgomery, Ala. They have two children, Charles, Jr., and Sarah Hunter.

dent of the Baton Rouge Chamber of Commerce, is president of the Baton Rouge Freight and Transportation Bureau, a member of the board of directors of Junior Achievement, Baton Rouge Guidance Center, Public Affairs Research Council, and former member of the Salvation Army Advisory Committee, is past president and charter member of the Baton Rouge Knife and Fork Club, and a member of the executive committee of the Louisiana Personnel Management Conference.

(Continued on Page 6)

## The Cover



While Mrs. Joe Christy and Melody, three years old, agree that this tricycle would be a nice gift for Santa to leave under the tree, Joe, who is in EtCl Operations, discusses arrangements with Mrs. L. Lamonica at Lamonica's Store. This is a typical scene at this period of the year. It is one which brings almost as much pleasure and anticipation to the parents as to the children.

## Men Congratulated on Work As Major Project Is Completed

Construction electricians, their supervision, and other Plant groups working on the improvement of Power facilities could say "well done" as they completed a long range five-point program in early November. The million-dollar project had been started Dec. 4, 1951, when the first phase of the program was authorized.

"This was the type of project that took full cooperation all along. Employees in Power, Engineering, Tech. Services and Construction worked together toward the common objective of getting the job done. The foremen received outstanding effort from the men doing the job," said Hugh Bourque, Power superintendent.

"We have been especially proud of the work that the Construction group did," said Les Price, Construction superintendent. "The supervision, A. E. Hutchinson, Foreman J. D. Joseph, and all of the line crew are to be congratulated on the quality of the work, the 'esprit de corps' that existed throughout the project, and the excellent safety record maintained. They did a job worthy of commendation."

### Divided into Five Steps

Intensive detailed planning indicated that the program could best be implemented by carrying it out in five separate phases which permitted work where the immediate need was greatest. The plan included:

1. Rebuilding certain power lines north and east of the Sodium Plant.
2. Installing the No. 5 primary substation and rebuilding certain lines in the EtCl Area. This was

authorized on June 3, 1952.

3. Rebuilding some of the power lines in the vicinity of the River Water plant and in other spots in the northern area of the Plant. This was authorized June 3, 1952.

4. Rebuilding lines in the TEL Area and parts of the Sodium Area, as authorized Feb. 8, 1955.

5. Completing the rebuilding of lines west of the TEL Area and in the vicinity of the River Water plant as authorized Dec. 2, 1958.

Parts 1, 3, 4 and 5 of this program provided for changing open wire construction to aerial cable. Instead of numerous individual lines carrying power, these have been combined into one bundle of three cables.

### Four Basic Reasons for Projects

"I'd like to point out four reasons for this project," Bourque said, in commenting on the work. "First, is increased power capacity. The old system was limited in its ability to supply reliable power. Second, the distribution system, as it was before this improvement, lacked the means whereby certain parts could be de-energized for repair without adversely affecting production."

"Third, it replaced old facilities which because of long use needed excessive maintenance," he continued.

"Fourth, and by no means least," he pointed out, "the old construction crowded the poles to such an extent that it was difficult for maintenance personnel to safely work on the lines. To anyone looking at the photographs on Page 3 it is obvious that maintenance can be accomplished much more easily

(Continued on Page 3)



Hugh Bourque, right, Power superintendent, along with W. G. Whitley, left, Power supervisor, and Ralph Holloway, Engineering, express their appreciation to the Construction men for the excellent job they did on overhead lines. The men, starting third from left, are Donald Breaux, D. J. Keller, Charley Duhe, J. D. "Joe" Joseph, foreman, and K. N. Magee.

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Burns are among the most painful of injuries in the home. A popular spot for these burns is the kitchen where overturning skillets and pots splash their boiling contents on the person at the stove. Mrs. Gianelloni illustrates the point here. Keep pot handles turned inward.



Falls are the causes of many off-the-plant injuries. Tripping at the steps is one of the popular spots for falls. So that you won't do what Wilmer is doing in this posed picture, be careful as you go up and down steps. Remove any tripping hazards that may be around.



Ball games with the youngsters are a lot of fun, but they can be painful if you are playing on rough ground and step into a hole or on an uneven surface. Here Gregory asks what happened as Wilmer holds sprained ankle. Check the area before you start a game!



This type accident at home has disabled employees. Wilmer poses for this picture which shows what happens when you saw off a limb and carelessly let it fall before you move out of its path. The safe thing to do is to tie off limb with rope before sawing it.

## Home Hazards Continue to Cause Serious Injuries to Employees

"Home Sweet Home" is not such a safe place! This fact is brought out by the records on off-the-plant injuries compiled by the Off-the-Job Safety Committee.

On this page are staged pictures of accidents that happened in employee homes this year. These pictures were made possible by the cooperation of Mr. and Mrs. Wilmer Gianelloni and their children. Wilmer is in Finance.

"But these won't happen to me," you probably say as you look at the pictures. They can happen and probably will happen, sooner or later, if you don't take the safety precautions necessary to prevent them.

Records on off-the-job time losing injuries were compiled in 1958 starting April 10. From that time through the remainder of the year a total of 86 were reported. Of these, two were fatalities.

Statistics compiled through November of this year show a total of 100 off-the-job time losing accidents thus far in 1959.

Falls and slips continue to be the most frequent cause of injuries. A total of 21 employees were hurt in this manner; 13 of these injuries occurred in the home, and eight occurred elsewhere.

Fourteen employees were injured by being struck by or against objects.

Automobiles, which are considered one of the most frequent causes of off-the-job injuries, had only 13 injuries to their credit. Perhaps an awareness of their danger makes people use more safety in automobiles than they do in and around their homes.

Other causes were: sharp objects—11; strains—6; stings and bites—4; machinery, tools—5; hot material—4; animals—3; improper lifting, toxic material, fire-explosion, sports—one injury each. Three injuries fell into other categories.

As safety emphasis during December is focused on safety in the home, you are asked to give more thought and correction to your home hazards.



Lawn mowers are major enemies of safety. Wilmer and daughter Barbara pose for this "injury" from a flying object thrown by the mower.



Stings have been the cause of a number of off-the-plant injuries. If you must knock down wasp nests, use a long pole to do it and watch what you are doing!



Improper and inefficient use of hand tools disables employees every year. An injury such as this is common. Here Wilmer strikes his hand while starting a nail with a hammer. Proper attention to the job can prevent such injuries.

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ETHCO's executive staff, from left are Claude Stephenson, president; Mary Stephens, secretary; Cam McAndrew, treasurer; and Bo Sharp, vice-president.



This picture, taken a week before he passed away, shows "Uncle Dan" Read discussing the ETHCO safety program with Gayle Holliday, assistant junior safety adviser, and Cote Andrepont, junior safety adviser.



Bill Rolston, chief adviser, stands by as the board of directors for the company holds a meeting. Every member of the JA company is considered to be both an officer and an employee of the organization.

## ETHCO Teaches Business Principles

ETHCO, the Junior Achievement company sponsored by Ethyl Corporation this year, provides the opportunity for 18 youngsters to learn more about the principles of business operation.

To learn these business principles, the group of youngsters is manufacturing and selling their JA product — a combination wall rack. Prior to actual production, though, they had to incorporate their company, elect officers, decide on a product, sell stock, set a salary scale for members, and closely figure costs in their efforts to make a profit on their product.

Working on the sound principle that a business has to sell a product or a service if it is to be suc-

cessful, the group immediately went into the bagging and sale of moth crystals while in preparation for the manufacture of their current product.

At the end of the school year, they will liquidate their organization and pay dividends to the stockholders if there's a profit.

The success of a Junior Achievement company is due in large measure to the guidance from adult advisers. Those men from the Plant who are giving of their time and abilities this year are Bill Rolston, chief adviser; Larry Dallam, business adviser; Dick Goodrum, production adviser, and Gene Ashby, sales adviser.

## Men Congratulated—

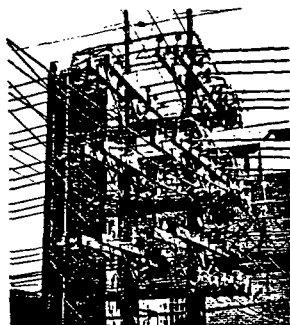
(Continued from Page 1)

without the worry of bare energized conductors all around."

With the exception of the No. 5

substation, all of the work of the five-point program was done by Construction forces, utilizing available linemen.

"Everybody working on this project gave his excellent cooperation," Bourque concluded.



These before and after views graphically illustrate the work that was done on overhead lines. Crowded as they were prior to this modernization, they presented a safety hazard to electricians doing repair work. Now, that the lines have been combined as shown at right, they eliminate this safety hazard.



No matter how large or small the business, record keeping is a vital part. Here the business staff looks over the financial structure of the Company as Business Adviser Larry Dallam offers suggestions. Seated, from left, are Mary Stephens, secretary; Cam McAndrew, treasurer; Carol Bryant, assistant secretary. Standing are Dallam and Jean McIntyre, assistant treasurer. Not shown: Dale Woolhiser, comptroller.



James Melton, production manager, and Bobby Marionneaux, assistant production manager, listen to Dick Goodrum, production adviser, as he explains a short-cut that will save time in the manufacture of the ETHCO product.



Sales Adviser Gene Ashby, right, discusses the sales program with Sales Manager Russ Gaudin, left, Mary Robert, in charge of market analysis, and Rosemary Wasson, personnel consultant. Their job is to see that the product is sold at a profit for ETHCO.

## Twelve Employees on New Jobs

### Frank Cheely

Effective Nov. 12, Frank Cheely was named director of Chemical Engineering. He held the position in an acting capacity prior to that time.

Cheely joined the Company in 1949 as a chemical engineer in Technical Services. He became supervisor of the Economic Evaluation Section in 1954 and superintendent of the section in 1955. In 1957 he was made superintendent of Manufacturing Technical Services, and in 1958 was named acting assistant director of the Chemical Engineering Division.

A native of Culverton, Georgia, he is a graduate of Georgia Tech, where he received a Bachelor of Chemical Engineering degree.

### Warren E. Green

Warren E. Green was promoted to the position of group leader of the Process and Instrument Development Group in General Engineering, Nov. 1. He moved from the position of acting group leader in the Instrument Design Group.

Green joined the Company in 1951 as a junior engineer and has served as electrical engineer, instrument engineer, and acting group leader of the Instrument Design Group since that time.

A native of Omaha, Neb., he is a graduate of Iowa State College, where he received his BS in electrical engineering.

### Heads Desk & Derrick



Dora Pepe, Stores, has been elected president of the Desk and Derrick Club of Baton Rouge for 1960. She succeeds Mary Alice Gooch, Purchasing. Sally Kemp, Production Scheduling and Distribution, was elected corresponding secretary, and Ruth Borland, Medical, was elected to a two-year term on the board of directors. Thelma Boudreaux, Cafeteria, will be serving her second year on the board.

### Robert M. Talbot

Robert M. Talbot, formerly assistant supervisor of Shipping, became scheduling supervisor, effective Nov. 1.

Bob is a native of Vineland, N. J. He joined the Company at Deepwater in 1941, transferring to Baton Rouge in 1948 as an assistant supervisor in the Data Group.

### John W. Munding

John W. Munding has been promoted to the position of group leaders of the design engineers assigned to new products and to the EtCl-VCl area.

John, who received his BS at Tulane and his MS at LSU, joined the Company March 1, 1948 as a technical draftsman. He later became a design engineer. He was on the AK 33-X team as the Engineering representative during the design phase.

### Maintenance Changes

Four reassignments within the Manufacturing Department affecting Charles Major, William J. Tracey, Donald M. Kirk, and Lewis A. Phillips, were announced on Nov. 9. In addition four other received temporary assignments.

Major, formerly supervisor in EtCl Maint., has been assigned the position of supervisor, Vinyl Chloride Operations.

Tracey, who was supervisor, TEL Maint., is now supervisor, EtCl Maint.

Formerly a Maintenance engineer, Kirk was promoted to the position of supervisor, TEL Maint.

D. M. Kirk has been named to the position of supervisor, TEL Maint.



Phillips has returned to the Industrial Engineering Section as area cost engineer following his assignment to the Economic Evaluation Section, Research and Development.

At the same time, temporary reassignments were announced for Thomas C. Coerver, Vernon Smythe, Herschell Kelley, and Arcade J. Parker.

Coerver, formerly superintendent, TEL Maint., is now on special assignment with the Manufacturing Department staff.

Smythe, formerly chief supervisor, General Maint., has been assigned to the position of superintendent, TEL Maint.

Kelley, formerly supervisor, Sodium Maint., now holds the position of chief supervisor, General Maint.

A. J. Parker, who was a Maintenance engineer, is now supervisor, Sodium Maint.

## R&D Personnel Active in ACS Meeting



Blitzler



Conrad



Haefner



Harvey



Campbell



Shapiro



Podall



Honeycutt



Laran



DePree



Johnston



Gorsich



Boggus



Riddle

J. D. Boggus is one of the three authors of the paper "Emission Spectra of a Charge Transfer Complex: Anthracene-Trinitrobenzene." Other authors are non-employees E. Elder, who presented the paper and S. P. McGlynn.

At the Friday morning Organometallic Chemistry Symposium, R. D. Gorsich delivered the paper: "Preparation and Properties of Cyclopentadienyl - Titanium Trichloride."

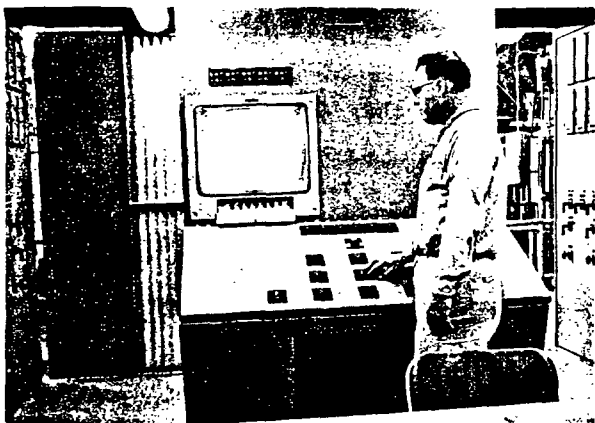
"Recent Advances in Metal Carbonyl Syntheses" is the title of the paper delivered by Harold Podall at the Saturday symposium on Organometallic Chemistry. This paper is co-authored by J. D. Johnston.

Dave DePree delivered the paper "Preparation of Sodium Cyanate by the Reaction of Sodium Metal with Urea" at the Saturday morning Inorganic Chemistry Symposium. Co-authors are E. B. Oldenbury, and J. A. Burns, Jr., non-employees.

### Just a Reminder

Pauline Parish, chairman of the Christmas Party, reminds all members that the dates are Dec. 16 and 17 and the place is the Ogden Theater on Government Street.

She also urges those who have Christmas decorations that can be borrowed for the production, to call the ERA Office.



John Babin, Pump House and Power operator 1/c, adjusts the equipment in the No. 3 Sodium substation utilizing the television and supervisory controls. The panels on left and right control Sodium substations 1 and 2.

## TV Cameras, Supervisory Control Improve Power Service on Plant

When a Power substation operator says he is watching TV, he probably is! That's exactly what he is supposed to be doing—and on the job, too.

He can get only one channel and the only dancing he can see is meter pointers dancing across the dial. The program will never get any national ratings, but it does represent progress at Ethyl.

No single service is more essential to operations at the Baton Rouge Plant than the constant flow of electricity. The Power Group is assigned the job of seeing that this flow is continuous.

### Continuous Flow Necessary

Maintaining a continuous flow of power to an electrolytic process such as sodium has its own special problems. Among these is the conversion of alternating current available from power companies to direct current. This conversion is performed in mercury-arc rectifiers.

To assist in this converting job, and to obtain a better utilization of manpower, a modern supervisory control and television system has recently been installed. This new equipment, working in conjunction with similar equipment installed a few years ago, brings together at a single location all of the information necessary to operate the power system throughout the Plant.

To furnish power to a single cell room requires essentially continuous surveillance of 17 separate electrical quantities of various characteristics. To get this information to a centralized location for some time presented a rather complex technical problem. After studying various methods of accomplishing this job, it was decided that it could best be solved utilizing closed-circuit television. The electrical instruments were located on a common panel and a remotely controlled television camera was provided. This camera picked up the image of the indicating instruments and transmitted it to a 21-inch television screen, similar to a home receiver, located in the central control room.

Instrumentation is only a part

of the problem. There are some 40 to 50 other bits of information which are important to a substation operator. Such things as temperatures, vacuum, circuit breaker positions, and oil levels automatically "report" at the central location when they are "off normal."

Information alone is not enough; a substation operator must be able to do something about "off normal" quantities at the remote substation. These functions are performed by the supervisory control system. He can raise or lower load on individual units, or all units simultaneously, and shut the entire operation down from his control point.

Only a few years ago transmitting this quantity of information and the control functions would have required hundreds of conductors between the two points. Costs would have been so high and the system so complex that it would have virtually been impossible to do the job.

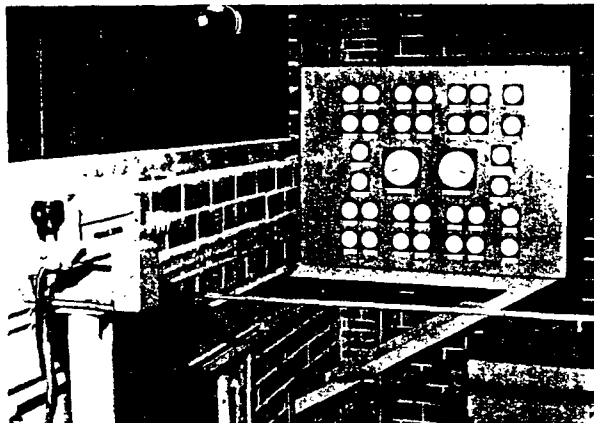
### Only Two Wires Needed

One of the remarkable features of the new system is that the supervisory control needs only one pair of wires between the substations and the control point. These two wires carry low-energy electric signals generated by electronic tone oscillators. The signals vary in their frequency and the supervisory control system is arranged to de-code the signals and accept only one combination of tones for each specific operation.

These coded signals actually sound like a series of musical notes. This is an aid to maintenance electricians who can learn the tone combinations and go quickly to the source of trouble by pinpointing the one which sounds off-key.

The Sodium Plant is not the only area where continuity of electric service is vital. A vast network of transformers, switches, cables, and related equipment is necessary to keep the wheels of progress turning. The substation operator in his new central control point keeps his finger on the heartbeat of the power from the time it leaves the power generating station until it enters a process or service building.

Assume that power is suddenly



The television camera which transmits the picture of the instrument board is shown at left. It is equipped with two lenses—one which gives a picture of the entire board, the other which gives a close-up view of any of the individual instruments on the board.

interrupted to one or more of the TEL buildings. A building foreman calls the operator at the central control point to report the difficulty. The chances are that remedial action will have already started by the time the call is received. This quick action is possible because of an additional supervisory control system. Red, green and white indicating lights on mimic bus diagrams, representing the Plant power lines, continuously monitor the position or change of position of all circuit breakers. These lights and their associated alarm system instantly reported the "trouble" in the TEL area. Supervision and Maintenance personnel were dispatched to the point of trouble.

This equipment and the new overhead distribution system described elsewhere in this issue are part of a long-range plan to keep the Baton Rouge Plant modern and competitive with other plants within and outside Ethyl Corporation.



At the right is shown the rear view of the television set. The electronic tone oscillators and the relays necessary for full remote operation are shown at left.

## -Classified Ads-

### For Sale

Aluminum garage doors. Have locks, hinges and everything complete. \$20 each. Phone DI 3-3066.

1948 Model Philco Refrigerator with freezer across the top. Phone EL 5-9921.

5 hp. Sea King outboard motor. Phone EL 5-9441.

Furnished house in Southdowns. Has floor furnace, air conditioning, kitchen, living room, one bedroom, bath and shower. Phone DI 4-6580 at 5 p.m. except on Sundays.

New Motorola gasoline operated automobile heater. Never used, in original container. Retail price approximately \$75, will sell for \$25. Phone Ivan Martin, at Plant Ext. 733.

Two cast-iron kettles. One approximately 500 gal., one approximately 250 gal. Phone Plaquemine 2869.

Girl's 24-inch bicycle. Phone WA 1-0064.

Four 7.10-15 puncture seal tubes. \$50. Phone WA 1-1370.

20-inch Schwinn girl's bicycle, with trainer wheels and basket. Very good condition and reasonable. Phone DI 3-6317.

One 1/4 hp. electric motor. Phone WA 1-8490.

Brand new McGregor golf bag. Value at \$35, will sell for \$25. Phone WA 1-9353.

26-inch heavy duty Columbia bicycle. Reconditioned and new paint. \$30. Phone EL 5-3425.

All or parts of 1949 Oldsmobile Club Coupe. Has "souped-up" '54 motor, automatic transmission. Has been clocked at 132 m.p.h. Also body, frame and parts of 1953 Fordor Ford. C. L. DeVeer, Box 236, Phone HO 7-3262, Geismar, La.

18 cu. ft. deluxe horizontal Coldspot freezer, complete with interior light, temperature indicator and control, and door lock. Has been in continuous service at one temperature setting for three years. In perfect condition. Original price \$288. Make offer. Phone DI 8-3896.

Cocker Spaniel puppies. Pure bred; Electromaster electric stove. In good condition. Phone WA 1-0370.

Gibson Amplifier, model GA-20, 12-inch speaker, 4 inputs and three controls. Phone EL 5-6007.

### Want To Borrow

The ERA Christmas Party Committee want to borrow Christmas decorations for the annual ERA Christmas Party to be held Dec. 16 and 17. Anyone having decorations to loan, please call the ERA Office at WA 1-5179.

## Lee 'Wraps Up' First Thirty Years



Tommy Lee, TEL-Sod. M&C, is shown receiving his 30-year service pin from Resident Manager Wallace F. Armstrong. He received the pin at ceremonies on Nov. 12 when he reached his thirtieth year of service with the Company. Tommie received his 30-year certificate at the annual 25-year service dinner in May.

## Seven Reach Twenty-Year Mark



H. O.  
White  
Prod. Plan.



Brice B.  
Achord, Jr.  
TEL Op.



Gladys R.  
Gilmore  
Security



Earl B.  
Brown  
Sod. Op.



Cecil C.  
Long  
TEL Op.



Margrette  
Henry  
Emp. Rel.



Taylor  
Brashier  
TEL-Sod. M&C

Thomas W. Lee, TEL-Sod. M&C, with 30 years, heads the field of those celebrating long service anniversaries. His service dates back to November, 1929.

Seven other employees rounded out 20 years of service, eight completed 15 years of service, four completed 10 years of service and one reached the 5-year mark last month.

### 15 Years

Henry B. Morrison, TEL Op.  
Leon Hamilton, EtCI Labor  
Lawless A. Boudreaux, Jr., Qual. Cont.  
Rosalie M. Agosta, Finance  
Brian L. Henderson, TEL Op.  
David T. Evans, Jr., EtCI M&C  
Roy Walker, TEL Op.  
Burrette B. Merrill, TEL-Sod. M&C

### 10 Years

James W. Lee, EtCI Labor  
Eldredge J. Robinson, EtCI Labor  
Thomas J. Wallace, EtCI Labor  
Edmond C. Williams, EtCI Labor

### 5 Years

J. Roger Mangham, Chem. Res.

## Toys for Tots

As the Ethyl Management Club plans its seventh Toys for Tots Collection, J. L. "Red" Ivers is serving as 1959 chairman of the event. He succeeds Ernest Diamond.

The annual program, now in its seventh year, was started by the late John Graziano.

## Brummett, Tate and Read Pass Away

### Grant Brummett

Grant Brummett, general shift foreman in EtCI Operations, died Nov. 8 in Tyler, Texas, following a very brief illness. Services were held at the Welsh Funeral Home on Nov. 10, with interment in Greenoaks Memorial Park.

Brummett, who was born Feb. 17, 1909, was a native of Hico, Texas. He attended Aberdeen Christian Academy and Howard Payne College.

Prior to his employment here in 1938 he had worked for the Louisiana Highway Department and the federal government. He was hired in 1938 as a helper in EtCI operations. He became a shift leader in 1939, a foreman in 1942, and shift foreman in 1945.

Grant is survived by his widow, the former Violet Gomez, two sons, Wesley and Donald, and one daughter, Frances Joan.

### John Tate

John Tate, 59-year-old retired employee, who had been assistant purchasing agent in Purchasing until he accepted early retirement on Aug. 1, died Nov. 10 in the Beacham Memorial Hospital in Magnolia, Miss.



Tate was a native of Tangipahoa and former

cashier of a Kentwood bank. He joined the Company in 1943.

Funeral services were held at the Brown Funeral Home in Kentwood, Nov. 11, with interment in the Woodland Cemetery.

The deceased is survived by his widow, the former Hilda Richard, one son, Cilton, and one brother, Hollis.

### "Uncle Dan" Read

Dan W. Read died at the Baton Rouge General Hospital Nov. 21 following a brief illness.

Widely known at the Ethyl Plant and throughout Baton Rouge, "Uncle Dan" had retired July 1, 1957, after 20 years of service at the Plant. He was hired in Construction, later transferred to Sodium Operations, and in 1945 became a safety engineer.

Read was a tireless civic worker who contributed his time and ability to safety, Junior Achievement, Boy Scouts, Mental Health, the Red Cross and many other organizations.

The body was at Welsh Funeral Home until Nov. 23. Services were held at St. James Episcopal Church with burial in Greenoaks Memorial Park.

Dan is survived by his widow, the former Audrey Sparks; three daughters, Mary Gaines Read—a former employee well known here; Mrs. Laura Boesewetter and Mrs. May Elizabeth Higley; and one brother, Granville M. Read.

here will be remembered always as an outstanding period in my life.

"My plans for post-retirement activities have not yet been finalized. Of two things I am sure. I do plan to stay busy, and I do plan to work with my son, Steve, Jr., in his business activities."

given us and for all the many activities which have made Baton Rouge and the surrounding territory a better place to live."



Homer Harris, left, and John A. "Pops" Bowman, former TEL operators, are typical of annuitants who are enjoying their retirement under the provisions of the early retirement offer and the Retirement Income Plan. This picture of the two men was taken at a party given in their honor when they accepted retirement recently. (See story at left.)

## Henry Completes—

(Continued from Page 1)

Other organizations in which he has been or is still active are the American Petroleum Institute, American Management Association, YMCA Building Committee, Public Relations Society of America, the LSU Alumni Federation Fund campaign, the Baton Rouge Mutual Aid System and the Louisiana Academy of Science.

He has served as state industrial chairman for the Louisiana Heart Association, state community relations chairman for the Louisiana Petroleum Council, and is vice chairman of the job placement committee of the Louisiana Parolee Rehabilitation Committee.

In commenting on his retirement, Steve said: "No one appreciates his friends and associates more fully than when the time comes to leave them. Now that I am retiring from active duty with the Company, I realize just how much I will miss this association with all of you at the Baton Rouge Plant. The 12 years I have spent

## Annuitants' Wives Express Appreciation

The following letter, from Mrs. John Bowman and Mrs. Homer Harris, is an expression of their appreciation for the party given at the time of their husbands' retirements. Excerpts are printed below.

"We, the wives of two new retired TEL operators of Escue's Shift, join together in thanking their fellow workers for the wonderful reception given us at the ERA Recreation Center recently.

"This kind of gracious entertaining is just a small sample of what Ethyl employees enjoy. The interest between employer and employee cannot be excelled anywhere. By taking advantage of the Company's special retirement offer, we are able to retire at an early age free from heavy debts, and—we think—with a larger retirement income than the average working man.

"We are thankful to Ethyl Corporation for the opportunities

Brown l  
fluid dr  
matic m

Brow

Joe B  
Central  
mechanic  
wide va  
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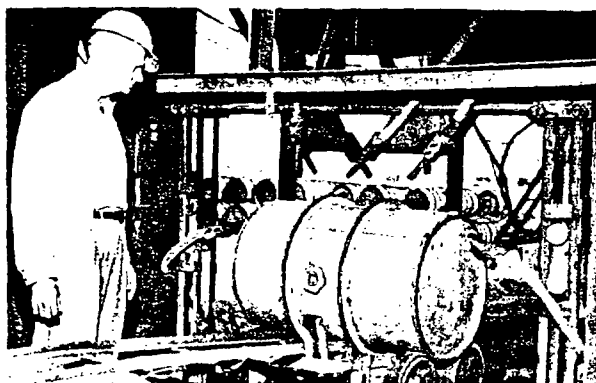
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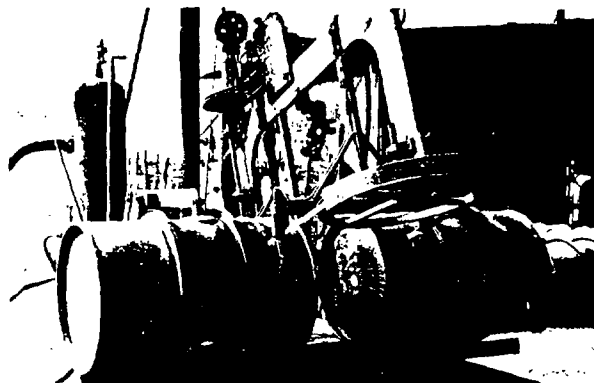
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Brown looks at the sandblasting machine he designed for cleaning TEL fluid drums which are to be repainted. One man operates this fully automatic machine. He designed a similar device for painting drums.



Jerry Adams, EtCl Maint., operates the machine designed by Brown which cuts the heads off two discarded drums at one time. Before this machine was made, this was slow work. These discarded TEL fluid drums will be cleaned, flattened, and sold for scrap.

## Brown's Many Ideas Through the Years Contribute to Increased Efficiency

Joe Brown, chief supervisor in Central Shops, has applied his mechanical know-how in solving a wide variety of perplexing mechanical problems and in the development of many improved methods during his years as an employee of the Baton Rouge Plant.

His career began here in 1937 when he was hired as a millwright. After advancing to the position of foreman and through other supervisory positions, he was promoted to the chief supervisor's post in Central Shops. His cooperative attitude with others in working out the problems and his skill in doing so has earned him the nickname of "chief plant gadgeteer."

"How is it," the writer asked Joe, "that you come up with so many outstanding ideas?" "Any problem has always been a challenge to me," he answered. "I believe a solution can be found if you think hard enough and dig deep enough. I'm still digging on some I'd like to solve, by the way. Much credit in the presentation and development of many of these ideas must go to my fellow workers whose help and cooperation has made the solution of these problems much easier."

One of his outstanding contributions to efficient production in the TEL Buildings was the design of an improvement for injecting steam into stills.

### Solves Vexing Problem

Prior to the use of this device, a straight open pipe was used for the injection of this steam. The pipe became clogged frequently with sludge thereby causing time-consuming delays during repair or replacement.

The improved method closes automatically when steam is not flowing through it. The closure prevents clogging with an inflow of sludge. As one looks back on this, it seems a relatively simple problem, but the trouble has been there for years prior to his solution.

Drum sand blasting was a slow inefficient procedure at one time. Joe developed the answer to that problem with an automatic drum-blasting machine. He designed a rig that turns a fluid drum as it

cleans it with a blast of sand from eight nozzles. The blasting pot, which holds 150 bags of sand, was built from a discarded chlorine tank. The container, which had been purchased with conventional sandblasting equipment prior to his development of the automatic rig, held only 20 bags of sand.

### Designed Cathode Welding Jig

In conjunction with the drum blaster, he designed an automatic drum rotator for paint priming.

Joe's cathode welding jig for automatic welding of cathodes used in Sodium manufacture was a great advancement in Sodium maintenance work. This jig is used to build up the interior surface of cathodes which have worn away from heat and usage. The same machine can be used for building up collectors and bases, another operation which was cumbersome prior to this development.

In welding, flux is an expensive item. It is the chemical used to shield the arc thus keeping oxygen away from the weld. Brown designed a flux recovery system which recclaims this for further use. The purchase of flux has been reduced to 10 per cent of what it was prior to the use of this machine.

### Originated Tank Cutting Lathe

You might think that Joe would rest on his laurels after the development of so many efficient items, but his ingenuity has extended much further.

He is the originator and developer of a tank cutting lathe for cutting scrapped refinery weigh tanks, Ethyl fluid tank cars, and other process tanks into small sizes which can be handled as scrap.

Brown designed a drum cutting band saw for use on discarded TEL fluid drums. The saw cuts the heads off two drums at a time so that they can be cleaned, flattened, and sold for scrap.

He suggested the container which holds two Dempster Dumpster trash boxes used at Central Shops. Thus, the truck carries two full boxes to the salvage yard at a time instead of one.

### Many Other Improvements

His safety device on portable escalators eliminates the possibility of more than one section of the

escalator going up at the same time when it is being elevated.

Before he put some thought into the solution of another problem, the motor base and the bearing housing for melt pot and alloy pot pumps were separate. He designed a combined motor base and bearing housing that improved alignment, increased pump life, and decreased installation problems.

He designed a more efficient attached bearing on a Worthington pump, thus eliminating a pedestal

type bearing.

Joe designed and developed welding positioners for automatic welding machines.

Another development of his is the automatically controlled sandblasting machine for general use.

The items mentioned above by no means include all of the Brown ideas that have been put into good use on the Baton Rouge Plant. They do show the extent of his creative thinking.

## Schafer Receives Top Award Check

John I. Schafer, VCI Op., was the top suggestion award winner last month with a \$145 award. His adopted idea concerned an improvement in Vinyl Chloride Operations. This was Schafer's second adopted idea.

A \$100 award, won by Ralph Newell, EtCl Op., was the second largest last month. Newell's idea concerned an improvement in Ethyl Chloride Operations. This was his fifth adopted suggestion.

The third largest award was one for \$70 received by S. A. "Jack" Braud, Sod. Op., concerning an improved Sodium Operations method.

A \$40 award, won by W. L. "Perry" Peyronnin, R&D Lab., was the fourth largest last month. His idea concerned an improvement in handling of samples in Development Lab.

A \$40 award shared by Charlie Broussard and Tommy Chapman, both of Sod. Op., was ranked fifth. Their adopted idea concerned an improved Sodium Maintenance method. This was Tommy Chapman's 28th adopted idea and Charlie Broussard's 20th.

Others receiving awards were:

- \$30 Award**  
Hiram A. May, TEL-Sod. M&C.
- \$25 Award**  
R. H. Simpson and August Seguin (Share), both of TEL Op.
- \$20 Awards**  
H. D. Crawford and E. L. Smith (Share), both of Stores; J. A. "Red" Carr, VCI Op.
- \$15 Awards**  
Robert Williams (2 awards), Sod. Lab.; C. F. Bridges, TEL-Sod. M&C; Patty Ruth Carroll, R&D Bus. Res.; H. P. Arboreaux, Stores; Mrs. Tirzah Cook, R&D Lab.; W. M. Kennon, TEL Op.
- \$10 Awards**  
Lucile McQueen, Emp. Rel.; C. L. DeVeer, Power; L. A. Richardson, U. L. Erwin and W. A. Domke, all of Sod. Op.; Eugene Montgomery and W. M. Kennon, both of TEL Op.; C. O. "Tinker" Harrell and C. R. New, both of Qual. Cont.; W. J. Millet, Stores; Barbara Stirrat, Purchasing.
- W. L. "Perry" Peyronnin, R&D Lab., received a \$40 award.**



(Pictures were unobtainable on Ralph Newell and S. A. Braud.)



John Schafer, VCI Op., right, receives a suggestion award in the amount of \$145 from his foreman, Frank Richardson, left. Schafer's adopted idea concerned an improvement in VCI Operations. This was his second adopted suggestion.

ETC 26515

Ethyl Corporation  
P. O. Box 341  
Baton Rouge 1, La.

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*Each Job Is Important!*



Yes, Santa's job is important! Although he isn't on the payroll at the Baton Rouge Plant, he performs a function that is vital Christmas Eve night. He brings cheer to the hearts of millions of children, confirming their faith that this grand old man, with the sanctioning of Mom and Dad, can convert the Christmas tree into a toy wonderland.

He is the fellow who makes you forget your years as you join the children in their Christmas morning fun. He is the spirit of generosity, kindness and concern for the happiness of others. He is the answer to a child's dreams; the legend that parents perpetuate from year to year! His job is important now and in years ahead!

ETC 26516



Vol. 21, No. 12

Baton Rouge, La.

December, 1955



**Santa Is Coming**  
(See Page 1)

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Vol. 21, No. 11

November, 1959



On May 11, 1956, Charley Walton received a \$990 suggestion award for his suggestion which controls speed and eliminates a hazard of air driven grinding tools. The check was presented by Frank Patton, left. "Uncle Charley" has a patent on the invention now.

## Walton Gets Patent on Invention Which Brought Large Award Check

"Uncle Charley" Walton has a patent now on his invention. At the present time he is contacting several manufacturers of grinding tools who are interested in his lifesaving device.

This is possible because of (1) the ingenuity of Walton's part in devising this invention as a means of solving a Plant problem, (2) the Ethyl Suggestion System where ideas from employees are considered for use by the Company, and (3) the Company's co-operation and release of the idea to Walton for patenting and sale after it had paid him \$990 for the idea. The only stipulation in the release was that the Company retain shop rights.

What was the idea? Why did Walton work on it? Air driven grinding tools are used extensively in maintenance and shop work at the Baton Rouge Plant just as they are in other shops throughout the country.

### Solves Safety Problem

The motor, driven by air pressure, turns a shaft to which is attached a circular abrasive disc. So long as the mechanical governor controlling air flow functions properly, these tools are safe, efficient servants. Occasionally, however, the governor fails, allowing the motor to overspeed. The abrasive wheels cannot withstand the centrifugal force at this tremendous speed. They disintegrate with terrific force, and have caused serious injury and permanent disability in some cases and deaths in others.

Because of such injuries and deaths in industry, local supervision had taken the air motor grinders out of service here before

any Plant employee received such an injury.

In Central Shops where he checks and maintains tools, "Uncle Charley" saw 25 of these motors lying idle because of this hazard. "Something," he thought to himself, "must be done to make them safe."

### Substitute Tools Inferior

During this period, mechanics complained that other tools could not do the job as effectively and as quickly as the air motor grinders. Job costs mounted because of the inefficiency of substitute tools and methods.

Walton considered the problem for weeks, gradually evolving an idea which he was sure would work. He designed a unit which gives positive speed control. It fits into the grinding tool, and if it is removed, the machine operates at the low speed of 3,300 revolutions per minute.

The unit, or valve, as installed on Plant grinding equipment, will not permit the speed of that equipment to exceed a maximum of 4,500 revolutions per minute.

### Shows What Can Be Done

"Charley Walton's thought and application to a serious problem is an excellent example of what can be done through the Suggestion System," said R. L. Day, Suggestion supervisor. "Each employee at the Baton Rouge Plant uses equipment, tools, or processes which can be improved. His serious consideration of how this can be done may lead to a suggestion award for him, and at the same time it can benefit the Company in any of several ways if it is acceptable."

## The Cover

The turkey, like Thanksgiving, is a great American tradition. Many employees will have turkey on their table, cooked to perfection and festively displayed for their Thanksgiving dinners. One of the families will be the Montgomerys. Eugene Montgomery, with axe and turkey in hand at the chopping block, is shown with his granddaughters, Carolyn Anne, six, and Dianne Forbes, eight, who don't like this part of Thanksgiving. Their father is Lloyd "Sonny" Forbes, Sodium operator 1/c. Eugene, a long-time employee, is a working leader in TEL Operations.



## Plant United Givers Fund Drive Gets Generous Employee Support

The 37 participating agencies of The United Givers Fund are receiving more per capita from Baton Rouge Plant employees than at any other time in the past. The combined contributions as of Nov. 2 were \$33,690.34 as compared to \$25,905 last year.

With the campaign continuing until Nov. 10, a total of 1,963 employees had contributed at the average rate of \$17.16 per giver up to Nov. 2.

The breakdown of campaign contributions shows that of the three participating groups, the AOWU contacted 555 employees, had 458 givers, for 82.5 per cent participa-

tion. Total contributions were \$5,088.68 with an average contribution of \$11.11 per giver.

Local 12900, UMW contacted 1,232 employees with 800 of them giving for a 64.9 per cent participation. Their total contributions were \$7,201.76 with an average contribution per giver of \$9.00.

Among supervision 762 employees were contacted with 705 giving. The percentage of participation was 92.5; total contributions were \$21,399.90. The average contributions per giver was \$30.35.

### Company Support Generous

The Company backed up employee support of the United Givers Fund with a contribution of \$27,000.

This contribution, which was increased from \$25,000 last year, brought total support from the Baton Rouge Plant to \$60,000 which goes to the 37 participating agencies.



Capt. Wesley Faulkner of the Salvation Army keynoted the United Givers Fund Drive at a kick-off breakfast in the Cafeteria, Oct. 7.

Serving on the United Givers Steering Committee were Arthur Broussard, chairman, and J. O. Aucoin, co-chairman for AOWU; Horace McNeal, chairman, and Floyd Carbo, co-chairman for UMW; and Morgan Many, chairman, and Henry Miller, co-chairman for supervision. Frank Padgitt was committee coordinator. Lucille McQueen handled the office duties as committee secretary.

In summarizing the campaign efforts, Padgitt said, "Our recent (Continued on Page 2)



United Givers Fund Steering Committee members were, left to right, J. O. Aucoin, AOWU; Floyd Carbo and H. W. McNeal, UMW; Morgan Many, supervision; Frank Padgitt, coordinator; Lucille McQueen, secretary; Arthur Broussard, AOWU, and Henry Miller, supervision.



W. W. McDonald, left, gives his support to the United Givers campaign when he is contacted by John F. Carter, one of the men who contacted supervisory personnel during the drive.



Henry A. Devall, left, who was one of those contacting members of UMW, Local 12900, is shown accepting a pledge from Andrew Melancon.



Hunter Norwood, Jr. agrees that UGF deserves support as he signs a pledge. Milton Bradford, right, was one of the workers in the AOWU campaign.

### Regan Gets Gift from Former Co-Workers



John O. Regan, who accepted early retirement on Sept. 1, was surprised by his former co-workers in Sodium recently when they presented him a portable television set. Shown with Regan, left, are Jesse C. Inman and John C. Cunard, who made the presentation for the men.

### United Givers Contributions at a Glance

|             | No. of Employees Contacted | No. of Givers | Participation | Amount Contributed | Average Contribution Per Employee | Per Giver |
|-------------|----------------------------|---------------|---------------|--------------------|-----------------------------------|-----------|
| A.O.W.U.    | 555                        | 458           | 82.5%         | \$ 5,088.68        | \$ 9.17                           | \$11.11   |
| U.M.W.      | 1,232                      | 800           | 64.9%         | 7,201.76           | 5.85                              | 9.00      |
| Supervision | 762                        | 705           | 92.5%         | 21,399.90          | 28.08                             | 30.35     |
| ETHYL       | 2,549                      | 1,963         | 77.0%         | \$33,690.34        | \$13.22                           | \$17.16   |

### United Givers—

(Continued from Page 1)

drive has been the most successful ever held. The basic reason for this, I think, is because we have done better than ever before in explaining the needs of the UGF agencies. It shows that when men and women of this Plant understand the good which comes from their contributions, they will give generously.

"Speaking for the Steering Committee and for the UGF," he continued, "I wish to thank all those who gave and all those who worked on the campaign. Next year we hope to do an even better job of presenting the UGF story. If we succeed, I'm sure we will be able to provide the UGF agencies with even more money with which to carry out their urgently needed work. I know that they can use it too good advantage.

"Space doesn't permit me to mention by name all who helped, but I must express our thanks to Al

Friedrichs for his assistance to the committee."

### Card of Thanks

To My Friends in the Sodium Area:

Thanks very much for your kind generosity in presenting me with such a wonderful portable television set. This gift will be so much pleasure to me during the long winter days while I am still trying to get back on my feet.

Mrs. Cunard and Mrs. Inman deserve many thanks for preparing such a delicious meal at the home of Johnnie Cunard.

Carrie and I hope each of you will always feel free to stop by; you will be welcome at 4112 Evangeline Street.

My pleasant relations with each of you all these years will never be forgotten.

Sincerely,

John O. Regan

### Refrigeration Group Forms Local Chapter



Officers for the recently established Ethyl chapter of the Refrigeration Service Engineers Society are, front row from left, T. R. Dupuy, president; William A. Kiper, vice-president; and J. D. Daigre, educational chairman. Back row, from left, are Gordie E. Deloach, second vice-president, Arcade J. Parker, secretary; Fred F. Chambless, sergeant-at-arms, and Martin J. Munn, treasurer.



Members of the recently established Ethyl Chapter of the Refrigeration Service Engineers Society are, front row, left to right: Arcade J. Parker, Nathan Gordon, Thomas A. Parsons, Morgan C. Many, Hiram Ballard, Jr., Gordie E. Deloach, F. O. Spurlock, and Robert H. Harrison. Back row, in the same order, are Fred F. Chambless, John W. Lapeze, Jr., Thad Bridges, Martin J. Munn, Donald J. Jacobson, Courtlandt E. Wilkinson, Nino Panaro, T. R. Dupuy, Willard O. Green, William A. Kiper, W. T. Edwards, J. D. Daigre, and Willis A. Badeaux. Not shown: Joseph C. Parque, Howard B. Wier, and Roy Fugler.

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Other

Francis Plant Pa heads the long service 1929.

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## Eleven Complete Twenty Years of Service



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Leslie J. Fuller,  
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John A. Daigre,  
M&C



Wilton A. Vickers,  
M&C



Ernestine Davis,  
Finance



Wilmer Gianelloni,  
Finance



Jackson A. Kidder,  
Finance



Eben Stubblefield,  
Prod. Sched.  
& Dist.

## Others Get Awards

Francis M. Porch, Safety & Plant Protection, with 30 years, heads the field of those celebrating long service anniversaries. His service dates back to October, 1929.

Eleven other employees rounded out 20 years of service, 15 completed 15 years of service, three completed 10 years of service and two reached the five-year mark last month.

### 15 Years

Edwin K. Humbles, TEL-Sod. M&C  
Dempsey J. Hughes, TEL-Sod. M&C  
William H. Smith, TEL-Sod. M&C  
Leroy R. Sparks, EtCI M&C  
Herman F. Quinn, EtCI M&C  
Harry W. Swearingen, EtCI M&C  
Felton L. Blizette, TEL Op.  
Eddie J. Aydel, TEL Op.  
Jeff T. Bauer, TEL Op.  
Jesse D. Felps, EtCI M&C  
Johnny Ross, Sod. Op.  
Lawrence W. Arledge, TEL Op.  
Alex G. Welch, VCI Op.  
Norbert P. Landry, EtCI M&C  
Leo G. Robinson, Sod. Op.



James A. Guerin,  
TEL Op.



Paul T. Cain,  
Sod. Op.



Isaac Haney,  
TEL Labor

### 10 Years

Edward P. Morgan, Jr., Emp. Rel.  
Clyde R. Turner, Proc. Des.  
Roland E. McKenzie, TEL Op.

### 5 Years

Irving E. Levine, Tech. Serv.  
Martha S. Causey, Proc. Des.

## —Classified Ads—

### For Sale

1/4-ton air conditioner, \$65, and Westinghouse roaster oven, complete with stand, \$20. Both in good condition. Phone WA 4-1191.

1955 Studebaker Champion with overdrive, radio and heater. \$450. Phone Mutual 3-8121 in Clinton.

Child's trampoline, used one week. \$25. Phone EL 5-4269.

Trombone, case and mute, in excellent condition. \$50. Phone Denham Springs 5-2252 or write B. E. Duplessie, 1019 Myrtle St., Denham Springs.

Large circular throw rug. Used very little, in excellent condition. Fostoria electric iron, in excellent condition. Phone WA 4-3935.

Good used fuel pump for 1955 model Buick. Make offer. Phone WA 4-1515.

AMC one room air-conditioner. Like new. \$75. Phone EI 7-4672.

Professional size ping-pong table, net and paddles in first-class condition. \$25. Phone WA 1-5689.

Plot 45-A, Garden of Good Shepherd Spaces 1, 2, 3 and 4 in Resthaven Gardens of Memory. Price \$800. Phone Denham Springs 5-2583.

G. E. Electric range, very clean, excellent condition. New home has built-in stove. Very reasonable price. Phone WA 4-2334.

Hospital bed, practically new, in perfect condition. Phone DI 4-8570 or DI 4-6108.

J. C. Higgins 12-gauge pump gun with 30-inch barrel and polychoke. Like new. \$50; 12-gauge double barrel hammerless. Barrels 32 inches long, one full, one modified. Good condition. \$25; single-shot bolt action .22 rifle, .12, and a 5 h.p. Mercury outboard motor. Good condition, guaranteed. \$50. Phone EL 5-9045.

1950 Ford V-8 Tudor. In good condition. \$150, three pairs of boys' pants, size 12, in good condition, \$2 each; one boy's sport coat, size 12, in good condition, \$5. Phone EL 7-7904.

### Wanted

Farm tractor with bush hog and tandem disk. Phone DI 2-1304.

Riders from Sherwood and Forest Oak Park. Hours 7:30 to 4 p.m. Phone WA 1-0913.

## Porch Observes Thirtieth Anniversary



F. M. "Mike" Porch, right, is shown receiving his 30-year service pin from Resident Manager Wallace F. Armstrong. He received the pin at ceremonies on Oct. 21 when he reached his thirtieth year of service with the Company. Mike received his 30-year certificate at the annual 25-year service dinner in May.

## Roubique, Andre Receive Top Award

Lawrence W. Roubique, R&D Services, and Joseph E. Andre, VCI Op., were the top suggestion award winners last month by sharing a \$240 award. Their idea concerned a process improvement to reduce the catalyst cost in the EtCI Area. This was Roubique's first adopted award and Andre's second.

A \$55 award, won by Harold Scruggs, EtCI M&C, was the second largest award last month. His adopted suggestion concerned an improved method for maintaining emergency lighting equipment. This was his second adopted suggestion.

Others receiving awards were:

### \$30 Award

C. P. Bridges and J. B. Langlois (Share), TEL-Sod. M&C.

### \$25 Award

Harry Lemoine and B. T. Karns, Jr. (Share), Qual. Control.

### \$20 Awards

Eugene Montgomery and V. Latona (Share), TEL Op.; Luther J. Bennett and James S. Hodges, (Share) and R. E. "Bob" Talley

and John E. Soulier, all of TEL-Sod. M&C.

### \$15 Award

L. A. Richardson, Sod. Op.

### \$10 Awards

Aubert J. Millet, Power; L. A. Richardson, Sod. Op.; C. O. Harrell, Qual. Cont.; V. J. "Rocky" Maranto, VCI Lab.; James Johnson and Shed Campbell (Share) of EtCI Labor; Earl Rousseau (Share) TEL-Sod. M&C.

## —DECEASED—

Joseph Hazael "Poye" Aguilard, "Poye" Aguilard, a mechanical helper in EtCI Maint., died Oct. 17 at Sisters of St. Joseph Hospital in New Roads following a very brief illness.

Aguilard had been an employee of the Company since Oct. 11, 1943, when he was hired as an inside machinist helper i/c in EtCI Maint.

He was buried in the St. Mary's Catholic Church Cemetery in New Roads following services held on Oct. 19.

The deceased is survived by his widow, the former Aggie Lieux, one sister, Mrs. J. L. Lindsley of Ventress, and two brothers—Clifton, of Jarreau, and Venton of Riverside, Calif.



Harold W. Scruggs, EtCI M&C, received a \$55 award.



Foreman Hollis H. Jacobs presents a joint \$240 award to Joseph Andre, VCI Op., and Lawrence Roubique, R&D. Both are former EtCI Operations employees. While in Operations, they submitted the award winning idea concerning a process improvement to reduce the catalyst cost in the EtCI Area.

## Top Company Officials Address Ethyl Management Club



Speakers, left to right, were General Manager Glenn O. Hayes, Vice-President George F. Kirby, Vice-President Malcolm P. Murdock, President B. B. Turner, EMC President Duke Hartsfield who was master of ceremonies, Vice-President Joseph A. Costello, Vice-President William R. Perdue, and Director of Employee Relations Stephen B. Rodi.

A report on where Ethyl Corporation stands in the fall of 1959, what its expectations are for the future, and the Baton Rouge Plant's place in the overall picture was presented by a panel of Company officials at the Management Club meeting here early in October.

Heading the panel at the Club's annual Management Night Program, which took the form of a question and answer session, was President B. B. Turner. Other officials present, besides Mr. Turner, were George F. Kirby, vice-president—Operations; Joseph A. Costello, vice-president—Purchasing, Traffic and Chemical Sales; William R. Perdue, vice-president—Finance and Staff; Malcolm P. Murdock, vice-president—Sales; Glenn O. Hayes, general manager of Manufacturing, and Stephen B. Rodi, director of Employee Relations.

The officials attended the Management Club meeting in response to an invitation from its officers and answered a wide range of questions submitted by Club members.

Here are some of the highlights of what they said. While Ethyl expects to encounter continued strong competition in selling antiknock compounds, the prospects are for increased sales over the coming years. With our improved manufacturing know-how and new antiknock compounds, we are in a good position to move forward. The use of smaller concentrations of TEL in each gallon of gasoline has affected sales during the last couple of years. Refinery processing, which has always provided tough competition, was largely responsible and is one big reason why the price of out antiknock compounds must be kept at a level that makes them attractive to refiners. One way we can do this is by holding the line on production costs.

The gasoline engine, and thus the market for antiknock compounds, will be with us for a long time. The various types of other power plants—including the experimental gas turbine and free-piston engine—are not expected to make any appreciable inroads in the gasoline market.

Sales of the Company's other products this year will be the highest in the Company's history. These include vinyl chloride, several new antioxidants and other petroleum additives. Other new chemical products, including or-

ganometallics, are in various stages of development.

Motor 33-Mix, the new antiknock compound combining TEL and manganese that Ethyl introduced last month, is now being sold to customer oil refiners in commercial quantities.

New chemical products are being and will continue to be investigated to see if we can manufacture and sell them successfully in the competitive market that now exists. The production of vinyl chloride monomer has fitted in very well with the operations and facilities at the Baton Rouge Plant. The people here have done an outstanding job in increasing production of this product since the plant went on stream.

A great deal of progress has been made at both the Baton Rouge and Houston Plants in improving manufacturing efficiency and reducing costs. This progress has helped maintain the selling prices of our products at competitive levels—so necessary in today's markets.

The Baton Rouge Plant is well located from the point of view of availability of raw materials and proximity to customers. These factors, plus its long experience and know-how, and increased efficiency enable it to strengthen our competitive position by providing prompt delivery of high quality products to customers.

The design, location, efficiency, costs of operations, and all other factors involved at Baton Rouge and other Ethyl plants are constantly being studied to make sure that they are being utilized to the best advantage.

In addition to the discussion of the Company future, it was pointed out Ethyl Corporation's benefit plans—in which Baton Rouge employees share fully—are superior to most of those found in American industry today. They are under constant study to keep them that way.

### Automation—Why Not?

Teddy Roosevelt never heard of "automation," yet he had an answer for critics who say it will reduce the number of jobs.

Once as he watched steam shovels scooping up earth for a dam, someone said, "Think of the jobs we could create if we put men out there with shovels."

"Yes," Mr. Roosevelt replied scathingly, "and we could multiply that number a hundredfold if we equipped them with teaspoons."

## ERA Announces Three Hunting Contests

The Ethyl Recreation Association has announced three hunting contests for members. Three prizes are offered for the three largest squirrels, three for the three largest green-head mallard ducks registered, and two for the largest sets of deer antlers.

All entries must be registered at Woody's Sport Center on the Airline Highway. In case of a tie, the earliest registration wins. No entrant may receive more than one prize in any one contest.

The contests, which are concurrent with the hunting seasons, of-

fer \$20, \$15, and \$5 gift certificates in the squirrel and duck categories, and \$25 and \$15 gift certificates in the deer division.

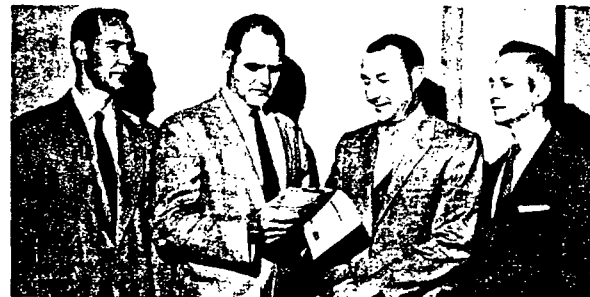
In the deer hunting contest, the spread of the antler beam will be considered in determining the winner on a point count. Each point large enough to hold a ring will be counted as one point. One point will be allowed for each inch of spread between antlers. The deer must show signs of being freshly killed but may be registered with the head attached or severed.



## Hall Will Head Special Emphasis Safety Program

Quentin Hall, ECI Op., has been named chairman of the 1960 Special Emphasis Safety Program for the Central Safety Committee. He succeeds Fred Hamilton, Sod. Maint., who has held the post for the past two years.

## Ethyl Management Club Officers Elected



These men have been elected the 1960 officers for the Ethyl Management Club. From left, they are Art Decker, vice-president, Syl Lange, president, B. M. Bryant, secretary, and David Johnson, treasurer. The Board of Control members are J. D. Joseph, Joseph Stewart, Louis Menville, A. J. Robichaux, H. D. Simpson, Ollen Clay, Joe Gyan, C. E. Smith and Dan Walsh.

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Junior Achievement advisers are, left to right: Larry Dallam, business adviser; Dick Goodrum, production adviser; Bill Rolston, chief adviser, and Gene Ashby, sales adviser.

## Advisers Provide JA Leadership

As Junior Achievement in Baton Rouge begins its fourth year, many men in the community who are interested in the development of our young people, give generously of their time and abilities to advise these young business groups.

Advisers for ETHCO, the JA company sponsored this year by the Company, are Bill Rolston, chief adviser; Larry Dallam, business adviser; Dick Goodrum, production adviser; and Gene Ashby, sales adviser.

Each Thursday night, with the exception of holidays, these men assist in the activities of the 22 youngsters as they organize their company, elect officers, sell stock,

go into production, sell their product, liquidate, and pay off stockholders if the company shows a profit.

Thus, one night a week from now until the first part of May, Rolston, Dallam, Goodrum, and Ashby will give freely of their time to help develop the sound business understanding of 22 boys and girls.

ETHCO is now repackaging moth balls and charcoal lighter fluid for sale by company members. These products will be marketed until they get into the production of wooden wall racks to be used for hats, coats and incidentals.

## Suggestion Film Presentation Wins First Place in National Competition

"The Ethyl Suggestion System in Action" is one of the current supervisory training programs being conducted by the Training Office. Its purpose is to review the progress of the suggestion system during its first five years of operation.

The results of a recent study of the costs and benefits, both to employees and the Company, is being presented by superintendents who serve as instructors for the program.

A sound slide presentation of the investigation of "Uncle Charlie" Walton's idea to improve air-driven grinders is included in the program. This film won first place in national competition as the best

promotional presentation for suggestion systems.

It shows how an employee's solution to a Plant problem was processed, investigated, approved and put to use, resulting in safer methods and tools for employees. Incidentally, the solution was so ingenious that Walton has now received a patent and plans to market his safety device. (See page 1.)

The program emphasizes the need for and benefits of more intensive investigations so that employees' ideas can be utilized better.

A second objective is to encourage employees to submit more suggestions that can be accepted.



Ray Metternich, Training, is shown at the projector for a showing of the award winning slide presentation that won first place in national competition as the best promotional presentation for suggestion systems. The film shows how Charley Walton's solution to a Plant problem was processed, investigated, approved and put to use.

## INDUSTRY IS A MAN!

By  
William Naden, President,  
Esso Standard Oil Company

In  
25th Anniversary Issue of  
"Esso Oilways"

(EDITOR'S NOTE: This article by William Naden, president of Esso Standard Oil Company, gives forceful recognition to the value and the need of people in industry. It appeared in the 25th Anniversary Issue of "Esso Oilways," one of the leading industrial publications of this country.

(We were so impressed with Mr. Naden's article that we asked permission to reprint it in this issue of THE ANTI-KNOCK.)

Last year was the 75th Anniversary of Standard Oil Company (New Jersey). This year is the 100th Anniversary of the petroleum industry, as marked by the first commercially successful oil well. It also is the 25th Anniversary of Esso Oilways (and the 50th Anniversary of the Baton Rouge Esso refinery—Ed.). Occasions like these—plus the host of factories and plants, their automation, their wonderfully complex products and the vast capital investments they represent—all suggest forcefully that companies and industries are something bigger than any of us.

Certainly most companies and industries will outlive us. And yet, if we should all die with the switches left on, we know how soon all of industry would shudder to an empty, silent halt. Industry is no bigger than a man. Man, with his needs and wants of food, clothing, shelter, transportation, entertainment, is the ultimate consumer for whom industry exists. His changing desires and growing populations force the growth and change in industry.

The key functions that build industry—planning, coordination, buying, selling—are accomplished only by man. The more elaborate automatic-control systems can switch labor's basic function from operation to control . . . as they have in our refineries . . . but they cannot eliminate man from the process.

The infinite capability of man to consider, to decide and to act has only been duplicated in the most elemental way by a machine. And that machine was designed, built and armed with decision-making and action-taking functions by man.

In 1956, the balance of our nation's work force tipped from production to distribution for the first time in history. What collection of machines can make the same switch?

It is man, and only man, that has the ability to learn, grow and change. It is man, not companies or industries, that is meeting the needs and desires of man.

As we review the accomplishments and developments within industries and companies, let us never forget that industry—at any time or any moment—is a man.

## Chem. Engineering Reassignments Made

Four organizational reassignments in the Chemical Engineering Division were announced during October by J. F. Cheely.

Frank Canfield, formerly supervisor in Process Design, became technical assistant to the head of Process Design.

Henry Wall, A graduate of Southwestern Louisiana Institute where he received his BS in chemical engineering, Canfield joined the Company in 1945. He had served in a number of chemical engineering and process design engineering capacities before his latest appointment.

Roger Moser, formerly assistant superintendent of Manufacturing

Technical Services, became a supervisor in Process Design where he is in charge of process evaluation activities. Moser received his BS in chemical engineering at Purdue University and has done grad-

uate study at LSU. He joined the Company in 1951 as a pilot plant engineer.

T. A. Leeper, senior Process Design engineer, has completed his rotational assignment as acting staff assistant in Process Design and will be responsible for our process design work on AN compounds.

J. F. McElderry, formerly a senior Process Design engineer, became an acting assistant superintendent in Manufacturing Technical Services. He is in charge of Manufacturing Development activities.



Member of International Council of Industrial Editors

J. T. Stephenson.....Editor

The purpose of The Antiknock is to report how Ethyl people at the Baton Rouge Plant work together, inform employees about the Company—its products, progress and problems—show the activities of employees and their families, and promote an appreciation of the American way of life.

## AK 33-X Is Result of Team Work From Many Company Groups



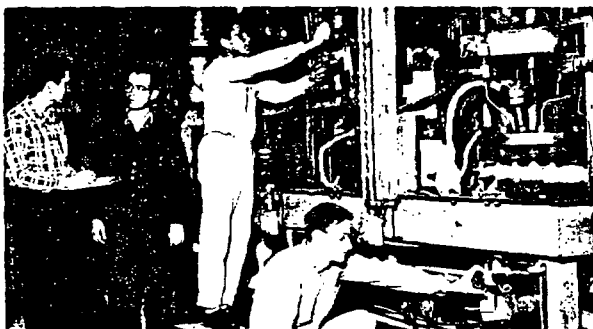
Earl DeWitt, left, of Business Research, and Hymin Shapiro, Chemical Research, are two of the men listed as inventors of the new antiknock discovery. The third is Jerry Brown. All three of them were in Detroit when the discovery was made that led to the new product.



R&D Services, with D. E. Johnson as the team representative, contributed to the development of the project. Shown here as they perform laboratory work are Joe Mitchem, analytical chemist, and Harry Demouy, Jr., lab assistant.



A. P. Giraitis, T. P. Whaley, and J. R. Zietz represented Chemical Research on the AK 33-X team. A large volume of laboratory work by other employees was done under their direction. Here, Carroll Forbes, lab assistant, and Hoyt Cragg, Development chemist, perform an experiment.



From the laboratory, the process went to the pilot plant for further testing. Shown working in the pilot plant, left to right, are C. R. Bergeron and Jerry Kottong, Process Development engineers, and L. R. Nelson and L. A. Fortenberry, lab assistants. A. F. Limper represented Process Development on the team.

On Oct. 1, the Company announced that it was ready to supply to refiners in commercial quantities a new additive for automotive gasoline. It combines TEL and manganese to form the most effective antiknock compound to be marketed in over 35 years.

Known as "Ethyl" Antiknock Compound—TEL Motor 33 Mix, the product is now being shipped to customers from the Baton Rouge Plant. The new product, the result of research and teamwork effort involving many Company employees, represents the greatest advance in the technology and commercial importance of antiknock compounds since Ethyl introduced TEL in the early 1920's.

### First Conceived in '51

New products like this just don't happen to fall into the Company's lap overnight. Back of them are long months of intensive research and many months of teamwork by many divisions of the Company.

The development of the AK 33-X process to its current scale manufacture presents an interesting study of the size of the effort and the teamwork required for the successful execution of such a project.

AK 33-X was first conceived, prepared and tested for antiknock value at our Detroit Research Laboratory in 1951 by research people who are constantly searching for better antiknock materials. Following the discovery of its unusual antiknock properties, a considerable amount of work was done at Detroit to provide a sound basis for patent protection and to establish its commercial utility.

### Of Interest to Oil Industry

The basic patents covering this new manganese antiknock were issued to Ethyl and list Jerry Brown, Earl DeWitt, and Hymin Shapiro as the inventors. DeWitt, in Business Research, and Shapiro, Chemical Research, have since transferred to Baton Rouge. Brown continues his work at Detroit.

By July, 1956, it was apparent that our new manganese compound would be of interest to the

petroleum industry. It was decided, therefore, to undertake the development of a process suitable for large scale manufacture of the material. Due to the fine efforts of the Detroit organization the chemistry, upon which the process was based, had already been worked out. The soundness of this chemistry had been repeatedly demonstrated by Detroit in small scale equipment during the preparation of samples for its programs. It was with this background that the process development program was initiated at Baton Rouge.

The ultimate goal of such a program is to develop a process that is safe, workable and economical. Safe so that operating and maintenance personnel can do their work without personal risk; workable so that the process will operate with infrequent interruption; and economical so that the selling price is attractive to the customer and profitable to the manufacturer.

### Team Approach Best

Experience has shown that these objectives are best achieved through the combined efforts of a team composed of a group of people, each having a prime responsibility for a major phase of the program. Such a team was formed at Baton Rouge in July, 1956 with Sid Blitzer as project manager to coordinate the team's activities. Each team member occupied a responsible position in his segment of the line organization and had assigned to him sufficient qualified individuals to conduct the work required in that phase of the program.

The project manager, on the other hand, was responsible to the general manager of Baton Rouge R&D Operations and maintained liaison with other research groups as required. In practice, then, the line organizations were responsible for planning and executing their particular phase of the work, and the project manager for coordinating the over-all plan and schedule.

During the course of the project, which covered a period of approximately two years, the composition of the team changed as the needs of the project changed. Also,



Harry O'Connell became project manager when the project moved to design and construction activities.



Sid Blitzer served as project manager during the development of the AK 33-X process at the Baton Rouge Plant.

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Frank McCoy was the Manufacturing representative on the AK 33-X team. He brought the experience and help of Manufacturing employees into the development, design and engineering of the process.

Sid Blitzter, the original project manager, was replaced by Harry O'Connell as the program moved from the development stage to design and construction of the plant. The laboratory and pilot plant phases of the program were conducted at Baton Rouge and the large scale equipment tests at our market development plant at Orangeburg, S. C.

The list below illustrates the scope of the effort, showing the segments of the various line organizations that were involved and lists the men who were members of the team at one time or another:

Project Managers: S. M. Blitzter and H. E. O'Connell.

Chemical Research: A. P. Giraltis, T. P. Whaley, and J. R. Zietz.

Chemical Research and Development Services: D. E. Johnson.

Process Development: A. F. Limper.

Process Design: J. B. Bingeman and M. L. Gould.

Economics: A. W. Helwig, J. R. Hill, J. N. Fogg.

Engineering Department: J. W. Mundinger, C. J. Kimmitt.

Orangeburg Plant: L. E. Lester.

Manufacturing Department: F. A. McCoy.

Purchasing Department: E. E. Moore.

Patents: J. T. Balhoff.

There were, of course many other employees in the various de-



John T. Balhoff, Patents, made a valuable contribution to AK 33-X efforts. His job was to see that proper coverage was secured on the process as development work progressed at the Baton Rouge Plant.

partments who contributed to this team. Only a few of these are shown in the accompanying photographs.

The Orangeburg production facilities were developed and the process designed by R&D team members and their co-workers. The general engineering was done by the Engineering Department.

The Manufacturing Department and the Ethyl representatives at Orangeburg brought their experiences into the development, design, and engineering phases of the program.

Economic Evaluation and Process Design made comprehensive investigations of the possibilities of supplying our own raw materials and with General Engineering, evaluated sites with reference to raw materials and economics before the Economic Evaluation Group and the Purchasing Department representatives selected economical sources of supply for the necessary raw materials. Finally, Orangeburg management supervised the construction of the AK 33-X plant and, with the assistance of selected Baton Rouge R&D team members and their co-workers, successfully placed the plant on stream.

The Orangeburg Plant was placed on stream by mid-December, 1958, somewhat less than two years after start of the development program. Following this, the Plant continued to operate and produce substantial quantities of specification grade product for experimental purposes. With the introduction of 33-Mix on the commercial market, the Plant has resumed operation and will supply AK 33-X to the Baton Rouge Plant to be blended into our regular antiknock compound which is shipped from here.

Prior to the introduction of 33-Mix on the market, the process development team cooperated with the Sales Department, the Baton Rouge Manufacturing Department and the Detroit Laboratory in working out arrangements connected with the blending of 33-Mix. This team will continue in existence until our new product no longer requires its service.

Harry O'Connell continues as project manager of this team.



These are some of the employees who contributed to the development of AK 33-X into a marketable product. In the foreground, right, is Harry O'Connell, current project manager. Left to right are Bill Ruhlin, Palmer Brown, Marvin Roof and Don Park of Process Design; Art Helwig, Economic Evaluation; Bob Eisenbach and J. B. Bingeman of Process Design.



Team members from the Engineering Department who provided project leadership were J. W. Mundinger and C. J. Kimmitt. They are shown reviewing a set of engineering specifications to which others in Engineering contributed specialized know-how.



The procurement of materials and supplies for the project was the duty of Elbert Moore, left, of Purchasing. He received substantial assistance in this work from L. M. Davis, right, and other Purchasing employees.

## Annuitant Bags Cat



Harvey F. Couch, who accepted early retirement on Sept. 1, killed this 20-pound bobcat while squirrel hunting the first day of the season near Chicot State Park. The cat was 34 inches long and 18 inches high. Couch was in TEL Op. prior to retirement.

## 33-Mix Receives Wide Variety of Tests

Ethyl's Motor 33-Mix is a superior antiknock compound that will substantially increase the economic usefulness of tetraethyl lead to refiners and the motoring public.

In fuels in which it is most responsive, it will provide octane numbers at a lower cost than is available either from tetraethyl lead alone or from refinery processes.

During the past year, 31 refiners here and abroad have tested the new antiknock formulation of lead and manganese in their gasolines. Over 125 million gallons of gasoline so treated were used by the public, with highly satisfactory results. Previously, the new antiknock had been subjected to over 100,000 hours of dynamometer testing in the Ethyl laboratories, was tested over seven million vehicle miles in automotive test fleets, and was further tested in another 1½ million miles of driving by Ethyl personnel.

As compared with the use of tetraethyl lead alone, three milliliters of tetraethyl lead as Motor 33 Mix can add up to three octane numbers to gasoline. Moreover, Motor 33 Mix can supply these additional numbers at a cost that can be as much as 50 per cent less than the comparable cost of refinery processing.

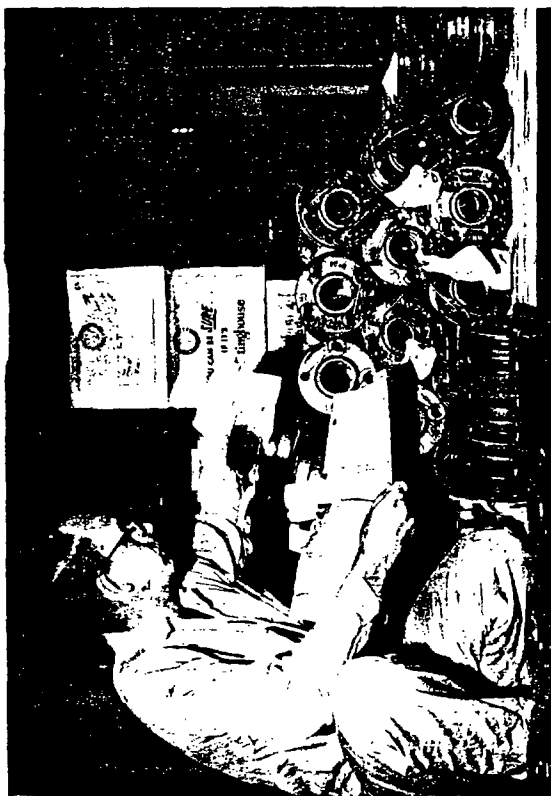
At the same time, Motor 33 Mix will permit many refiners to use less severe catalytic reforming—thereby increasing gasoline yields per barrel, will encourage greater use of natural gasoline or virgin light naphthas, and will thus contribute to gasoline blends with improved road antiknock performance.

The new product can be handled in the same tetraethyl lead mixing plants already installed in refineries, without any change in equipment.

Ethyl Corporation  
P. O. Box 341  
Baton Rouge 1, La.  
Form 3547 Requested

U. S. Postage  
P A I D  
Bulk Rate  
Permit No. 382  
Baton Rouge, La.

*Each Job Is Important!*



Creighton C. Smith, Stores clerk 1/c, is shown above checking incoming Stores stock against the purchase order. After the correctness of the incoming order has been verified, it will go to the proper bins for issuance as necessary for Plant use.

Efficiency in this and other Stores jobs is essential to the economical operation of the Baton Rouge Plant. Parts and equipment must go into the areas from Stores when needed so that maintenance, operations, and related duties can continue without expensive delay.

The Stores clerks and warehousemen have a broad knowledge of parts and equipment, and a good memory which enables them to recall minute details about thousands of items.



Players see the Circle



Vol. 21, No. 11

Baton Rouge, La.

November, 1959



Prelude to Thanksgiving  
(See Page 16)



Vol. 21.

*Sixt*

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ETC 26524



Vol. 21, No. 10

October, 1959

## Sixteen Teams Start Winter Loop

Winter bowling activities for 16 teams in the ERA League began Sept. 8 immediately following the spare rolled by Sam Roberts, director of General Engineering. He stepped up to the alley to roll the first balls after brief remarks at opening ceremonies.

Increasing interest in bowling has brought approximately 120 employees into the ERA League. On Tuesday nights, these employees are actively participating in the competition at the new Circle Bowl.

### Working for Bowling Honors

Teams in the league this season include the defending champion—Production Planning—Engineers, Chemical Engineers, Office, Maintenance Office, Maintenance, Alloy, New Products, Analysts, Research, Process Development, Security, Antiknocks, Finance, Technical Service and Traffic.

All of the bowlers, besides the wholesome recreation they get from the activity, are sighting for the trophies which will be awarded at the conclusion of the season next May. These include awards for the winning team, the high average, high scratch game, high handicap game, and high handicap series.

### Increasing Interest In Bowling

Defending their individual honors this year are George Johnston—high average and high scratch game; Pete Jackson—high scratch series; J. D. Adams—high handicap series; George Woest—high handicap game, and Sparky Hall—most improved bowler.

Lee Briggs is president of the ERA Bowling League. Other officers are John Houghton, vice president; Fred Frey, secretary, and Art Helwig, treasurer.

"Increasing bowling facilities in Baton Rouge are stimulating interest and this should be one of our best bowling seasons," says Briggs.



Sam Roberts, director of General Engineering, rolled the first ball to officially start ERA winter bowling. He missed a strike by three pins on his first roll, but got a spare with his second ball.

## The Cover

The smile, the faith, and the determination of this beautiful young patient at the Cerebral Palsy Center impressed Ethyl Steering Committee members and others who visited UGF agencies. Left to right, talking to her, are Ralph Simmons, Arthur Broussard, Lucille McQueen, and Henry Miller. For more pictures and the story of this visit, see Page 2.

See the story at right for background information on the United Givers Fund drive this year.

## United Givers Fund Campaign Will Reach All Plant Groups

The United Givers Fund of Greater Baton Rouge provides operating funds for 37 agencies in East and West Baton Rouge Parishes. In several surrounding parishes, United Givers Funds have been organized and in others the individual agencies conduct their own campaigns for funds.

Employees will have an opportunity to contribute to the support of the organizations in their own communities in a plantwide United Givers campaign which will start Oct. 7.

The campaign on the Plant is being coordinated by the Ethyl United Givers Steering Committee. Members of the Committee are Arthur Broussard, chairman, and J. O. Aucoin, co-chairman for AOWU; Horace McNeal, chairman, and Floyd Carbo, co-chairman for UMW; Morgan Many, chairman, and Henry Miller, co-chairman for supervision; and Frank Padgett, coordinator.

### This Year's Goal Is \$781,416

The goal for the United Givers Fund of Greater Baton Rouge this year is \$781,416 which includes \$769,416 for organizations in East

Baton Rouge Parish and \$12,000 for those in West Baton Rouge.

On Sept. 10, Harvey Posner, chairman of the Quota and Admissions committee for UGF told the Ethyl United Givers Steering Committee: "The goal is approximately \$140,000 less than the amounts requested by the various organizations—amounts which the agencies felt were their minimum needs to conduct their programs. The goal was set only after very careful review of all requests by our committee of 30 members, consisting of businessmen, professional men, and labor leaders of the community."

The Industrial Employees Division of the United Givers Fund of Greater Baton Rouge includes the employees of 15 major industries. In 1958 this division represented 15,500 employees, of whom approximately 12,700, or 82 per cent, contributed.

### Urges Careful Consideration

Of the Ethyl employees, however, only 55 per cent made contributions in 1958. In all of the rest of the division, exclusive of Ethyl, 89.3 per cent of the employees contributed.

The Steering Committee points out that this year we at Ethyl should not let the remainder of the community carry our share of the load.

Many employees may ask, "How much should I give? What is my fair share?" The Ethyl United Givers Steering Committee suggests that each employee give on the "fair share" basis—that is to sign a payroll deduction for one hour's pay every month. Salaried employees may find it easier to calculate this amount as six-tenths of one per cent of their annual salary.

"Surely," the committee says, "Every employee can afford to give one hour's pay each month to help meet the needs of the charitable, welfare, health and character building organizations in his home town. Payroll deductions throughout the year let us spread our payments out so that we can meet our obligations to our community with a minimum of inconvenience. You can designate the agencies you want to receive your contributions and omit any you don't want to receive them."



Woody Merritt, Safety, is performing staff duties at the United Givers Fund headquarters during the current campaign. His services were loaned by the Company for a two-month period.



Players send bowling balls down the lanes to get the 1959-60 ERA Winter Bowling League under way. Play began on the evening of Sept. 9 at the Circle Bowling Center immediately after Sam Roberts rolled out the first ball. Sixteen teams are participating in winter league activities.

The Stores clerks and warehousemen have a broad knowledge of parts and equipment, and a good memory which enables them to recall minute details about thousands of items.

## Tour to Agencies Convinces Committee UGF Uses Money Wisely



The first stop on the Steering Committee tour was at United Givers Fund headquarters where Paul Hebert, president of the organization, and Harvey Posner, chairman of the Quota and Admissions Committee, discussed the forthcoming fund raising campaign.



"One visit to the Cerebral Palsy Center," members say, "will completely sell you on the value of UGF." Supported by the Fund, this organization establishes new hope and new horizons for children who are victims of cerebral palsy. Here, they learn to stand at a sand box.



While the group took time out for coffee in the neat dining room of the Salvation Army, Captain Faulkner discussed the origin, growth and work of this great organization. A fluent talker and dedicated man, he gave the committee members a much clearer conception of Salvation Army work.



Mother Elizabeth and Sister Thecla took the committee on a tour of St. Joseph's Orphanage. It is an example of the outstanding work that comes from dedication and faith. Happy youngsters have found a home where they get excellent training and guidance as they mature.

She looked around, waving, and said, "Bye" as the group left the room.

Bye. A three-letter word. But to a mother those three letters, when spoken by her daughter, signified great personal achievement on the youngster's part. That word and other simple one-syllable utterances such as "ball," "boy," "cat," and "dog" marked two years of progressive rehabilitation at the Cerebral Palsy Center.

This child, you see, is a victim of cerebral palsy, and through the facilities made possible by United Givers Fund contributions she is being trained at the center on North 19th Street.

She said "Bye" to the Ethyl employees who toured some of the UGF supported agencies on Sept. 10 so that the Ethyl United Givers Steering Committee members and others interested could see for themselves how funds donated to United Givers are spent.

### All Plant Groups Represented

In the group were members of the committee—Arthur Broussard, chairman, and J. O. Aucoin, co-chairman for AOWU; Horace McNeal, chairman, and Floyd Carbo, co-chairman for UMW; Morgan Many, chairman, and Henry Miller, co-chairman for supervision; and Frank Padgett, coordinator. The committee was accompanied by Elmo Rogers, president of AOWU; Ralph Simmons, representing Willie Dipaula, president of UMW; Lucille McQueen, who will serve as secretary for the Steering Committee; Lew Barnum and Tom Stephenson of Community Relations.

Youngsters touch your heart—especially when they are fighting adversities such as the boys and girls at the Cerebral Palsy Center are.

But the United Givers Fund, the committee found, reaches much further into the community, spreading its good into many channels.

For the child in the orphanage, it provides comfort, love, guidance and security—the sense of belonging and achieving.

The man who has no lodging for the night and no supper prior to bedtime will tell you that UGF helps make possible the clean bed and wholesome food provided by the Salvation Army. It is the help which enables him to help himself.

Chief of Police Shirley Arrighi didn't measure his words when he praised the work of United Givers.

### Cuts Cost of Law Enforcement

"If it wasn't for UGF agencies such as Boy Scouts, YMCA, CYO, the Salvation Army and Volunteers of America—organizations that occupy and direct youngsters and give food and shelter to older people in need, I hesitate to think what our law enforcement problems would be. I'm sure we would have to have at least three times as many police officers."

United Givers Fund contributions are needed and are helping to do a good job in Baton Rouge. This is the consensus of those who visited the agencies. Typical of the comments are those made by the three drive chairmen after they returned from seeing these funds in action.

### H. W. McNeal



"I wish that all members of Local 12900 would take time off to visit each agency under the United Givers Fund so they could see and appreciate the wonderful work being done in our community with our contributions."

### Morgan Many



"The whole trip was a revelation. It enabled me to see what is being done with the small amount of money the agencies receive. I would like everybody who is a potential giver to see what is being done with this money."

### Arthur Broussard



"Speaking from the heart, I never looked at UGF as more than a name before I went on the tour. I hadn't dreamed they were doing so much with so little. I think a guy should dig deeply this year."



Chief Shirley Arrighi was emphatic on the value of United Givers in the community. He told the committee that many participating agencies are potent forces in the prevention of crime and delinquency in the community through programs for youngsters, and assistance for adults in need.

## Fire Prevention Observance Is Set

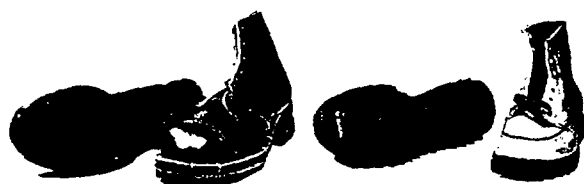


These employees are serving as chairmen of Fire Prevention Week committees. William F. McCarthy, left, is chairman of the Awards Committee which judges posters from school children and the participation of civic associations. Edwin B. Smith, center, is chairman of the Windows and Exhibits Committee, and William B. Heck, right, heads the Industrial Committee.



Training in fire fighting is a continuing function for fire crew members on the Plant. Here, one of the crews is shown "taking a lesson" at the burning grounds. Fire prevention will be the safety emphasis program for the entire plant during October.

## Improved Safety Shoe Is Popular in Sodium



"They are lighter, cooler, and better," say the Sodium cell feeders about new Sodium safety shoes. The new shoes, right, form a striking contrast to the type, shown at left, which was formerly worn. The new shoes have been tested by feeders since September, 1958. They have a ripple sole of composition rubber which allows air circulation. See them in use below.



Louis Braud, Nicholas Papp, Kirby Jones, and Nelson Price, all Sodium cell feeders, praised the comfort of the new safety shoes which each of them was wearing when this photo was taken.



Giraitis Arceneaux Petree Podall

## Employees Present Technical Papers

Four research employees presented technical papers at three major conferences of technical societies last month.

One of the papers was presented in Munich, Germany; one in Columbus, Ohio, and two were presented in Atlantic City.

Dr. A. P. Giraitis, assistant director of Chemical Research and Development, presented a paper at the XVII International Congress of Pure and Applied Science at Munich. The title of the paper was "A Novel Synthesis of Methylcyclopentadienylmanganese Tricarbonyl." He was in Munich for the presentation during the first week of September.

Claude Arceneaux, chemist in Research and Development Services, appeared before the Electron Microscopy Society of America in Columbus, Sept. 9, to present a paper on "Technique for Handling Air Sensitive Materials in Preparation for Electron Microscopy."

Dr. Harris Petree and Dr. Harold Podall, both chemists in Research and Development, presented papers at the 136th National Conference of the American Chemical Society at Atlantic City on Sept. 18. Petree's paper was titled "Reaction of Alkyl Metal Compounds with Metalloid Esters," and the title of Podall's paper was "A Novel Synthesis of Manganese Carbonyl."

## CR&D Group Has Outstanding Record

Chemical Research and Development employees received their seventh consecutive Plant Safety Award on Sept. 11.

This honor was given in recognition of a safety record which has continued unbroken since July 31, 1952.

George Beste, general manager of R&D Operations, made the presentation. It was accepted by Paul Weimer, director of Chemical Research and Development.

In congratulating the group, Beste pointed out that they had worked more than seven years without a time-losing injury. He said this represented approximately 2,400,000 safe work hours.

"This safety achievement," he stated, "is an outstanding record for any research and development group. It shows that safety, when it is properly considered, can pre-

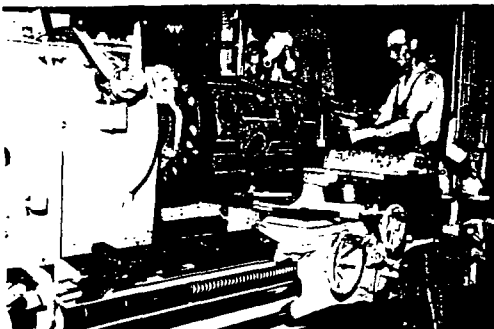
vent injuries. I don't need to tell you that a laboratory can be a hazardous place if employees do not put their safety training to work in the prevention of accidents. Fortunately, the seven-year record of this group is conclusive proof of their outstanding prevention efforts. I hope sincerely that this same determination to prevent personal injuries will continue through the years."

President B. B. Turner, in a letter to the employees, said: "Important as Ethyl's research is to the Company's continued progress, such effort must be carried out with maximum safety throughout our laboratories and pilot plants. Chemical Research and Development personnel have demonstrated their ability to match the caliber of their skills with commensurate success in the attainment of safety goals."

## Et CI Labor Earns Tenth Safety Award



Shed Campbell, EtCI Labor, accepts the group's tenth consecutive Plant Safety Award from Bill Riley, general superintendent of Maintenance. The group qualified for their award on Aug. 23. It brought their work record without time losing injuries to 5,022 days, or 13 years and 277 days.



Maintenance and repair of equipment is essential for efficient uninterrupted production. Much of this is done in Central Shops. Louis Burkhalter, machinist 1/c, starts a lathe job on a piece of equipment from one of the Operations areas.



B. E. Duplessie, left, insulator 1/c, and W. W. Harris, insulator helper 1/c, are shown performing a construction function. They are installing insulation on a propane control station. Construction workers in all Plant areas improve existing equipment or build new facilities.



A large part of the Maörk on the in the field. Here, Dul and Ollie both pipefitters 1/c, pernameance duct in the EtCl area. Repai as this ke units in good condition



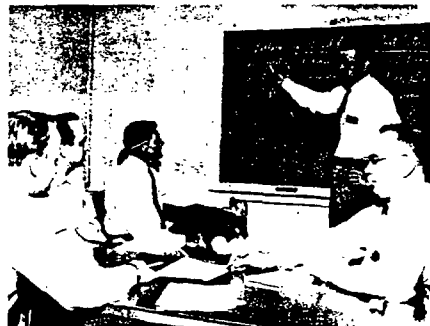
J. Ernest Webb, Medical, administers to "patient" Richard Bankston in this posed picture. Medical is open on all shifts, and among the services provided are emergency relief measures for employees becoming suddenly ill during work hours. One such typical occurrence is an acute asthmatic attack, emergency treatment for which is pictured here.



Production Planning is responsible for scheduling the operation of all Plant production units, accumulating and analyzing operations data, procurement of raw materials, shipment of products, and operation of the Plant railroad. Here, Minnie McCart and Joe Polito, Data, review information concerning Sodium usage.

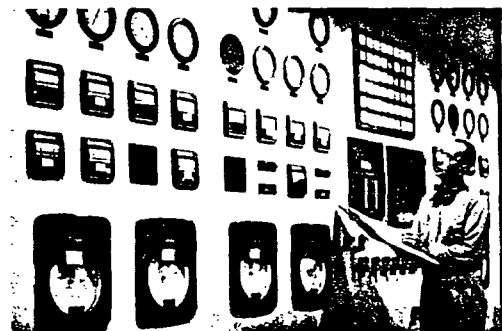


B. T. Karns and Harry Lemoine, special lab assistants in Quality Control, are shown running tests on an ethylene sample. Uniform high quality of raw materials and manufactured products are constantly checked in the Quality Control Laboratory.

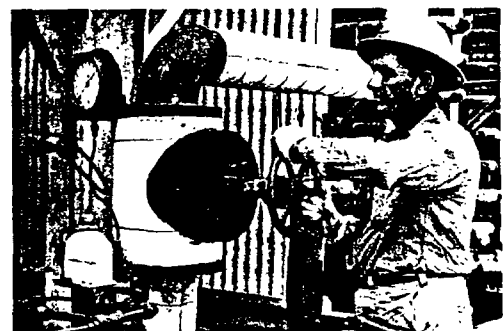


Dale Motsinger, Nolen Sparks, John Barksdale, Walt Janczys, and Walter Gulick, all of Industrial Engineering, discuss a follow-up study of the TEL Furnace cost center analysis. Industrial engineers work to cut costs and improve efficiency on the Plant.

Vinyl Chloride Operations exemplifies the Company's program of diversification. A new product, vinyl chloride, has found a growing market. Here, E. H. McGee, control operator 1/c, logs control room data as he checks the intricate panel board which is the "nerve center" of the operation.



Tommy Bridges, EtCl op. 1/c, was photographed as he performed an operational function in the Ethyl Chloride area. Ethyl chloride is another major chemical of the Baton Rouge Plant. It is used in TEL manufacture, and is sold to other companies.



## There's Teamwork in MANUFACTURING

The Manufacturing Department under the direction of Resident Manager Wallace's railroad strong, has the largest number of employees on the Plant. Its primary objective is to handle the production of quality products which are sold at competitive prices to our customers in Quality.

Many groups contribute directly to this objective. Highest quality products are made directly to this objective.

TEL and Intermediate Operations. Manager Roy Clothier includes Ethyl Chloride Operations, Sodium Operations and Assistant Operations. Tetraethyl lead is, of course, a major product of the Company. Ethyl Chloride, and sodium are used in TEL manufacture. concerned with the future.

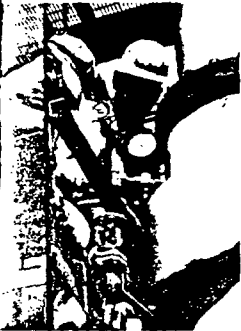
Vinyl Chloride Operations — a new comer to the Baton Rouge Plant and managed by Frank Padgett. An increase in demand for its high quality products necessitated two expansions of this operation since production began early last year.

Backing up these operations are the Manufacturing groups, the largest of which is Maintenance and On-Plant Construction. John Klock is manager of this organization which includes Construction, General Maintenance, Power, Stores, and Maintenance Planning.

It is the responsibility of these employees to maintain the operating units and plant facilities for most efficient operation. They provide the power, water and other utilities and the supplies of tools, raw materials, equipment, and to repair and construct facilities as needed.

Another important activity in the Manufacturing Department is the planning of production rates, the processing of orders from our customers, the handling of inventory.

Sodium Chloride is another major chemical of the Baton Rouge Plant. It is used in TEL manufacture, and is sold to other companies.



The Mark on the Plant is done by Dull and Ollie J. Lavigne, maintenance duties on the spot. Repair as this keeps operating condition.



A. J. Millet, power operator 1/c, checks one of the giant transformers in one of the Power substations. The Baton Rouge Plant is the largest industrial user of electricity in this area. A continuous uninterrupted flow of current is essential in the manufacturing processes.



A constant flow of supplies and materials is essential to the smooth operation of the Baton Rouge Plant. In the photo above, Lee LeBlanc, warehouseman 1/c, is shown unloading material at a station in the TEL Area. Stores personnel handle thousands of items daily.

## Work in MANUFACTURING

ent under fleet of tank cars and operation of the Wallace's railroad lines. Employees in the Production Planning Group in Technical Operations handle these duties. Also in Technical Operations, under Manager Larry Cliver, are the custodians in Quality Control who are concerned with making sure that our products are of the highest quality, and those employees in Industrial Engineering who keep close tabs on plant costs.

Ethyl Finance employees, under Robert Cowdell, assistant treasurer, do more than just handle the money. They are in all departments of the Plant. These employees are concerned with our spending, our investments in equipment and facilities, in handling our tax matters, industrial insurance, and record-keeping. In short, these employees handle the money and are our bookkeepers.

Dr. Roy Bock, is another group that provides necessary physical examinations, first aid and other medical service and assures sound health and sanitary measures on the Plant.

The Safety and Plant Protection Group, headed by Carroll Hebert, the employees provide a comprehensive safety program and enforce safety regulations.

Community Relations employees, headed by Manager Steve Henry, carry out such duties as on-plant publications and off-plant communications, community activities, conducting plant visits and most plant photography.

Each of the Manufacturing groups of employees make essential contributions to the smooth operation of the Plant.

Sodium Operations is one of the larger Manufacturing functions at the Baton Rouge Plant. Sodium is used in tetraethyl lead production, and is sold to other companies. Here, Henry Roussell, Sodium operator 1/c, opens a valve on a flow line in the evaporator area.



Lois Whitaker, check writer, is shown in Finance preparing checks in payment of invoices. Another important Finance duty is the preparation of payroll checks for most employees at the Baton Rouge Plant. Among other duties are records and insurance.



William S. Smith, area safety engineer, shows Lilburn F. Smith, VCI foreman, a potential safety hazard that needs correction. Safety engineers work closely with supervision and wage roll employees in all areas to prevent injuries on the job.

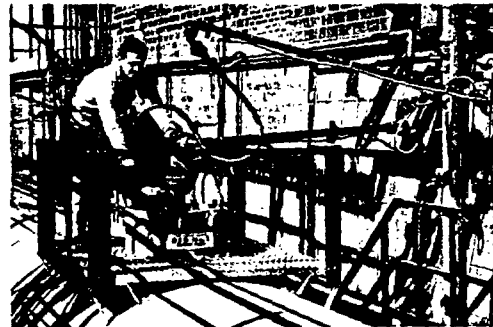


Publication of The Antiknock and The Daily Bulletin and plant photography are among the activities of Community Relations. Here Tom Stephenson, editor, check proofs on this issue while Roman Alford checks camera prior to going out on assignment.



The enforcement of proper security measures is one duty of Safety and Plant Protection. Mike Campanile, patrolman 1/c, checks the credentials of L. J. Weathers, Chicago Bridge and Iron Company, as he enters Plant at the North Gate.

Getting quality products to the customer at competitive prices is the basic reason for all Baton Rouge Plant activities. Here Jim McKinney, TEL operator 1/c, loads an "Ethyl" antiknock compound tank car at the Blender. A few hours later it departs to a customer oil company.





Bruce Jarreau, second from left, and W. V. "Pete" Carpenter, third from left, received equal shares of a \$185 suggestion award. Foreman Sanders Beyer presented the check to Jarreau; Adrain Rushing made the presentation to Carpenter. Their idea concerned an improved method for testing electricians' voltage testers. Bruce is a TEL sheet-metal pattern drafter, and Carpenter is a TEL electrical inspector.



E. D. McMillan, TEL-Sod. M&C, right, received a \$160 award for a suggestion on a method of salvaging equipment at the Sodium Plant by repair and re-use. The check was presented by Foreman Ralph Parker.

## McMillan Gets Top Award Check

Ed McMillan, TEL-Sod. M&C, was the top suggestion award winner last month with a \$160 award. His adopted idea concerned a method of salvaging equipment at the Sodium Plant by repair and re-use instead of scrapping it. This was McMillan's eighth award.

Ralph Newell, EtCl Op., won the second and fifth largest awards last month in the amounts of \$110 and \$55. His largest award concerned an improvement in an EtCl operating method, and the smaller award pertained to increasing the efficiency of a reboiler in that area. This gave Newell a total of four adopted suggestion awards.

W. V. "Pete" Carpenter and Bruce Jarreau, TEL-Sod. M&C, shared a \$185 award for their adopted idea which concerned an improvement for testing electricians' voltage testers. Their idea has been put to use to assure improved safety protection for electricians. This was Jarreau's second award, and Carpenter's first.

Glynn Boyles, EtCl Op., was presented a \$90 award. His suggestion concerned an improvement in the operating procedure in the EtCl Area. This gave Boyles a total of three adopted suggestions.

Others receiving awards were:

### \$35 Award

June D'Abadie, Prod. Plan.

### \$25 Award

R. B. Phillips, EtCl Op

### \$20 Awards

Henry C. Jones, Power; W. M. "Head" Marks and Alex Welch (Share) and

Arthur Broussard and Alex Welch (Share), all of VCI Op.; Warren Ramirez and Wilson J. David, TEL-Sod. M&C.

### \$15 Awards

A. "Long" Clark, Sod. Labor; T. E. Chapman and C. A. Broussard (Share) and G. M. "Pat" Davis, all of Sod. Op.

### \$10 Awards

Albert Wright, Jr., and Jimmie D. Spears (Share), and John F. Morrison, Warren Ramirez, H. P. Cedotal, all of TEL-Sod. M&C; Morgan V. Verbois, Sod. Op.; Paula Stogner, VCI Op.; E. J. Pearce, John "Peach" Aydeil, Qual. Control; C. W. Moore, Prod. Plan; James A. Holliday, Fire Inspection; Aubert Millet, Power; James Barron, EtCl Labor; Robert Williams, (former employee); F. E. Glindmeyer, annuitant.

## CLASSIFIED — ADS —

### For Sale

Three bedroom home, two baths, true fireplace, electric kitchen, vinyl flooring, double carport on lot 100 ft. x 250 ft. with beautiful trees in Sunnybrook Sub-Division. Phone WA 4-2080.

A.R.A. car air conditioner 304 ton unit—E-volt system under dash unit, \$100. Excellent condition. Reason for selling, present car has factory air conditioning. Phone DI 8-4475.

14-foot runabout boat and trailer with controls. All in first class shape. \$295. Phone EL 5-4882.

Upright practice piano. Very good tone. DI 3-6130.

Tappan gas range, \$50. Phone WA 1-2749, after 5 p.m.

Two lots in Eastly Sub-Division at Watson, La. Lot Nos. 28 and 29. Natural gas, water available. Conveniently located on a black-top street. Phone Denham Springs 5-6592.

## Forty-five Receive Service Awards

Lew Barnum, Com. Rel., with 30 years service, and James J. Bergin, assistant resident manager, with 25 years, head those celebrating long service anniversaries in September.

Barnum's service dates back to 1929 and Bergin's to 1934.

Four other employees rounded out 20 years of service, 35 completed 15 years of service, four completed 10 years of service.

### 15 Years

Clyde M. Cathey, TEL-Sod. M&C  
Nick J. Scardina, TEL Op.  
Clent Dixon, TEL Op.  
Henry P. Henderson, EtCl M&C  
Thomas W. Swearingen, EtCl M&C  
Harvey L. Williams, EtCl M&C  
Willie Washington, TEL Labor  
Albert J. Savoy, TEL-Sod. M&C  
Clifford L. DeVeer, Power  
Ancler R. Lee, EtCl M&C  
Alton D. Causey, TEL Op.  
James E. Belding, TEL Op.  
Spencer E. Bernard, EtCl M&C  
Gerard J. Bourque, Sod. Op.  
Sidney H. Bond, Sod. Op.  
Charles A. Fletcher, TEL-Sod. M&C  
Pierre C. Lessard, EtCl M&C  
Emmett Taylor, TEL Labor  
Felton Bady, EtCl Labor  
Joseph A. Sevario, Jr., TEL-Sod. M&C  
Clarence A. LeBlanc, TEL Op.  
Frank P. Salenti, TEL-Sod. M&C  
Roy J. Holard, TEL-Sod. M&C  
Loula V. Hancock, TEL-Sod. M&C  
Henry Thomas, TEL Labor  
Sid Thomas, TEL Labor  
Jack E. Ray, Stores  
Wendell W. Blackwell, TEL Op.  
Robert H. Whitfield, TEL Labor  
Katherine A. Bowdon, T&I Oper. Staff  
Gerald F. Neill, TEL-Sod. M&C

### Receive 20-Year Awards



Densyl L. Haymon, Power



Samuel E. Boudinot, Jr., M&C



Charles Davis, TEL Op.



Kenneth J. Mayers, TEL Op.

Martin J. Munn, TEL-Sod. M&C  
Lloyd N. Altazin, Chem. Res.  
James D. Crowder, TEL-Sod. M&C  
Anatole Cormier, Sod. Op.

### 10 Years

Ralph W. Baker, Chem. Res.  
Mary S. Bonnette, Finance  
Russell L. Hudson, Chem. Res.  
Valerie F. J. Fatin, TEL-Sod. M&C

## Early Retirees Now Enjoying Leisure

Two early retirees, whose photographs were not available for the September issue, are Lem I. Thompson, TEL operator, and John Henderson, TEL Labor employee.

Thompson, who is 57 years old, plans to take things easy now that he has retired. He will do some dirt hauling and spend the remainder of his time hunting and fishing. His wife is the former Lillie Bankston.

Henderson was a building attendant prior to his early retirement. Now that he has the free time to do so he plans to garden and catch up with the odd jobs around his home. His wife is the former Mathilde Harold.



Lem I. Thompson



John Henderson

### Named Eagle Scout

Bobby Edwards, son of Bill Edwards, Emp. Rel., was awarded the Boy Scout's Eagle Scout award on Sept. 21 at the East Baton Rouge Boy Scout District Court of Honor. Bobby, 14, is a member of Boy Scout Explorer Post 56.

Sports model stream-lined Cushman scooter. In excellent condition, \$200. 1951 Ford V-8 in good condition, \$150. Phone WA 4-2856.

Four-burner gas stove, single oven, in good condition. Phone EL 5-5891.

21-inch all channel Westinghouse television set. Ideal for a camp or a second set. It plays. \$40 cash. Phone EL 5-7145.

Singer sewing machine. Electric drive. \$20. Phone DI 4-9177.

### Wanted

Riders from Sherwood Forest, Oak Park, Molly Drive. Hours 7:30 to 4 p.m. Phone WA 1-0913.

ETC 26530

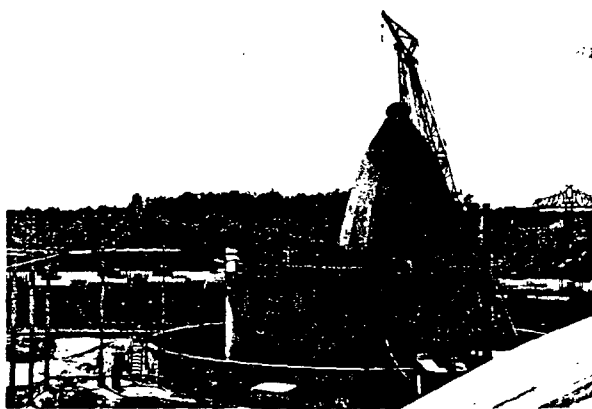
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This view, taken from a nearby tank, shows Construction workers hoisting one of the top sections from the tank. The top of the tank was cut into twelve sections, one at a time, for removal by the crane. Sound planning and employee cooperation prevented accidents on the job.

## Construction Men Proud of Speed, Safety on Tank Dismantling Job



The crane hoists one of the side sections after it has been cut free with torches. Each side band was cut into six sections.

Members of the Construction Group "wrapped up" a tank dismantling job in the Bulk Storage area recently.

They received the assignment of dismantling and removing the top and the two top bands of the steel structure when repair work was slated for the storage vessel.

Preliminary work and planning began on Aug. 1 with the actual dismantling getting under way later in the month. Prior to the removal of the tank sections, scaffold jacks and equipment for the job were assembled at the site, and a sound safety program was planned to get the job done without injuries.

Welders, ironworkers and riggers did a quick, safe job of removing the top which was cut into 12 sections.

The two top bands of the wall were removed after being cut into six sections each.

Mike Jeansonne was the foreman on the project. Excellent coordination between Operations,



Among those assigned to the No. 30 TEL storage tank dismantling job were, front row, left to right, Sid Cowart, Operations foreman; Ralph Simmons, ironworker 1/c; George Kelly, rigger 1/c; Charles A. Bozeman, rigger helper 1/c; and F. E. Doughty, rigger 1/c. Back row, left to right, E. J. Lorio, area safety engineer; Mike Jeansonne, Construction foreman; Branch Goux, welder 1/c; Henry L. Harless, welder 1/c; Ewell Melancon, ironworker 1/c; Edward Y. Easterly, rigger 1/c, and R. L. Blackledge, rigger 1/c.

Safety, and Construction supervision and the cooperation of the men working the job resulted in outstanding safety performance, he said. Only one sub-minor injury was sustained during the entire job.

## Graduates in Nursing



Patsy Moore, the daughter of Mr. and Mrs. H. D. Moore, has graduated in nursing at Touros Infirmary. She is working at Ochsner Foundation Hospital. Her father is in TEL-Sod. M&C.

## Assumes New Duties

Henry E. Seitzler has been named office supervisor, Industrial



Engineering Section, to fill the vacancy created by B. N. McComb's retirement. Prior to his appointment, effective Sept. 1, Seitzler was a work simplification engineer in Industrial Engineering.

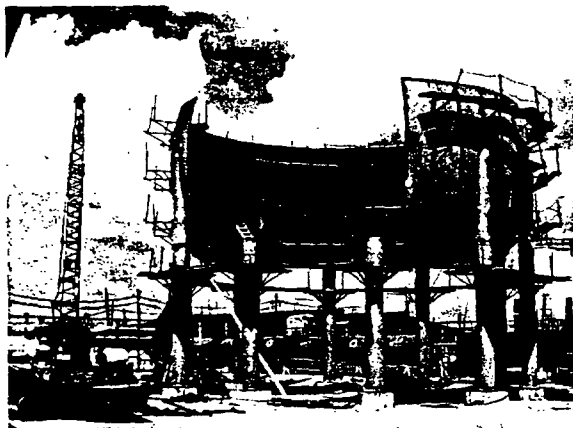
Seitzler joined the Company in 1938 as a TEL operator. He became office supervisor after his return from service in the U. S. Air Force during World War II. Following this he served in various capacities which included supervisor of services, administration supervisor, area cost engineer, and work simplification engineer.

## CARD OF THANKS

Thanks to my former fellow employees for the retirement "get together." I had a good time and hope you did, too. Your expression of friendship was sincerely appreciated.

Bob Bloodwell

## New Vinyl Chloride Sphere Being Erected



Construction work is progressively rapidly on this vinyl chloride sphere which will give added storage facilities. It is located in the north-eastern section of the Plant. This facility became necessary with the expansion of vinyl chloride production. It is now nearing completion.

## Thirty Complete Course, Get Certificates



Ernest Ott, left, TEL-Sod. M&C, was one of 30 employees receiving certificates in recognition of their completion of a 44-hour course in industrial blueprint reading. John Klock, manager of M&C, presented the certificates. The course was conducted on the Plant after work hours by J. B. Alexander, Sam Bondinot and J. D. Daigre. Seated, left to right, are Sam Boudinot, Bill Riley, J. B. Alexander, and Bill Edwards.

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*Each Job Is Important!*



The work of Ann Breaux is different from that of most people. She spends her day reading and searching through the hundreds of publications in the Chemical Research and Development Library. Furthermore, this reading is done in three languages—English, German and French.

Ann is a literature chemist. She searches technical publications for information in specific fields when requests are made by other busy Chemical Research and Development chemists. Furthermore, she does extensive reading of periodicals to note information which may be used in research or development projects at future dates.

Hers is a specialized field which requires both training in literature research and a thorough knowledge of chemistry. Her important research work frees other specialists from the time-consuming task of making their own searches for printed information.



**Your Fair Share  
Helps Her Walk!**  
(See Page 2)

Vol. 21, No. 10

Baton Rouge, La.

October, 1959



More than  
Bowling  
league for  
Houghton  
treasurer  
Circle B

Traffic

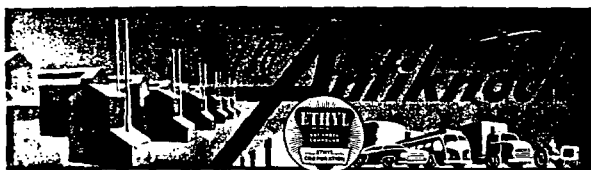
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ETC 26532



Vol. 21, No. 9

September, 1959

## They Head ERA Winter Bowling League



More than 100 employees are expected to participate in the 16-team Bowling League play which gets under way on Sept. 8. Heading the league for the 1959-60 season are, from left, Lee Briggs, president; John Houghton, vice-president; Fred Frey, secretary, and Arthur Helwig, treasurer. Bowling will be on Tuesday nights from 6 to 8:30 at the Circle Bowling Center.

## Traffic Safety Gets Special Emphasis

Employees joined together in a program to prevent death and injuries to themselves and members of their families from auto accidents in a special emphasis program on traffic safety in August.

Back of this program was the fact that last year at least 14 injuries, two of them fatalities, resulted from automobile accidents that caused employees to lose time from work. This year, through the first six months, eight employees had lost time from work because of injuries in traffic accidents.

Among the activities carried out during August was the display of a wrecked car (see below) which was rotated to all Plant gates so that all employees could see it. Another display set up and rotated to various buildings was that of a series of pictures showing de-

molished cars that have been involved in accidents in the Baton Rouge Area. This display, like the other, showed the destruction of personal cars that accompanied serious injury and death to the occupants.

Other activities included the showing to more than 1,000 employees of a "pull-no-punches" sound slide film entitled "Death on the Highway" to show the sorrowful results of automobile accidents.

The special emphasis program on traffic safety was organized and conducted by the Off-Plant-Safety subcommittee of the Central Safety Committee and was designed to protect the lives and livelihood of employees and the lives of members of their families in a program to reduce the heavy toll of traffic accidents.

## Don't Let This Happen to Your Family



Traffic safety received extra emphasis on the Plant last month. Among several activities was this wrecked car which was on display at all Plant entrances during the month. Observing the display, set up under the direction of the Central Safety Committee, are Bill Strader, center, chairman; Carroll Hebert, left, Safety supervisor, and John Hogan, chairman of the off-plant subcommittee of the Central Safety Committee.

## The Cover

The school bus season is now in full swing and extra driving precautions become extremely important for all of us. The law is that we have to stop for school buses; it is just as important that we practice careful driving near schools and elsewhere where school children may be crossing roads or streets. Remember the brakes on your car will give the youngsters a break!



Major receives his \$450 award check from his foreman Claude Prestridge. It was the eleventh award for Major and the largest award to date in 1959.

## Major Gets Leading Award of 1959

The largest suggestion award to date this year was presented to Joseph R. Major, Sodium Operations, on July 27 by his foreman, Claude Prestridge. Major's suggestion involved the elimination of certain wastes which were occurring in the Evaporator Area.

Due to certain technical complications, Major's suggestion for eliminating these wastes could not be used in exactly the way he originally proposed it. However, investigation of his suggestion did lead to an acceptable solution, which involved installing additional facilities at substantial cost in labor and materials. In line with Ethyl's Suggestion System policy, Major received full credit for the material savings which will result.

This is the eleventh suggestion award which Major has received. "After buying gifts for my family," he said, "I am banking the proceeds from my suggestion."

R. L. Day, Suggestion System supervisor, says, "Here is another example of Ethyl's Suggestion System in action. A basic idea with a proposed solution; a better solution developed through investigation; a significant expenditure in labor and material to make an even more significant saving in raw material. Finally, this brings benefits to everyone — the man with the basic idea, all employees, and the Company. This suggestion also indicates," Day stated, "that elimination of waste in material or products is a fertile field for profitable ideas."

Suggestion awards to Plant employees for the first six months of 1959 totalled \$3,795.

The largest suggestion award received by an employee here since the Ethyl Suggestion System was started in 1954 was a \$3,085 award presented to Richard A. Kinney, a former employee, on May 30, 1958.

## Receives Red Cross Award For Heroism



Richard Cowlshaw, 19-year-old son of Robert Cowlshaw, Finance, was presented the Red Cross highest award, the Certificate of Merit, for the rescue of a drowning man in the Amite River. He is receiving the award from Benny L. Ruhl, of the Red Cross Water Safety Committee. At left is Roy Dabadie, president of the local Red Cross Chapter, and at right is Richard's father.

## Company's Fleet of Tank Cars Gives Long Service

The story of Tank Cars 300 and 301, two of the first to be built and put into service, illustrates the long service records which the TEL tank cars in Ethyl's fleet have compiled in the delivery of "Ethyl" antiknock compounds to our customers.

Car 300 is still on the job—still carrying TEL to the far corners of the country—after 29 years. It was "curtains" for Car 301 last year after 28 years of service and thousands of miles of travel. Inspectors decided that it had reached "retirement" condition and took it out of service in March, 1958.

"Retirement" for tank cars is consignment to salvage and the scrap heap but only after they have given the most possible service to the Company and its employees in delivering our product to customers.

Tank Cars 300 and 301 began work for us in 1930, direct from the builder. They were two of seven delivered to us that year.

Maintaining a fleet of tank cars for transporting our products to customers is one of the expensive phases of running a business like ours, especially when it costs from

\$11,000 to \$15,000 to add one tank car to our fleet. Beginning with our first TEL fluid cars back in 1930, we have had dual objectives—replacing cars taken out of service while at the same time adding additional TEL cars to bring the fleet up to its present level of many hundreds of cars for delivering "Ethyl" antiknock compounds to our customers.

This is a story about that fleet of TEL fluid cars, about the service these silent employees have given and what has happened to some of them over the years.

### Begins in 1930

It begins in 1930 when the first of the Plant's tank cars were built to start Ethyl's fleet. All of our cars are labeled EBAX—which means "Ethyl Brand Antiknock," with the "X" to show that these cars are privately owned and are not the property of the railroads which transport them.

All of the first cars were what we today refer to as small cars—the 3,000-gallon capacity. All of them carry numbers in the 300-series.

Our first 6,000-gallon cars came along the latter part of 1930, but it was 25 years later, in 1955, that we added our first 9,000-gallon cars to the fleet.

### Seven Still in Service

Seven out of the 12 tank cars built in 1930 are still in service. The other five—Cars 301, 305, 325, 327 and 601—have been retired from service, dismantled and sent to the scrap heap. All except 305 were condemned by the inspectors from "wear and tear"; 305 received railroad damage sufficient to make major repairs inadvisable.

### Examples of Long Service

Examples of the long service which these employees have given are the cars, built in years later than 1930, which are still in service. For example, still in use are 3 of 6 built in 1931, 16 of 24 built in 1933, 3 of 6 built in 1934, 21 of 24 built in 1936, 25 of 30 built in 1937, all of the 18 built in 1938, 20 of 22 built in 1939 and all 24 of those built in 1940.

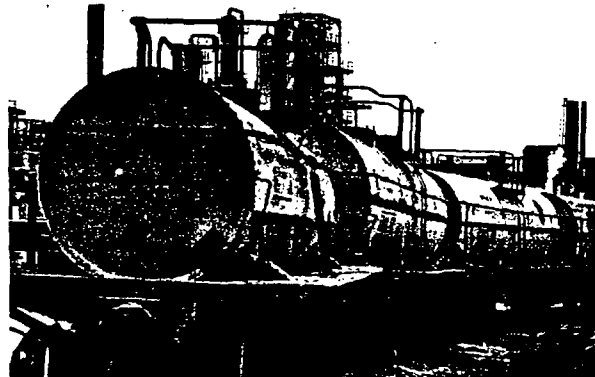
In the light of the millions of miles covered by our tank cars, it is interesting to note that of the 41 tank cars that have been retired from service over a period of more than 25 years, only seven have been involved in railroad wrecks to the extent that they were condemned for service.

### Built for Service

And these EBAX cars are apparently well-built for real service, too! Neither in those seven wrecks nor in other cases where our tank cars have received minor damage in wrecks, has there been a single case where there has been any leakage of fluid from the tanks!

### Cover 10,480,415 Miles

How many miles do our tank cars travel in delivering "Ethyl" antiknock compound to Ethyl's customers? Traffic records maintained in Francis Fisher's office show that in 1958 alone, our TEL fluid cars covered 10,480,415 miles,



Tank Car 315 and others shown here had been declared unfit for further usage in the shipment of "Ethyl" antiknock compound. They were waiting for the cutting torch which would reduce them to scrap when this picture was made several weeks ago.



This is the last remains of some tank cars which have performed years of service taking our product to customers throughout the nation. The tanks have been cut into small sections so that they can be sold as scrap.

which figures out to an average of about 15,000 miles a year for each car.

However, even if Cars 300 and 301 and the others may not have traveled that 15,000 miles every

year because of "rest" periods for repairs, painting, cleaning and other purposes, they have contributed literally millions of miles of service in making "paycheck" trips to our customers over many years.

## Twenty-Five Get Suggestion Awards

Woodrow Dominick and Allen R. Peltier, both of TEL-Sod. M&C, shared a \$55 award which was the second largest for the month. This was Dominick's and Peltier's second adopted suggestion. The largest award was received by Joseph R. Major, Sod. Op. (Story on page 1).



Allen R. Peltier, left, and Woodrow Dominick, TEL-Sod. M&C, shared a \$55 award, the second largest for the month.

During the month, 25 employees shared \$820 in awards. Others receiving awards were:

### \$25 Awards

Steve Burns, III, EtCl Labor; A. L. Burris, TEL-Sod. M&C; L. A. Richardson, Sod. Op.

### \$20 Awards

Terry D. Hughes, Emp. Rel.

### \$15 Awards

Eugene Montgomery, TEL Op.; Warren G. Yandell, Power; Durward Johnson, Ind. Eng.; Amidee M. Reames and L. A. Richardson, both of Sod. Op.; Mercerdese C. Rabb, Safety; Robert Williams, Sod. Labor; Henry Doherty, R&D Services.

### \$10 Awards

Eugene Montgomery, TEL Op.; August Harst, Robert Williams, and Henry Collins, all of Sod. Labor; Leo L. LeBlanc, Stores; Willie H. Jenkins, Sod. Op.; Charles R. New, Qual. Cont.; Amidee M. Reames and Paul T. Cain, both of Sod. Op.; William M. Rogillo, TEL-Sod. M&C.

## Two Employees Die In August

### Hosea P. Goree

Hosea P. Goree, carpenter 1/c in EtCl Maint., died Aug. 8 at the Baton Rouge General Hospital. The 44-year-old employee was a native of Haynesville and a veteran of World War II. He started his employment with the Company on July 25, 1947 as a mechanical helper 3/c in EtCl Maint. He is survived by his widow and one son.

The body rested at the Welsh Funeral Home until 1:45 p.m. Aug. 9. Services were held at the Second Presbyterian Church with the Rev. H. P. L'Heureux officiating. Burial was in Greenoaks Memorial Park.

### Plenty of Help

Through June 30 of this year the Ethyl Employees Credit Union has made to members 51,743 loans totalling \$17,168,443.60 since 1939, when employees organized the Credit Union to provide low cost loans and to promote individual savings by members.

### Joseph E. Schexnayder

Joseph E. Schexnayder, Sodium Service mechanic 1/c, died August 11 in Gonzales of a heart attack. Schexnayder, 49 years old, lived at Route 3, Denham Springs, and was a native of French Settlement.

His career with Ethyl began in February, 1941 as

a TEL operator helper. He is survived by his widow, his mother, five sisters, and a brother, John, who is a Sodium operator.

The body rested at the family residence until 10 a.m., August 13. Services were held at the St. Williams Catholic Church in Port Vincent with the Rev. Dearey officiating. Burial was in the Port Vincent Catholic Cemetery.



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Dick Schneider right, discusses Maintenance and Planning projects with Joe Holmes, center, who is in charge of Planning and Scheduling activities, and Marshall Milton, who supervises the administration work of the group.



This large room is the "hub" of the Maintenance and Construction Planning activities arranged for easy coordination of the work for each of the areas.

## Planning Group In New Quarters; Consolidates Scheduling Work

The Maintenance Planning Group has occupied new quarters in the building immediately north of Medical & Personnel.

This move has enabled them to consolidate their activities as they schedule Maintenance & Construction work and Maintenance & Construction Staff requirements for the Plant.

The Maintenance Planning Group acts in a liaison capacity between the operating forces and the Maintenance line forces. To them goes the responsibility of seeing that maintenance and construction work is done when needed, as needed, and with the most effective use of manpower and materials.

The organization, under the direction of Dick Schneider, M&C staff assistant, is broadly divided into two branches. Planning and Scheduling is under the supervision of L. J. "Joe" Holmes. Administration is under the direction of Marshall Milton.

Men doing the planning and scheduling work have had years of experience in their fields. When they sit down with a supervisor of one of the operating areas to plan and schedule a job, their broad experience comes into play as they determine equipment, manpower and materials needed, and the related work necessary to complete the maintenance job. Good planning is a keystone of the efficient, economical maintenance job that is to follow.

Fifteen men are assigned as Maintenance and Construction

planners. Virtually all maintenance and construction work on the plant is planned through this group. This includes the paint program, Central Shops and preventive maintenance programs such as mobile equipment lubrication. The planning engineering group is responsible for measuring the backlog of outstanding work and studying equipment costs.

Planning a maintenance job include (1) estimating the craft hours and material requirements (2) arrangement for special equipment and material deliveries (3) arrangement with Operations to have equipment inoperative so that work on the equipment can be done.

Of equal importance is the work done by the administrative group. It is responsible for proper assignment of men to crafts, maintenance of craft records, scheduling of vacations, goggle inspection, etc. The field clerks, who handle time cards and overtime, are part of this group as well. The supervisor of the Administration group, working with the Maintenance superintendents, prepares maintenance budget and cost review information.

"It is interesting to note," Schneider said, "that there is a total of 350 years of maintenance and construction field experience represented in the planning group. This is one of the most important factors in the effectiveness of the organization in planning and scheduling work for the Maintenance and Construction forces."

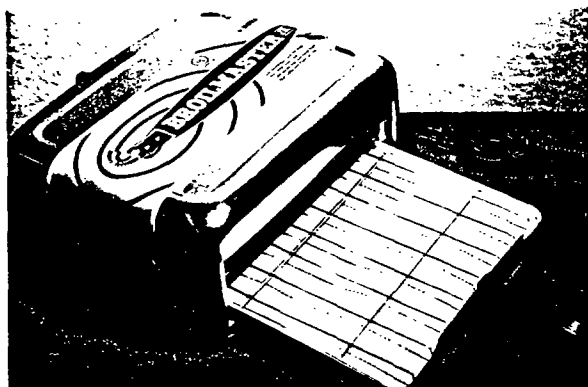


Wesley Stark, center, meets with W. T. "Duke" Hartsfield and Bill Hansen to plan Central Shops activities. Stark is one of 10 men assigned as Maintenance and Construction planners.



Maintenance Planning employees act in a liaison capacity between Operations and Maintenance forces. Here Joe Stewart, right, discusses a maintenance job in the TEL Area with Henry Houdart, TEL Operations supervisor.

## Broilmaster Is Added to Safety Prizes



Newest safety prize which is now available for members of prize winning groups is this electric Broilmaster which can be used for broiling, toasting or as a grill. It was added to the safety prize list on Aug. 1.



Ed Thielman, Quality Control, shown at left, was winner of the first flight, group "B," in the recent ERA Golf Tournament. Raymond Vargo, Production Planning, won the second flight, group "B," and R. H. Murphy, EtCI M&C, won the second flight, group "A." A fall tournament is planned with qualifying to start Sept. 5 at the Webb Memorial Park Course.

## Nine Men Reach 20-Year Mark



Edwin H. Arnold,  
EtCl Op.



August E.  
Cornett,  
TEL Op.



Willie Paul,  
TEL-Sod. M&C



George Aime,  
Sod. Op.



Willie Dipaola,  
TEL-Sod. M&C



John S. Honea,  
Mech. Eng.



Felix D.  
Perilloux, Jr.,  
Sodium Op.

A picture of  
Ike N. Davis,  
EtCl Op., was  
not available.  
He completed  
20 years service  
last month.

LeRoy W. Armstrong, Prod. Plan., with 35 years, heads the field of those celebrating long service anniversaries. His service dates back to August, 1924.

Ten other employees rounded out 20 years of service, 35 completed 15 years of service, three completed 10 years of service and five reached the five-year mark last month.

### 15 Years

Doris S. Bozeman, Finance  
Albert DeJean, EtCl M&C  
Linen J. Lanoux, EtCl M&C  
George L. Fontenot, TEL-Sod. M&C  
Lincoln M. Agnew, EtCl M&C  
James F. Magee, TEL-Sod. M&C  
Ambrose Bezar, TEL Op.  
Paxton J. Sholar, TEL-Sod. M&C  
Mark G. Markland, TEL-Sod. M&C  
Bertin A. Babin, TEL Op.  
Henry W. McLean, TEL Op.  
John W. Spring, TEL Op.  
Allen R. Feltier, TEL-Sod. M&C  
Clay Alexander, TEL Labor  
John E. Dupey, TEL-Sod. M&C  
Julius A. LeBlanc, Jr., Proj. Eng.  
Hubert F. Adams, Qual. Control  
Arno O. Reichardt, Sod. Op.  
George J. Pourciau, Sod. Op.  
Anthony J. D'Gerolamo, TEL Op.  
Arnold G. Gross, TEL-Sod. M&C  
Dominick Bova, TEL Op.  
James B. Meadors, TEL Op.  
Ova M. Maddox, TEL-Sod. M&C  
James O. Stephens, TEL-Sod. M&C

Handy J. Hill, Jr.  
TEL Labor



Louis E. Chandler, TEL Op.  
Ceell R. Miller, TEL-Sod. M&C  
David H. Hinson, Fire Inspection  
Aston P. Boudreaux, Sod. Op.  
Willie H. Rean, TEL Op.  
Joe W. Carter, TEL Op.  
Howard Minor, TEL Labor  
Joe DiBenedetto, TEL-Sod. M&C  
William B. Causey, TEL-Sod. M&C  
Ernest Hornsby, TEL-Sod. M&C  
Clayton G. Turner, TEL Op.  
Evean D. Brock, TEL-Sod. M&C  
Myrtle T. Bourgeois, Finance

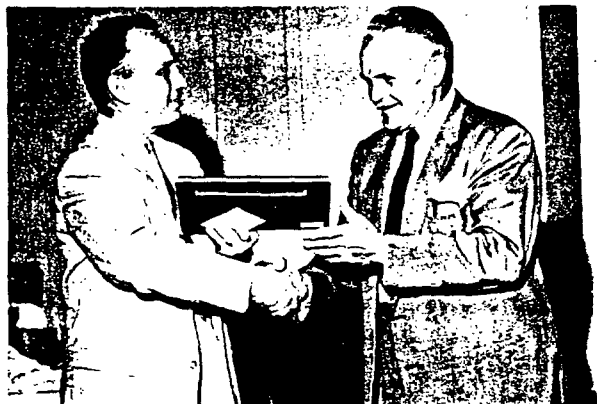
### 10 Years

William B. Grandjean, Bus. Res.  
Charlie Clark, TEL Labor  
George L. Williams, TEL Labor

### 5 Years

Edward M. Jones, Jr., Tech. Service  
Mary A. Bergeron, Maint. Plan.  
Roland L. LeBlanc, Mech. Eng.  
Gene C. Robinson, Chem. Res.  
Melva B. Cranford, Traffic

## A Salute from One Armstrong to Another



LeRoy W. Armstrong, Prod. Plan., right, reached his 35th year with the Company last month. He is shown receiving his 35-year certificate from Resident Manager Wallace Armstrong at the annual 25-year dinner. On his anniversary date he was awarded his 35-year pin by Jim Bergin, assistant resident manager.

## Bankston Gets Air Force Commission



Leo R. Bankston, right, is congratulated by Col. William N. Coxe, Sr. upon receiving a direct commission as captain in the Air Force Reserve. Bankston, who is a painter in TEL-Sod. M&C, received his commission as a communications officer under the new Air Force policy of commissioning outstanding airmen who are active in the Air Force Reserve Program. Both he and Col. Coxe are members of the Denham Springs flight of the 979th Air Reserve Squadron.

## CLASSIFIED --- ADS ---

### For Sale

Six grave plots in Greenoaks Memorial Park. All for \$500. Phone Denham Springs 6-5-6112.

19-inch Clinton 4-cycle power mower. \$15. Phone EL-5-3568.

Davis reel-type mower in good condition, \$10; 1955 Mercury, \$850. Phone WA-4-1802.

Gentle pleasure horse, saddle and stall. Phone WA-4-3038.

White sewing machine in first class condition. \$70. Phone WA-1-8371.

91 acres open land farm near Pride. Home, barn, tractor, and all equipment, cattle, hogs, \$35,000. Will finance it myself. Eugene Montgomery, Phone Zachary exchange 6-5576 or HO-3-1308.

Booster-type convertible modern couch with two matching chairs, \$30; Tappan gas range, four years old, good condition, \$35; Maple bedroom set (2 twin beds, 2 innerspring mattresses, 2 springs, dresser, night table and chest) \$40. Phone WA-4-2522.

Polaroid Land camera and flash attachment. Never used. \$70. Phone DI-2-7267.

24-foot steel hull boat, ideal for family or hunting club. Has a 65 hp. in-board marine engine, sleeps four, butane gas, marine head, \$2,150. For sale or will trade. Phone EL-5-2967.

### Wanted

Good home for Cocker Spaniel. Female, spayed, 2 1/2 years old. Good watch dog but nippy with children. Likes to play. Phone DI-3-7951, after 5 p.m.

Riders—from Sherwood Forest or Oak Park Areas. Hours 7:30 to 4 p.m. Phone Plant Ext. 8278 or WA-1-0913.

## Get New Assignments

Two employees in the Industrial Engineering Section were assigned new duties, effective Aug. 17, 1959.



J. K. Legleu was moved from assistant supervisor to supervisor of the Methods and Standards Group of the section.

S. D. Motsinger moved from area cost engineer to supervisor of the Cost Engineering Group.



Legleu joined the Company in July 1952 and Motsinger came to work at the Plant in April, 1951.

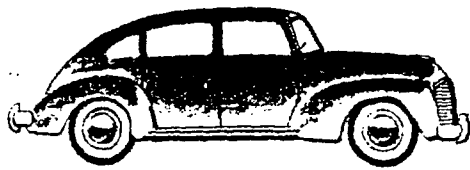
## Layoff of 143 Employees Follows Completion of Backlog of Work

A layoff of 143 employees, effective August 28, was made necessary by the reduction in the backlog of extraordinary maintenance and plant construction work since the manpower adjustment of October, 1958.

In addition, 99 employees have taken advantage of the Company's offer to retire early with supplementary benefits.

"Company management sincerely regrets the necessity of reducing the work force at this time," Resident Manager Wallace F. Armstrong states. "However, when manpower adjustments were made last fall, as many people as possible were retained to work on extraordinary maintenance, painting, construction projects and the like. As this work has now been completed and additional work has not developed, a reduction in the work force became unavoidable."

Each laid off employee was offered a severance allowance amounting to one week's pay at base rate for each completed year of Company service. Each employee had the option of accepting this severance allowance in lieu of recall rights.



IN 1939 \$800 BOUGHT THIS



IN 1947 - THIS



IN 1951 - THIS



IN 1939 \$1.00 BOUGHT THIS



IN 1947 - THIS



IN 1951 - THIS



IN 1939 \$5000 BOUGHT

*This is  
Inflation!*



IN 1947 - THIS



IN 1951 - THIS



IN 1939 \$75 BOUGHT THIS



**We have been warned!** Since 1945 we have been warned that unless we stop inflation and its cancerous attack on the American dollar, we might someday find ourselves at the edge of financial disaster.

**We have been warned!** Senator Harry F. Byrd, a leading authority on the dangers of inflation, has cautioned that unless we stabilize our economy, the national debt per American family in 1964 will be more than that family can earn in a year.

**We have been warned!** Since the end of World War II the value of the dollar has been reduced 23 cents. In the last 20 years its buying power has been reduced a total of 52 cents. At the same rate of destruction the American dollar . . . now worth 48 cents . . . may be worth no more than a dime in 25 or 30 years.

**We have been warned!** Nikita Khrushchev, the dogmatic leader of the Communist party, said in November, 1957, that the threat to the U. S. from Russia is not in the Intercontinental Ballistics Missile, but in the field of peaceful production. "We are relentless in this, and it will prove the superiority of our system," Khrushchev said.

In such a battle, the people that produce the better products for a lower cost and deliver them first . . . will be the victors.

Until now the United States has been the world's industrial warehouse. We have manufactured better products at competitive prices and delivered them first. However, if inflation continues to reduce the value of our dollars (meaning that buyers of American goods must pay more without receiving more) we will soon find our customers looking elsewhere to buy.

We must find an effective way to fight back in the Communist's self-declared war. The advocates of Marxism hope that we will confuse prosperity with inflation and accept their answer to inflation—saddle ourselves with government price and wage controls. Then, we will be well on our way to losing our American free market system and eventually many of our personal freedoms in a strait-jacket state-controlled economy.

The solution . . . is not an easy one for Americans to accept. However, it is a necessary one unless we choose the alternates of (1) losing our jobs because we've lost our customers, or (2) losing our personal freedoms because we have accepted government price-wage controls.

First, we must stop the endless price-wage spiral by demanding that government, business and labor combine their efforts to halt inflation. Second, we must pool our energies and talents throughout the nation to increase our productivity without increasing production costs.

As a responsible citizen of the community, you can also take time . . . now . . . to write your Senators and Congressman and demand that they show proof in the coming months of their part in the fight against inflation.

If we lose this "war of peaceful production" our destruction will be more complete and more lasting than we might ever suffer in an armed conflict.

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**Theogene Andre,**  
TEL-Sod. M&C

Employed as a mechanical helper, he was an outside machinist 1/c when he retired Sept. 1. He is married to the former Lucille Soulier. Andre will dedicate his time to maintaining and operating his farm, relaxing and hunting and fishing. He looks forward to busy retirement years.



**Emile Arceneaux,**  
TEL-Sod. M&C

Employed as a painter helper 3/c, he was a steeplejack painter when he retired Sept. 1. He and Mrs. Arceneaux—the former Bernadette Bourgeois—plan to enjoy maintaining their country home, making a garden, and he plans to do odd jobs when they become available.



**C. A. "Pops" Aucoin**  
EtCl Maintenance

Hired as a painter helper in EtCl Maintenance, he was a painter 1/c at the time of his retirement. He and Mrs. Aucoin—the former Senora Gascon—have made no specific retirement plans. For the time being, "Pops" says, they will take life easy and enjoy the leisure retirement has brought.



**Jesse M. Armstrong,**  
TEL-Sod. M&C

A TEL operator helper when he started work for the Company, he was a TEL-Sod. M&C crane operator at the time of his early retirement. Armstrong says that his plans are not definite yet. He will work occasionally but doesn't want full time employment.

## 99 Retire Early

This month we bid good-bye to nearly one hundred of our fellow employees who took advantage of the financial assistance to retire early upon the Company's special offer. Employees would July and early August all present age employees who were withpany's Retirement years of their normal retirement age were offered the same 99 retirement opportunity.

In addition to the 99 of them employees who decided in joining, accept the Company's offer, others plan to accept the offer in early August. Some of their businesses.

Twelve of the 99 early retirees chose Aug. 1 as their retirement date. Several of them were laid off during the August month or occurred The Antiknock. The 99 of them, along with employees who were laid off, are pictured on these pages. Some of the happy retiree's fellow workers extend the 99 retirement to the following pages.



**Henry H. Betz,**  
TEL-Sod. M&C

Hired as a TEL operator, he was a painter helper 1/c in TEL-Sod. M&C at the time of his retirement. His wife is the former Aylene Booty. Mr. and Mrs. Betz haven't made definite retirement plans. However, he does look forward to doing some type of light work.



**Robert C. Bloodwell,**  
Finance

Bob joined the Company as a cost accountant and was acting resident comptroller when he began early retirement Sept. 1. His wife is the former Adelaide Drews. His plans, he says, are nothing more or less than to "enjoy retirement." He looks forward to this leisure.



**Sidney A. Boyd,**  
TEL-Sod. M&C

Hired as a rigger 1/c in Construction, he was a tool room helper 1/c at the time of his retirement Sept. 1. He and Mrs. Boyd—the former Cynthia Boddin—plan to spend a large part of their time in Florida where they will boat, fish and relax.



**John A. Bowman,**  
TEL Operations

He joined the Company as an operator helper in TEL Operations. He was an operator 1/c in the same department when he took advantage of the early retirement offer. His wife is the former Effie Carpenter. They will raise cattle, enjoy boating and fishing, and plan to do some traveling.



**Alex Broussard**  
TEL Operations

Alex has been in Operations since he joined the Company. When he joined his entire Ethyl careery, he was a TEL operator helper at the time of his retirement. He was a painter 1/c in TEL-Sod. M&C when he retired. His wife is the former Lennie Mack. He plans to spend his time to odd jobs when possible and he will schedule during his bird hunting time.



**Charlie A. Broussard**  
TEL-Sod. M&C



**H. F. Couch,**  
TEL Operations

Employed as a TEL operator helper 3/c, he was an operator 1/c when he retired Sept. 1. Mrs. Couch is the former Beulah Murphy. Now that he has retired, they are building a home in west central Louisiana near Chicot Park where they will enjoy relaxing and recreation.



**Albert Dixon,**  
Safety and Plant Protection

Joined the Company as a Construction millwright helper. He was a working leader in Security at the time of his retirement Sept. 1. He and Mrs. Dixon—the former Emma Tate—plan to enjoy their retirement years at his farm which he will care for, and he plans also to hunt and fish.



**Roosevelt P. Dupuy,**  
EtCl Maintenance

His Company career began as an EtCl operator helper, and he was an operator 1/c for 12 years. Then because of failing health he asked for transfer to Maintenance where he could work straight days as a painter helper. He and his wife, the former Una Bonnette, plan to "take life easy."



**Gussie J. Ficklin,**  
TEL-Sod. M&C

Hired as a painter 1/c in TEL-Sod. M&C, he was a steeplejack painter at the time of his retirement Sept. 1. He and Mrs. Ficklin—the former Louise Babin—will enjoy their retirement on his farm where he raises cattle. For relaxation he looks forward to both hunting and fishing.



**Nolan Floyd,**  
Production Planning

Employed as a laundry operator 3/c, he was a trainer, he was a painter 1/c when he took advantage of the early retirement offer. He and Mrs. Floyd is the former Frances Calvarius-Schroeder. Now that he is retired, he plans to spend his time to odd jobs when possible and he will schedule during his bird hunting time.



**L. P. Floyd,**  
EtCl Maintenance

Employed as a TEL operator helper 3/c, he was an operator 1/c when he retired Sept. 1. Mrs. Couch is the former Beulah Murphy. Now that he has retired, they are building a home in west central Louisiana near Chicot Park where they will enjoy relaxing and recreation.

## Ret Early

but gave Company's early retirement offer included a supplement to the financial assistance in addition to the amount that the offer. Employees would receive at least all present ages under the one with pay's Retirement Income plan.

In the case 99 retiring employees, a variety of activities. The 99 of them plan to "catch on" their hunting, fishing and company's.

side, eight plan to switch to other employment or to full-time operation of their own farms or businesses. Quite a few

99 early strike a balance between their retirement relaxing and full-time employment with part-time employment or occasional odd jobs.

The fall of them on behalf of employees who fellow workers, The Anti-Sepak extends our best wishes in these many happy years of retirement.



Eugene Baham,  
Sodium Operations

He was employed as a Sodium operator 2/c and was an operator 1/c prior to his retirement. Eugene is married to the former Irene Populous. Although their retirement plans are indefinite, they do plan to do some farming now that his work in industry is complete.



Willie H. Bean,  
TEL Operations

Hired as a TEL operator helper, he was an operator 1/c when he retired Sept. 1. His wife is the former Annie Mae Newman. Now that he is not employed here, he will spend his time operating his dairy farm in Mississippi and attending to the related work.



Moran Bergeron,  
EtCl Maintenance

Hired as a painter helper, he was a sandblast painter 1/c at the time of his retirement. He and Mrs. Bergeron—the former Mary Sellers—had made no definite plans for their retirement years when he joined the annuitants' ranks Aug. 1.



Murphy J. Bergeron,  
Laundry

When Murphy was employed, his first job was that of a tool room attendant. He was a laundry operator 1/c prior to his retirement. Mrs. Bergeron is the former Adina Guerin. Bergeron says that he will be fully occupied operating and caring for his farm.



Charles A. Bullock,  
TEL-Sod. MC

in Operation. When he joined the Company, he was a patrolman, and a painter 1/c. Mrs. Bullock is when he the former Mima Breeland. For him Sept. 1 begins a pe-plans to spend when he will "do as little and jobs as possible" and catch up on during his bird hunting when the season opens.



William S. Carroll,  
Sodium Maintenance

Joined the Company as a Construction millwright helper. At the time of his retirement Sept. 1 he was a Sodium mechanic 1/c. Mrs. Carroll is the former Mary Murray. Now that he has retired, they look forward to leisure that will give them time to enjoy different activities.



Charles L. Cates,  
EtCl Maintenance

Employed as a mechanical helper in EtCl Maintenance, he was a rigger inspector at the time of his retirement, Aug. 1. He and Mrs. Cates—the former Elnora Holmes—plan to fish, travel, and take life easy now that he has finished his active career. They look forward to this leisure.



Howard M. Cline,  
TEL-Sod. M&C

Employed as a Sodium day service mechanic, he was a sandblaster at the time of his retirement Aug. 10. He is married to the former Ida Mae Harrell. Because of his experience in this field prior to his employment here, Cline plans to buy and sell timber now.



Sam Cook,  
Laundry

Employed as a carpenter helper in Construction, Sam was a laundry operator 1/c when he joined the group of early retirees. He is married to the former Clara Frazee. Because Sam is on sick leave at the present time, he has no retirement plans other than to take life easy until he's well.



L. P. Folse,  
EtCl Maintenance

a laundry. Employed as a painter helper as a trainee, he was a painter 1/c when he retired effective Sept. 1. He and Mrs. Folse—the former Ollie Frances Calvaruso—will live on their farm south of Plaquemine. He plans to occupy a large part of his time, and the remainder of retirement will go to fishing.



George L. Fontenot,  
TEL-Sod. Maintenance

Hired as a TEL operator helper, he was a carpenter 1/c in Maintenance at the time he retired. He and Mrs. Fontenot—the former Selmar Bush—are the parents of four children. George plans to do carpentry for the State now that he has retired.



Ollie Forbes,  
TEL-Sod. M&C

Beginning his Company employment as a millwright helper, he was a carpenter 1/c when he retired Sept. 1. He is married to the former Kattie Carver. Busy retirement years lie ahead. Activities for him will include caring for his farm, raising cattle, and hunting and fishing.



Nathan A. Foster,  
Finance

Hired as a clerk in Finance, he was an assets closing clerk at the time of his retirement. He and Mrs. Foster—the former Q-Milla New—plan to go into the caged egg business near Memphis. This will be a full-time occupation for him and the realization of a desire of long standing.



Ledru G. Fulkerson,  
TEL-Sod. M&C

His first job here was a millwright helper. At the time of his Sept. 1 retirement, he was an ironworker 1/c. Mrs. Fulkerson is the former Irma Lockwood. They have made no definite plans, says Fulkerson, other than to enjoy life and relax now that they have this retirement freedom.



**P. E. Gindmeyer,**  
TEL-Sod. M&C

Hired as a Construction electrician 2/c, he was a TEL-Sod. M&C electrician 1/c at the time of his retirement Sept. 1. He and his wife—the former Elsie Codeanne—have made no definite retirement plans as yet. He is considering the possibility of doing electric motor repair work at his home.



**Lee T. Harris,**  
TEL-Sod. M&C

Hired as a painter helper 3/c, he was a painter 1/c at the end of his active Company career. His wife is the former Ruth Martin. Now that he has retired, he plans to spend more time giving personal attention to his chicken farm south of Denham Springs. Harris has a flock of about 1,000 hens.



**William H. Harris**  
TEL Operations

Harris joined the Company as an operator helper in TEL. At the time of his retirement Sept. 1 he was a TEL operator 1/c. He is married to the former Hilda Worsham. He has no plans other than doing occasional odd jobs and enjoying fishing and hunting.



**Luther Hewitt,**  
TEL-Sod. M&C

He began work as a patrolman in the Security Force and was an outside machinist up to his retirement Sept. 1. His wife is the former Annie Dunnington. Now that he has the time, he plans to catch up on his fishing, do some gardening, and plenty of relaxing.



**John C. Holden,**  
TEL-Sod. M&C

John began his career with the Company as a machinist 2/c. He was an area foreman when he joined the group of early retirees. Mrs. Holden is the former Birdie Peak. His retirement years will be spent in fishing and hunting and the raising of a garden.



**Rudolph**

Began his career as an operator in operations and 1/c when he retired Sept. 1. He is the former [unclear]. They plan to maintain [unclear] dening, and [unclear]



**Ernest Hornsby,**  
TEL-Sod. M&C

Employed as a pipefitter helper, he was a pipefitter 1/c at the time of his retirement Sept. 1. His wife is the former Gladys Wiggins. Hornsby says that his retirement plans provide for a little fishing and a little working. However, he is not planning any fulltime jobs.



**Albert Istre,**  
Sodium Operations

Employed as a Sodium maintenance worker, he was a Sodium operator 1/c at the time of his retirement. His wife is the former Iva Breaux. He doesn't plan any special activities during the first months of his retirement, but may consider some work or business.



**Haley Kelly,**  
TEL-Sod. M&C

Hired as a painter helper in TEL Maintenance, he was a sandblaster 1/c when he retired Sept. 1. He and Mrs. Kelly—the former Lovie Dreher—will spend their time on his 200-acre farm at Pride. Operating the farm will keep him busy, Kelly says.



**William King,**  
TEL Operations

Joined the Company as a supervisor in TEL Operations at the time of his retirement. He and Mrs. King—the former Ruth Beauchamp—plan to relax and spend their retirement time taking care of personal interests.



**Almond D. Kyle,**  
Safety and Plant Protection

A trainman leader at the time he joined the Company, he was a patrolman 1/c when he began his early retirement. His wife is the former Verna Peden. Kyle has no special retirement plans, but he does look forward to more time for doing church work.



**Burton**  
Industrial

Hired as a [unclear] in Construction services, he retired. He and his wife, Mrs. Helen [unclear], plan to [unclear]



**Lawrence J. Lambert,**  
Sodium Operations

Employed as a helper in Sodium Operations, he was an operator 1/c when he signed for early retirement. His wife is the former Elmore Guidry. Lambert is another retiree who has responsibilities to keep him busy. He will spend his time in the maintenance and operation of his farm at St. Amant.



**Pierre J. Landry,**  
Stores

Joined the Company as a clerk 3/c and was a warehouseman 1/c at the time of his retirement Sept. 1. He and Mrs. Landry—the former Marie LeJeune—plan to do church work now and spend more time "enjoying their grandchildren." He also plans to do some repair work around his home.



**Luther Lazarus,**  
Sodium Operations

Hired as an operator helper, he was an operator 1/c when his active career with the Company ended Sept. 1. He and his wife—the former May Alpin—will enjoy their farm south of Denham Springs. The operation of this place will take most of his retirement time.



**William A. Leary,**  
Finance

Employed as a special assistant in Finance, he was a staff assistant when he signed for early retirement. His wife is the former Barbara Hollis. He plans to move to Hot Springs, Arkansas, where he will relax. He says he may do some part time work when he feels like it.



**Louis LeBeau,**  
Sodium Operations

Hired as a cell room operator 2/c, he was an operator 1/c at the time of his retirement. He and Mrs. LeBeau—the former Ezola Aguilard—plan to spend their time enjoying and attending to his farm at Jarreau. This will keep them busy enough during retirement, he says.



**Math**  
Sodium

Retirement his Company which has been a feeder and w at the time. He and his wife, Mrs. Alice H. [unclear], grate their t



**Rudolph J. LeBlanc,**  
Security

Began his Company career as an operator helper in TEL Operations and was a patrolman 1/c when he joined other early retirees Sept. 1. Mrs. LeBlanc is the former Octavia Poirrier. They plan to spend their time maintaining their farm, gardening, and raising cattle.



**George R. Lefebvre,**  
EtCl Operations

Began his working career at Ethyl as an EtCl operator helper and was an operator 2/c at retirement. Mrs. Lefebvre is the former Louise Gaiz. He plans to "catch up" on his hunting and fishing but expects to find some work later that he can do while enjoying his retirement.



**Willie Linder,**  
Sodium Operations

Hired as a Sodium operator helper 2/c, he was a Sodium operator 1/c at the time of his retirement. His wife is the former Ada Keen. Because of disability which has Linder hospitalized at the present time, he and his wife have made no definite retirement plans.



**Luther Lott,**  
EtCl Maintenance

Employed as a carpenter helper 3/c, he was a carpenter 1/c when he retired. Now that his active working years are complete, he and Mrs. Lott, the former Mabel Lambert, look forward to relaxation. He plans also to do "his share" of hunting and fishing now that he has time for these sports.



**Ollie P. Marchand,**  
TEL-Sod. M&C

Ollie joined Ethyl as a pipefitter helper and was a sheet-metal worker 1/c when he completed his active career at the Plant. He is married to the former Aline LeBlanc. He plans to work on his farm, raise cattle and do plenty of hunting and fishing now that time is available for these activities.



**Burton N. McComb,**  
Industrial Engineering

Hired as a material checker in Construction, he was office services supervisor when he retired. He will work at Industrial Hardware and Supply Co. Mrs. McComb is the former Helen McHenry.



**Alva L. Myers,**  
TEL-Sod. M&C

This early retiree has been a rigger during his entire Company career. He is married to the former Pearl Burelligh. They plan to spend their retirement years on their farm where he will be busy raising cattle and keeping up with the many maintenance jobs.



**Lafayette K. Neyland,**  
VCI Operations

Came to work at the Plant as an operator helper in EtCl and was an operator 1/c in Vinyl Chloride Operations at time of his retirement on Sept. 1. He and his wife—the former Mary Lindsay—have made no definite plans as yet for their activities now that he has retired.



**Frank H. Patton,**  
EtCl Maintenance

Hired as a machinist 1/c, he was an area foreman at the time of his retirement. He and Mrs. Patton—the former Ruth Sanders—look forward to spending a large part of their time at their camp on the Armit River, where they can relax and enjoy life.



**Artie E. Pearson,**  
Sodium M&C

Began his career here as a carpenter helper in Construction and was a Sodium M&C electrician 1/c when he retired. He is married to the former Roberta Williams. Their retirement years will be dedicated to operating his farm and to church work.



**Mathew Pierre,**  
Sodium Operations

Retirement Aug. 1 has ended his Company career, all of which has been spent in Sodium. He was hired as a cell feeder and was a C.P. operator at the time of his retirement. He and Mrs. Pierre—the former Alice Harper—plan to operate their farm.



**William I. Powers,**  
TEL Operations

Employed as a TEL operator helper, he was an operator 2/c when he retired Sept. 1. His wife is the former Louise Millett. Powers says that he and his wife haven't finalized any retirement plans at yet. For the time being, they plan to relax.



**Clyde Oliver,**  
TEL-Sod. M&C

Employed as a Construction pipefitter helper, he was a TEL-Sod. M&C pipefitter 1/c when he joined others taking advantage of the early retirement offer. His wife is the former Claudia McManus. They now plan to do quite a bit of traveling, hunting and fishing.



**John D. Ott,**  
TEL-Sod. M&C

He is another early retiree who will spend time caring for his farm. The remainder of it will be allotted to fishing and traveling. Ott joined the Company as a carpenter helper and was a pipefitter 1/c at the time of his Sept. 1 retirement after his service at the Plant.



**John O. Regan,**  
Sodium Operations

Hired as a pipefitter helper in 1937, he later transferred to Sodium Operations where he was a foreman at the time of his retirement. He and Mrs. Regan—the former Carrie Lou Yearwood—plan to "take things easy" until they develop further plans.



Maude Renfroe,  
Finance

Hired as a production and yield clerk in Production Planning, Mrs. Renfroe was a clerk in Accounts Payable at the time of her retirement. She plans to devote her time to traveling and to doing church work now that time is available for this. Her husband is deceased.



James H. Sanders,  
ETCI Maintenance

He joined the Company as a painter helper and was a painter 1/c at the time of his early retirement Sept. 1. His wife is the former Esther Embry. Because James is in poor health they are making no retirement plans now. When he recuperates, they will make further plans.



Alvin J. Schulin,  
TEL-Sod. M&C

When he joined the Company, Schulin was a machinist's helper 3/c. At the time of his retirement he was a mechanical inspector 1/c. His wife is the former Kathryn Hand. They have no plans other than to enjoy retirement, and they are planning to move to the Gulf Coast.



Theodore E. Spanna,  
TEL-Sod. M&C

Was employed as a painter helper 3/c. At the time of his retirement Sept. 1 he was a sandblaster. He and his wife—the former Elizabeth Johnson—have made no specific plans for their retirement years. "First, we want to rest and relax a while," he said. "Then we will make other plans."



Gordy Underwood,  
TEL-Sod. M&C

Joined the Company as a TEL Maintenance mechanical helper and was an outside machinist 1/c at the time of his retirement Sept. 1. His wife is the former Audrey Tyler. They have made no specific retirement plans. He will enjoy relaxation and spend a large part of his time hunting and fishing.



Joined the borer in a kitchen. retired. former. He has more than to do some when it is



George Watson,  
TEL-Sod. M&C

Employed as a painter helper 3/c, he was a steep-jack painter at the time of his retirement Sept. 1. He is married to the former Ruby Devall. Now that he has retired and has the time to do so, he plans to catch up on his fishing.



Hardy Wells,  
TEL-Sod. M&C

Hired as a TEL-Sod. M&C electrician 3/c, he was an electrician 1/c when he signed for early retirement. Hardy has been in ill health and expressed his appreciation of the early retirement offer. Currently, his plans are to "take things easy."



Earl B. Whittington,  
ETCI Maintenance

Employed as a painter helper in ETCI Maintenance, this retiree was a carpenter 1/c when he became an annuitant Sept. 1. He is married to the former Bonnie Wilkinson. He plans to do some form of light work with a construction company.



Bryan J. Wilson,  
ETCI Maintenance

Joined the Company as a painter helper in ETCI Maintenance. He was a boilermaker helper at the time of his retirement. Mrs. Wilson is the former Ida Smith. Bryan will spend part of his time operating his saw filing business.



Jesse J. Woodward,  
TEL-Sod. M&C

Joined the Company as a machinist helper 3/c in TEL Maintenance and was an ironworker 1/c at the time of his retirement. His wife is the former Velma Eubank. They plan to enjoy their leisure, and he will hunt and fish—his favorite sports.



James E. Worsham,  
TEL-Sod. M&C

His first job at the Plant was that of patrolman in the Security Force. At retirement Sept. 1 he was a TEL-Sod. painter 1/c. He is married to the former Thelma White. He plans to rest for a while and do odd jobs.



Jim Worked Labor Group when he was developing the time of 1. He and Minnie M. to more plans to do some farm



Wallace Akins,  
Sodium Labor

Now that his Company career, all of it spent in Sodium, has ended with retirement, Akins looks forward to hunting, fishing, and otherwise enjoying the relaxation of retirement. He is married to the former Camille Smith. He was a laborer 1/c in Sodium.



Albert Anderson  
ETCI Labor

Because of poor health, he plans to "take life easy" now that this retirement opportunity has been offered him. He joined the Company as a laborer in Construction and was a laborer 1/c when he signed for early retirement. His wife is the former Alberta Bynum.



William Bailey,  
TEL Labor

Was a TEL laborer during his entire career with the Company. He is married to the former Rebecca Johnson. Now that Bailey has retired he plans to get some relatively easy job physically such as a school crossing watchman. The remainder of his time will be spent in rest and relaxation.



Jerry H. Billups,  
TEL Labor

Employed as a laborer on the railroad, he was a change house porter at the end of his Company career. He is married to the former Estelle Murry. During his retirement years, Billups plans to raise chickens and take care of his place. A good part of his time will be set aside for relaxation.



Hired was an off of his own to the town. Now that he says he has time to do and do more he loves



**Eli Brown,**  
Cafeteria,

Joined the Company as a laborer in Construction and was a kitchen helper at the time he retired Sept. 1. His wife is the former Bertha Bennett. Eli says he has made no plans other than to rest a while and then do some type of light work when it is available.



**Luke D. Dummons,**  
EtCl Labor

Hired as a porter in the EtCl area, he was a laborer 1/ at the time of his retirement Sept. 1. His wife is the former Celena McNeal. An ordained minister, he will devote full time to the affairs of the New Jerusalem Baptist Church No. 2 where he is pastor.



**Eddie Emery,**  
TEL Labor

Has been a laborer in the TEL area during his entire Company career. He was a laborer 1/c at the time of his retirement. He and his wife—the former Louise Beckham—plan to raise chickens and a garden. He also plans to work at the Industrial School.



**Will Gray,**  
EtCl Labor

Worked in the Construction Labor Group when he was hired. He was an office porter at the time of his retirement Sept. 1. He and his wife, the former Betty Harris, look forward to more relaxation now. He does plan to do some light work as it is available.



**James Singleton,**  
TEL Labor

Hired as a Sodium laborer, he was a TEL laborer at the time of his retirement. He and his wife—the former Visie Hills—plan to enjoy their years of retirement, and he looks forward to doing light hauling work and porter work from time to time.



**Jimmie Lawrence**  
EtCl Labor

Worked in the Construction Labor Group in the EtCl Area when he was hired. He was a Development Lab. attendant at the time of his retirement Sept. 1. He and his wife, the former Minnie Mitchell, look forward to more relaxation now. He plans to do some cattle work, some farm work, and relax.



**Andrew Lawson,**  
EtCl Labor

Hired as a laborer, he was a laboratory attendant in Chemical Research and Development Lab when he retired Aug. 1. He and his wife—the former Annie Harris—plan for him to work some when he feels like it doing light hauling with his truck.



**Johnnie McQuarter,**  
Sodium Labor

Began his Company career as a bricklayer helper and was a laborer 1/c when he signed for early retirement effective Sept. 1. He is married to the former Rebecca Morgan. A Baptist preacher, he looks forward with pleasure to giving full time to his religious work.



**Albert Morgan,**  
TEL Labor

Has been an office porter during his entire career with the Company. He is married to the former Margaret Anderson. A Baptist minister, he looks forward with pleasure to spending full time doing ministerial work now that retirement makes this possible.



**Lawrence Hudson,**  
TEL Labor

Employed as a laborer in Construction, he was a building attendant in TEL at the time of his retirement. Several activities will keep him busy including hunting and fishing—sports he thoroughly enjoys. Lawrence will also take care of his rental properties.



**Johnny Tate,**  
EtCl Labor

Hired as a laborer 3/c, he was an office porter at the time of his retirement. He is married to the former Eula May Loyd. Now that he has retired, Johnny says he will have adequate time to raise cattle on his farm and do more of the two sports he loves—hunting and fishing.



**Harney Triplett,**  
TEL Labor

Has been a janitor during all of his employment with the Company. Now that he has signed for early retirement, he plans to spend his time gardening, fishing, and doing light work such as maintenance of lawns. This retiree is not married.



**Pierce Whitmore,**  
EtCl Labor

This early retiree spent all his active career with the Company in the EtCl Labor Group. Now that he has retired he and his wife—the former Mittie London—look forward to relaxation. About the only activity they plan is the raising of a nice garden.



**Albert Williams,**  
EtCl Labor

Hired as a laborer 3/c in EtCl Labor Group, he was a janitor at the time he retired Sept. 1. His wife is the former Sarah Scott. Their immediate plans are to "rest a while." Then he will do light work when it is available.



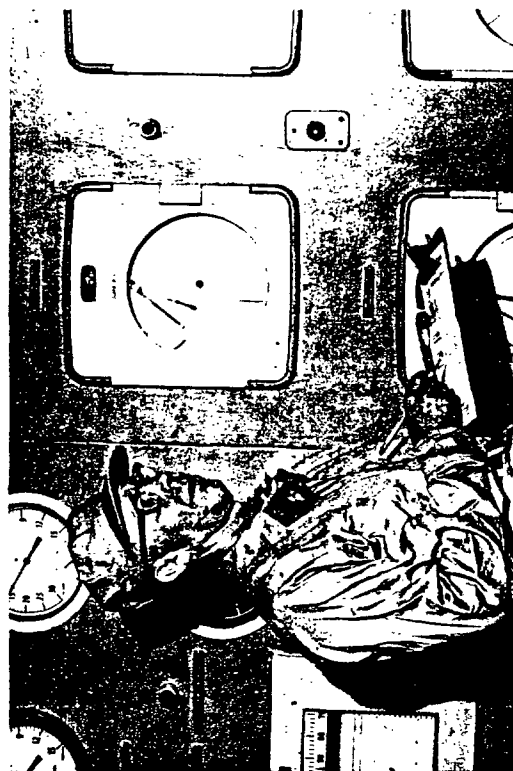
**Charley Williams,**  
EtCl Labor

Hired as a laborer, he was a storeroom porter when he retired. Charley and his wife—the former Amelia Johnson—have made no definite plans yet, but he does want to do part time work when he can find those jobs.

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*Each Job Is Important!*



An important job on the Plant is the continued supply of utilities such as water, natural gas, steam and air to operating areas. Eli Noble, pump and powerhouse working leader in the Utility Group of Power, is making a routine check of instruments in the No. 2 Pump House which is a control center for providing these utility necessities throughout the Plant.

From these instruments information is obtained for controlling various pressures, temperatures and quantities of these utilities required in the efficient operation of the Plant. Our Plant uses tremendous quantities of water, steam, gas and air in its various operating units. Supplying these utilities in the quantities and at the times needed is necessary to keep the Plant going and is important to all of us.

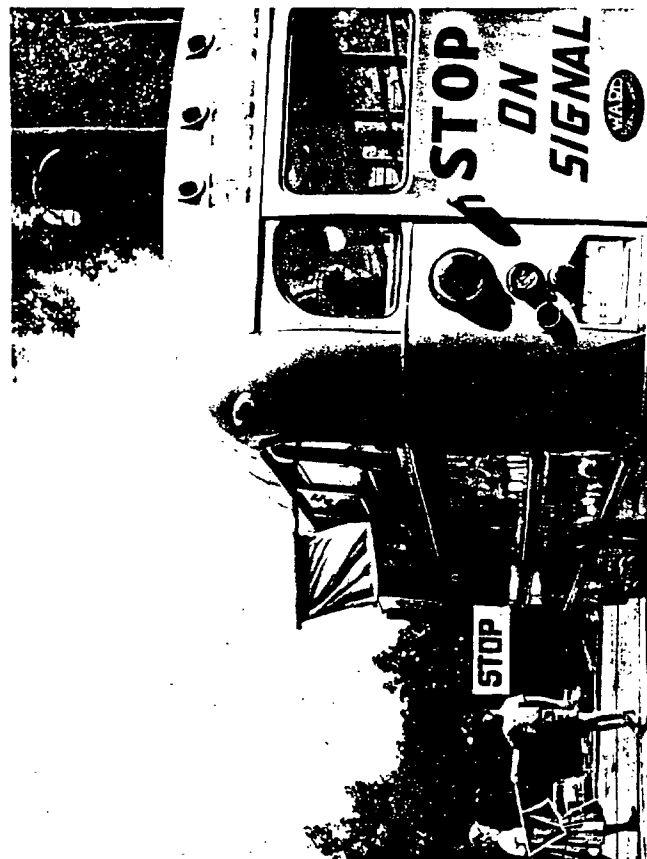
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Vol. 21, No. 9

Baton Rouge, La.

September, 1959



**Give 'Em a Break—  
Use Your Brakes!**

**They**

Ninety taken ad early re Baton R within t retireme 12 had n tirement

Shown seven Au nounced the dead! ANTIKN ups on appear in

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Ch Fifty-e Carpenter time for sports he that he to raise a joined the helper in of his ret 1/c. He the pater boys and in Prairie

## They Complete Active Careers By Accepting Early Retirement

Ninety-one employees have taken advantage of the Company's early retirement offer made to all Baton Rouge employees who are within ten years of their normal retirement date. Of this number, 12 had named Aug. 1 as their retirement date.

Shown on this page are the seven Aug. 1 retirees who had announced their intentions prior to the deadline for this issue of THE ANTIKNOCK. Pictures and write-ups on other early retirees will appear in the September issue.

On July 1, the Company announced this special supplemental early retirement arrangement. Eligible employees, each of whom were interviewed individually, had until Aug. 1 to advise the Company of their desires.

A supplemental early retirement allowance will provide added financial assistance to those employees who have taken advantage of the special offer.

It was offered, the Company stated, in an effort to obtain a better balance between available manpower and manpower requirements. The special offer was made to eligible employees on a voluntary basis and is not a part of the basic Retirement Income Plan.

"I've enjoyed my work at Ethyl." "As good a company as you can find to work for." "You couldn't find a better place to work." "I've thoroughly enjoyed my years at the Plant." These are a few of the statements made by these employees who closed out their active careers through the early retirement arrangement.

### Clinton E. Carpenter

Fifty-eight-year-old Clinton E. Carpenter looks forward to leisure time for hunting and fishing—two sports he thoroughly enjoys—now that he has retired. He plans also to raise a small garden. Carpenter joined the Company as a painter helper in TEL Maint. At the time of his retirement he was a painter i/c. He and Mrs. Carpenter are the parents of six children—two boys and four girls. Their home is in Prairieville.



See Page 7 for story on Carl Goode's retirement at age 65 after 36 years of TEL experience.

### Talmage E. Crumholt

Now that he has retired from active employment at the Plant, Crumholt plans to spend part of his leisure time caring for his farm 10 miles north of town. Also, he is considering the possibility of going into part time sales work—



a field in which he had experience prior to his employment here. Some of his time will be spent visiting his five children.

The 64-year-old early retiree joined the Company as a patrolman. He later transferred to TEL Maint. where he was a painter i/c.

### Henry H. Larsen

Now that he has retired from active work, Larsen plans to buy a small place out of town where he can garden, raise chickens, and take life easy.

He joined the Company to work in TEL Operations. He was a painter helper in TEL M&C, at the time of his early retirement.



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August, 1959

He and Mrs. Larsen are the parents of a seven-year-old son, Philip, who likes to join his Dad in hunting and fishing during leisure time.

### John H. Tate

John H. Tate has been an assistant purchasing agent since he joined the Company. Now that he



has taken early retirement at 59 years of age, he and Mrs. Tate plan some travel. Further plans have not been formulated yet. However, they do look forward to seeing more of their son, Cilton, his wife, and their granddaughter.

### Romey P. Dupuy

At 63 years of age, this painter i/c in TEL-Sod M&C has taken advantage of the special early retirement offer made by the Company. He plans to use his time "taking it easy," working in the yard and garden at his Brusly home, and participating in his favorite sports—hunting and fishing.

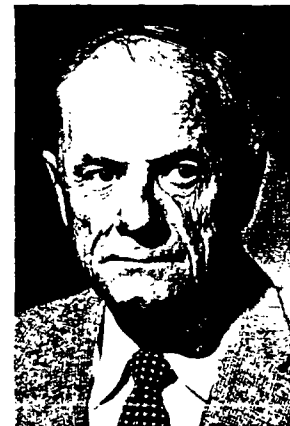
He and Mrs. Dupuy are the par-



ents of 10 children, nine of whom are living. Seven of them are daughters, two are sons. The deceased was a son.

### Louis H. Heath

With one son and four grandchildren living in Houston, Louis looks forward to more leisure time to drive over for short visits with



them. Like all grandparents, he especially likes to see the youngsters.

Heath worked as a Sodium cell room operator for over three years before transferring to the substation where he was a Power operator at the time of his retirement.

He and Mrs. Heath look forward to relaxing for a while before they make further plans.

### Samuel Brown

During all his years Sam has been a TEL laborer. Now that he has retired at 59 years of age he plans to cut grass and do light yard work in the Baton Rouge area. He and his wife, Lillie Nell, live in Scotlandville. They are the parents of six children.



water, steam, gas and air in its various operating units. Supplying these utilities in the quantities and at the times needed is necessary to keep the Plant going and is important to all of us.

# Company Day Camps Provide Wide Variety of Activities for Youth

City

More than 400 youngsters between the ages of 8 and 14 participated in the Ethyl boys and girls day camps at the ERA Park in June and early July.

They were held under the direction of a camp staff headed by Director Ben Burge and Assistant Director Hardy Wells, Jr., and consisting of experienced counselors and selected and trained older children of employees who served as leaders.

The two day camps lead the activities of an extensive recreation program adopted this year in place of the annual Ethyl Family Picnic for employees and their families. The Company allocated funds formerly used for the picnic to this youth program.

A typical day at the Boys' camp began at 8:30 after the youngsters were brought to the park by their parents, or by bus from the Plant where they had been picked up after riding to work with their parents.

A flag-raising ceremony was the first thing on the program. This was followed by such activities as volleyball, hiking, horseshoes, shuffleboard, miniature golf, archery, swimming, movies, and nature study. The boys were organized into groups, each with its leader

and individual color guidon, and the groups rotated among the various activities.

The camp ended at 3:00 p.m. each day when the boys were picked up at the park by their parents.

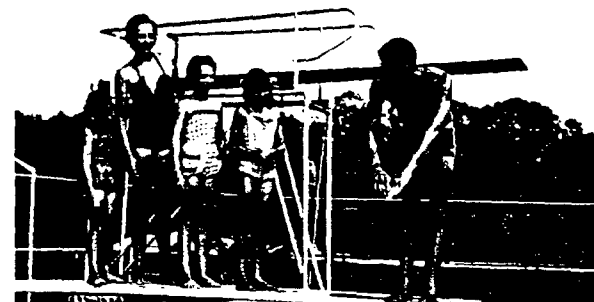
The girls were organized along similar lines with activities scheduled throughout the day except for luncheon and other rest periods.

For refreshments the campers had cookies, milk and punch, and during the 19-day period of the camps the youngsters consumed 16,000 cookies, 4,000 half-pints of milk, and over 100 gallons of punch.

Climax of the camps for both groups was the awarding of medals and certificates to outstanding individuals and groups.

For the boys a "sleep out" at the ERA Park, following an awards night program attended by their parents, was the concluding event. Heavy rains on the afternoon of July 2 forced the cancellation of the awards program and the sleep out for the girls.

A similar program, built around family activities and youth programs, is being carried out for Labor Group employees. (See Page 6.)



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## City Judge Uter Outlines Program To Promote Traffic Safety

Editor's note: As part of our August emphasis on traffic safety, we asked Judge Lawrence Uter, who is in close contact with traffic control in his capacity as City Judge, to write some of his observations for THE ANTIKNOCK. Judge Uter is a former Plant employee. He joined the Company in May 1937 as a pipefitter helper and became a TEL operator in September of that year. He left in December 1940 to enter the U. S. Naval Air Force. On his return he received his law degree and was a practicing attorney in Baton Rouge for a number of years prior to his election to City Judge.

By

LAWRENCE A. UTER

City Judge

It is with pleasure that I contribute to the emphasis that you Ethyl employees are placing on traffic safety this month. I also enjoy "being back" once again in the Ethyl Plant. I want to express my appreciation for the invitation, and for permitting me to use *The Antiknock*, to present some of my ideas on traffic safety.

I do not have a magic formula for the prevention of death and injuries and property damage from automobile accidents. I wish I did.

I do feel, though, that there is no better way to approach the problem than through the familiar three big E's—Education, Enforcement and Engineering.

Even though I am in the field of the second E—Enforcement—I would like to touch briefly on all three and discuss Education and Engineering as well as Enforcement.

Few of you at Ethyl are directly concerned with the Enforcement angle of traffic safety. This is handled by the police and the courts. Further, few of you are directly concerned with the engineering aspect of traffic safety. But each of you and members of your family are vitally concerned with the Education phase. It is in this field that you and other drivers and parents can contribute most to the improvement of our traffic safety in the Baton Rouge area.

Any time that we can teach traffic safety to a driver, be he man, woman or teenager, we have made tremendous strides. Thorough training of the driver before he ever gets his license is one of the best ways to do this. The driver training courses in our schools and elsewhere are a big help in this program. As parents or friends of future drivers you can do your share by insisting that they get adequate driver education beforehand. Also, as part of that education you can set a good example for them to follow.

Education is also involved with violators of traffic safety regulations. The educating of these violators on the safety rules and regulations is a job for the following:

First—the parents of the individual if he is a juvenile;

Second—the officials of the City and Parish Government;

Third—anyone else who can help that individual to avoid repeating his or her past mistakes or violations.

The real object is to make a safe driver—a safety-minded individual—out of the new driver and the violator. Regardless of which one of these three categories we may belong to, we have really accomplished something when we have helped one person realize that there is danger on our streets and highways if safety laws are not observed.

Let's look at Enforcement, the field in which I am most closely associated in my capacity as City Judge. I feel that we have made excellent progress in this field in Baton Rouge. Plenty of attention has been and is now being given to the enforcement of our traffic code. The Police Department now has more than 200 officers, many of whom are assigned to duty in the Traffic Division.



Time does not allow me as judge, nor the police who give out the "tickets" for the infractions, to devote as much time as we would like to explaining to violators who appear in City Traffic Court the possible results of their failure to observe regulations. However, through assessment of fines, loss of driver's license and jail sentences, we have attempted to impress upon them the seriousness of their violations and the danger to themselves and others.

I will not dwell in detail on the types and number of violators that come before me in City Court. You can get some idea of the number of violators, the rules they disregard, and the punishment that is given, by reading your newspaper. However, I would like to say that, personally and offi-

### Cover Photo

The cover picture is used through the courtesy of the Traffic Division, Baton Rouge Police Department. It was taken by Alvin Doyle.

cially, the three major types of violations that I intend to do everything possible to stamp out are speeding, drunk driving, and disregard of red lights and stop signs.

Speeding cannot be allowed in a crowded city with the congestion and heavy traffic on our streets today. Last year, excessive speed added almost a million casualties to the total traffic injuries in the U.S. Exceeding the speed limit accounted for over 40 per cent of the personal injuries sustained in traffic accidents on the highways of this country.

"If you drink, don't drive, and if you drive, don't drink" is some of the best driving advice that was ever written or spoken. Any public official would be remiss in his sworn duty if he did not make every effort to stamp out drunk driving by every means at his command.

Those who deliberately shoot their fellow citizens in acts of revenge, rage or robbery seldom receive sympathy from the public or from the juries sitting in judgment on them. Yet, are they so different from those drivers who deliberately run a red light or a stop sign, knowing that by doing so they are endangering not only their own lives but the lives of others as well? I have no sympathy for those who fail to observe traffic signs in general and especially those who show that they have no regard for safety by direct disobedience of stop signs.

Along the lines of Enforcement, and to help us in our efforts to make our city safer traffic-wise, I believe three of the major problems that confront us are:

1. The need for a city prosecutor for traffic cases and for the City Court in general.
2. The need for an additional City Judge to handle the volume of traf-

fic cases and other cases that come before the City Court.

3. The need for organizing and creating a traffic violator's school which youthful offenders might attend, instead of being tried and punished, in order to learn the importance of safe driving.

You can help by talking and working for these three things and by backing the police officers and traffic courts in their Enforcement efforts. Remember that strict enforcement is necessary to prevent accidents—so "support us; don't cuss us."

Engineering in the field of traffic safety simply means designing and building adequate streets, highways and traffic control systems to provide for maximum safety. Our new four-lane streets, thoroughways and expressway show that we are making good progress. The new traffic control systems, like the one you have at the end of the Gulf States Road, also are part of Engineering for safety.

As employees of an industry where you have learned the value of safety, you can help in the Engineering phase also. This means giving your suggestions to our Traffic Engineer or to our Greater Baton Rouge Safety Council. It also means that your understanding and active support will be quite helpful as the City needs to spend additional money for better traffic facilities.

In closing, let me urge everyone to become more conscious of the danger that lies in the community. I urge you to take the traffic situation and its problems seriously, for each of us has a stake in this fight. Do not underestimate the gravity of the situation or the tragedy which will take place in a community where its people are lax and careless in their attitude toward traffic safety. Being safety-minded is important; it pays on your job and throughout industry, and it's equally as important for you and your family on the streets and highways.

Remember that our safety program is no stronger than those who subscribe to and support it.

## Careful Drivers

As emphasis focuses on traffic safety during the month of August, employees can review the excellent driving records of Allen White and Levell Winsey. They have set the example of careful driving during their years behind the wheels of Company vehicles traveling in the Baton Rouge area.

Allen White, for example has been driving in the Baton Rouge area for the Company since 1942. During those 17 years he has had only one minor accident which was within his control as a driver. This occurred when his truck skidded on an oil slick and bumped into the rear door and fender of an approaching car. Damage was minor.

On another occasion his truck was run into from behind by an oncoming automobile, but this was beyond his control.

Levell Winsey has been driving outside the Plant for 10 years. During all of this time he had never had an accident.

When these drivers were asked the reasons for their outstanding records they gave essentially the same answers which stressed good safety training, strict observance of traffic laws, good equipment, and courtesy and consideration to other drivers.



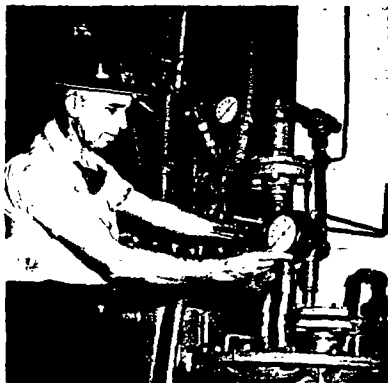
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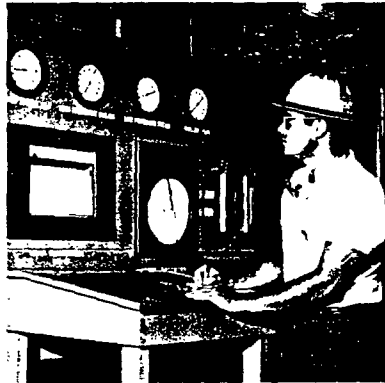
Research Chemist Harry Petree reads analytical results directly from a gas chromatograph as he follows the results of an experiment.



Fred Frey is a research chemist working on improved methods for making TEL.



Doyle Nolen is shown here adjusting a piece of experimental equipment used by the Process Development Section in making various lead alkyls.



Process Development engineer Gerry Kottong is shown observing the control panel of one of the pilot plants now in operation.



Julius Chidester of R&D Services is responsible for the mass spectrograph which provides rapid and accurate analytical information to help guide research and development programs. This equipment is only one of the modern instruments which aid the chemist in his constant search for improved methods and new products.



A good research and development organization requires extensive library facilities. These facilities are provided at Ethyl under the supervision of Lois Skinner. She is shown here discussing a problem with Research Chemist Jim Wood and Process Design Engineer Bob Weaver.

# Research a kele

Research and Development is the second built and largest departmental group on the Plant. Research and Development here are activities concerned with Chemicals, to provide search and Development and Chemical Engineering in the field as well as Business Research and Patents, and to provide markets for

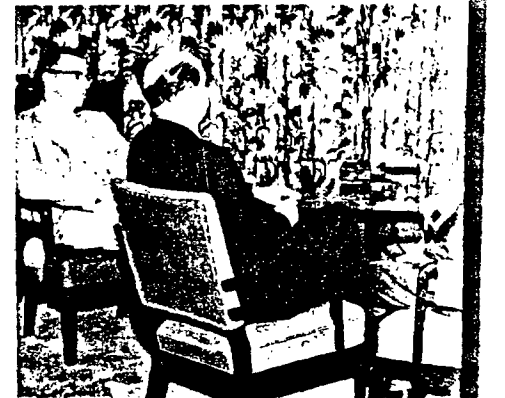
Ethyl Corporation, literally born of research, has over the years maintained its leadership in the field of antiknock compounds and expanded its marketing into other fields of chemistry.

Trained personnel and extensive facilities are available to carry forward the ideas of our research and development work on new chemical products on which Business Research Company can depend for future growth.

Tangible results from these programs have been seen in the last two years. The process used for its development work on AK-33X, a potential antiknock compound, was done at Baton Rouge. Early last year we started up our new ethyl chloride monomer plant at Baton Rouge. From the ethyl triethyl aluminum, another promising new chemical. The processes for the manufacture of the product-aluminum were discovered in our Baton Rouge laboratories. In addition to its possible use as an intermediate for TEL, triethyl aluminum has considerable promise as a catalyst for the plastics, as a chemical intermediate and as a component for military use.

There are a number of other chemicals in research and market testing stages. These include alpha-sodium acetate, borane amine, and metal carbonyls.

The discovery of a new product is only the beginning of the work necessary by our research people to develop it into commercial products. Once discovered and developed in test quantities, the product is analyzed to determine whether or not it might have commercial value. Determined to be worthwhile, the product is then taken to the pilot plant stage. Here small-scale



Ken Swartwood, center, General Manager, and other members of his staff, George Beste, Paul Kim, and others.

# rch a velopment

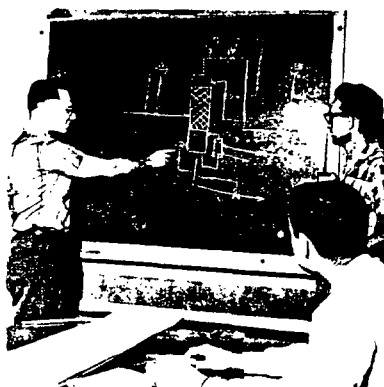
is the second built and operated to provide engineering Plant. Confirmation needed for the design of full-scale with Chemiscants, to prove whether or not the process de- chemical Engineep in the laboratory will work on a large th and Patente, and to produce samples for use in develop- markets for the product under study.

born of rese its leadersh In the meantime our Patent people have been expanded its intking on patent coverage for the product and cesses used in making it. Our Economic Eval- ion people have been making economic analy- to determine whether or not the product is leas of our pe which might be economically attractive. ducts on which Business Research people are trying to locate re growth. rces of supplies of raw materials needed to se programs te the product as well as potential customers a. The proces uses for it. The Engineering and Mathemati- a potential Sciences Section is busy programming the e at Baton Rerous engineering problems and solving them up our new the computer.

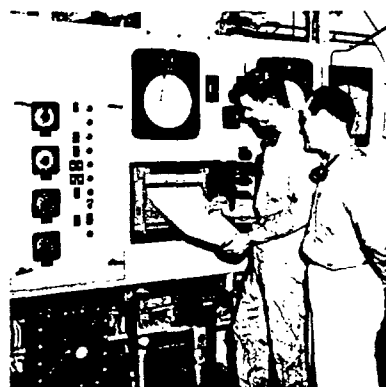
ton Rouge. From the engineering information obtained in ses to manufa pilot plant, the design engineers prepare the omising new cical design for large scale manufacturing ifecture of tr the products. They consider among all of the our Baton Rer requirements the safety of our people in possible use sparing the necessary designs.

alyst for mWhen the facility has been constructed to atiate and as anufacture the product the technical personnel o have worked on the project provide training er chemicals it start up assistance to the people who will ages. These incal service staff provides assistance in solv- urane amines; operating problems and developing better duction methods.

product is onl ry by our tech Although we have put much emphasis on new merical proporditions, Ethyl has been able to maintain its ped in test ition as the world's largest TEL producer. yzed to deter work done by its technical people in finding commercial ter and more economical ways of making TEL the product of its components has helped to make this small-scale pible.



Dick Caro, "Bing" Bingeman, and Bill Axtell of Process Design review design details on a distillation column.



Mack Ingle and Jim Browning of Manufacturing Technical Service discuss a problem from a previous experiment conducted in the Plant.



Bryan Day, Roy Dunn, and John Whitson of Economic Evaluation talk shop about evaluations of new products and processes. The final economic soundness of all projects must be considered before the Company can invest in additional equipment.



Electronic computers like R&D's librascope have greatly increased the speed and accuracy of solving long or complex scientific problems. Jimmie Ward, Bernie Sobel and Phil Davis of Engineering & Mathematical Sciences Section watch as the answers to a problem are automatically typed out by the computer.



al Manager of Research and Development Department, confers with staff member, Paul Wedckim and Frank Cheely.



The new products and processes developed by Ethyl chemists and engineers are protected by patents to exclude their use by competitor companies. Here Dick Gorsich, Chemical Research, and John Balhoff, Patents, review a new patent application on one of Ethyl's new compounds.



Markets must be thoroughly studied to determine the possibilities for new products. Here, John Hill, Charlie Montgomery, and Bob Geiger of Business Research discuss a marketing problem on triethyl aluminum.

## Six Lead in Adopted Suggestions

With 134 adopted ideas between them, six Plant employees, representing Sodium and TEL Operations and Maintenance, paced the Ethyl Suggestion System as it entered its sixth year of operation on the Plant.

Top man in the number of adopted ideas which have brought him cash awards was Tom Chapman, Sodium Operations, who has had 27 of his suggestions accepted for use by the Company.

Close behind him is his fellow Sodium Operations employee, Paul Cain who has pocketed 24 suggestion awards. Other leaders are Dana Terry, TEL Operations, with 23 awards for useable ideas; and Hiram May, Maintenance, who has 22 awards, including one of the first suggestion awards made on the Plant on July 7, 1954, following the inauguration of the Ethyl Suggestion System in June of that year.

The other two leading suggesters, both with 19 adopted ideas, were Charley Broussard, Sodium Operations, and Stanley Herbin, TEL Maintenance. Fifteen other employees have had 10 or more of their suggestions adopted by the Company.

Here's what two of these leaders say in answer to THE ANTI-KNOCK'S questions on where they get their ideas and which of their suggestions they think have been the best:

**Chapman (27 adopted ideas):**

"Since I work for a living, my ideas provide an opportunity for me to get cash for nice vacations and other extras. Over a period of time they amount to something. Originally, I wanted to be an inventor and suggestions help me to fulfill this desire. My job is a challenge. No company or employee wants to live in the 'horse and buggy' days; we like progress and modern conveniences.

"There is always plenty of room for improvement on the Plant. If you know your job (Chapman has been in the CP Area for 17 years) and suggest answers to the problems you face daily, you can receive cash awards."

**Paul Cain (24 adopted ideas):**

"My ideas concern improvements in Sodium operations and can be on improved production procedures, correcting safety hazards, or on how to do the job easier. I concentrate on things which in my work give me too much trouble, or on work that takes too much time. Sometimes, in the course of my work, a solution to a problem will crystallize in my mind and I drop my suggestion in the box.

"My advice to other employees is to study their job and submit ideas to correct the problems encountered daily. They should realize that they may submit many

suggestions before receiving an award. As long as we work for the Company, we will all have ideas. I submit the ones I think are good through the Ethyl Suggestion System."

During the past month three employees led in suggestion awards. Top man was Ralph Newell, EtCl Op., with two awards of \$85 and \$45; L. V. Hancock, TEL-Sod. M&C, \$70, and Albert Entremont, also TEL-Sod. M&C, \$50. Others receiving awards were:

### \$30 Award

W. M. Ramirez, TEL-Sod. M&C

### \$20 Award

V. J. Maranto, Qual. Control.

### \$15 Awards

B. J. Blouin (2 awards) and D. Terry (2 awards) (Share), G. B. Edwards, all of TEL Op.; R. M. Browning, Qual. Control; R. E. Burns, and C. E. Crochet (Share), C. S. LaPlace, all of TEL-Sod. M&C; J. N. Johnson and L. E. Watkins (Share), EtCl Labor; W. M. Domke, Sod. Op.; L. G. Boyles, EtCl Op.; D. D. Burch, R&D.

### \$10 Awards

G. M. Davis, W. Price, W. H. Underwood, W. Olinde, J. R. Major, W. A. Domke, all of Sod. Op.; H. Collins, Jr., Sod. Labor; Erma Lee Eller (2 awards), R&D-Patents; S. Herbin and W. Touchette, both of TEL-Sod. M&C; D. J. Hubbs, Stores; C. W. Hicks, and C. Lockhart, both of EtCl Maint.



A. J. Entremont, TEL-Sod. M&C, received a \$50 award.



L. V. Hancock, TEL-Sod. M&C, received a \$70 award.

## Joins Medical Staff



Dr. Richard T. Green, who assumed his duties as Plant physician on July 2, goes over employee medical record with Julie Mae Heil, medical receptionist. He attended Lake Charles schools and Tulane University.



Bob Greenwood



R. A. Moser

## Transfers and Promotions Announced

### Job Evaluation

The transfer of job evaluation functions to the Employee Relations Department has been announced by President B. B. Turner. In connection with this transfer the following changes affecting Baton Rouge personnel have been made:

Bob Greenwood has been transferred from the Finance Department's Data Research Section, to the Employee Relations Department in New York as manager, Job Evaluation and Wage and Salary Administration.

A native of Wilmington, Del., Greenwood received his BA in chemistry from the University of Delaware. Immediately after his graduation he was employed in Manufacturing at Deepwater, N.J. In April 1948 he transferred to Baton Rouge as an industrial engineer and in 1956 became a staff assistant in Electronic Applications.

Mrs. Greenwood is the former Dorothy Griffith of Pennsgrove, N. J. She and Bob are the parents of one son, John Robert IV, 15 years old.

Hubert Wax and Joe Gyan have been transferred from the Manufacturing Department to Employee Relations.

Leo Martin, currently in Employee Relations, has also been assigned to this function.

### R&D Moves

Roger Moser's promotion from an acting basis to assistant superintendent in Manufacturing Technical Services was one of several assignments announced last month.

Moser and John McCarthy also exchanged assignments in Manufacturing Technical Services. McCarthy is now in charge of the Plant Technical Services Group, and Moser is in charge of the Manufacturing Development Group.

Merle Gould has moved from assistant director of Process Development to assistant director of Business Research to work on special assignments.

M. F. Gautreaux has transferred on a rotational basis from head, Engineering and Mathematical Sciences, to assistant director of Process Development.

Leo Kingrea has moved to acting head, Engineering and Mathematical Sciences, on a rotational basis. He is retaining his present responsibilities as project manager for TEL Process Improvements.

Al Smith, formerly area engineer in Manufacturing Technical Services, has been reassigned to the Process Design Section.

Neel E. Garland has been given the increased responsibility of providing the technical services to the Ethyl Chloride area in addition to his other duties.

## Labor Group Families Enjoy Free Rides



The merry-go-round was a popular ride at the second activity arranged by the Company for Labor Group employees' families. It was one of the free rides provided at the Floyd Kyle Shows, July 11. A theater party, held in June at the Lincoln Theater, was the first activity for which the Company has allocated funds previously used for the Ethyl Labor Picnic.

## Five Receive Twenty-Year Awards



Wallace F. Armstrong,  
Resident  
Manager



Edwin B. Smith,  
TEL-Sod.  
M&C



Leon M. Burley,  
EtCI Op.



Zeb York, III,  
TEL Op.

Five employees at the Plant joined the 20-year group last month and received their 20-year awards. Twenty-six received 15-year awards, two received 10-year awards, and one reached the five-year mark during July.

Louis Davis,  
TEL Labor



### 15 Years

Elaine M. Martin, Finance  
Albert Anderson, EtCI Labor  
Arthur J. Harden, Sr., EtCI Labor  
Clay M. Bourg, Security  
James S. Norwood, Jr., R&D Serv.  
Edward A. Smith, TEL Op.  
William E. Jones, EtCI M&C  
Hines A. Turcotte, EtCI M&C  
Charles K. Smith, TEL Op.  
Amile Johnson, TEL Labor  
Samme B. Ballard, EtCI M&C  
Norman J. Hareison, EtCI M&C  
Joseph E. Savoy, Jr., TEL-Sod. M&C  
Michael A. Decuir, TEL-Sod. M&C  
Clyde Oliver, TEL-Sod. M&C  
Ernest A. Menck, TEL-Sod. M&C  
Perry Q. Kirby, TEL Op.  
Paul M. Frejman, EtCI M&C  
Nolton Leger, TEL Op.

Richard L. Lanoux, EtCI M&C  
Lee B. Sibley, TEL-Sod. M&C  
Henry H. Larsen, TEL-Sod. M&C  
Betty H. Bankston, Medical  
Raoul L. Menville, Jr., Chem. Res. & Dev. Serv.  
Lloyd G. Ruchal, TEL-Sod. M&C  
Zachary E. Broussard, TEL-Sod. M&C

### 10 Years

Roy L. Milde, Bus. Res.  
Walter Richardson, Sod. Labor

### 5 Years

Tillmon H. Pearson, R&D Chem. Res.

## TEL Pioneer Starts Retirement



Carl Goode

active duties. "I would like to say one thing. The loyalty, sincerity and cooperation of employees working with me has been the greatest single factor contributing to what success I had as an Ethyl employee. I shall always remember this and look back on my associations at the Plant with pleasure and warmth."

Goode is a native of Asheville, N. C. He graduated from high school there and attended Vanderbilt a short while before his first employment, with the Federal Dye and Chemical Corporation as a superintendent of one of their operating departments.

After service in the Army during World War I, he secured employment at the Old Hickory Plant of Du Pont. He transferred to Deepwater in 1919.

Carl's work has taken him to Germany, Canada, and to the startup of most of the Company's TEL plants.

"I haven't made definite retirement plans yet," he says. "Mrs. Goode and I will do quite a lot of traveling, taking our time and enjoying our leisure as we go along. I expect to spend some time in Hot Springs, Ark. I enjoy the baths there and we have made many friends in that city."

"Conditions have changed greatly for the better since I began work in industry. One of the finest opportunities which has come along for employees of Ethyl is the Retirement Income Plan. I began participation in it as soon as it was offered. Now, I will be able to enjoy my retirement more, because of the security it offers."

Mrs. Goode is the former Elizabeth Davis of Pennsville, N. J.

Their three children are Sam, vice-president of a local finance company; Terrell, coach and teacher at Glen Oaks High School; and Mrs. Frank Kerr of Baton Rouge.

On July 31 Carl Goode ended his active career in the tetraethyl lead manufacturing field. His retirement at age 65 brings to a close an active career that began in 1923 at Deepwater, N. J., where he worked during the pilot plant manufacture of tetraethyl lead.

He transferred to Baton Rouge in 1937 and served as a shift supervisor in TEL Operations from that time until 1944 when he became a special assistant to the superintendent of TEL Operations. He held this position until his retirement.

During his TEL career he worked with thousands of men. A popular, respected leader, he was held in high esteem by employees because of his thorough knowledge of TEL manufacture, his sincerity, fairness, and his strong support of safety on the job.

"As my retirement approaches," Goode said when interviewed a few days before he completed his

## Three Employees Pass Away

Thomas A. Morales, an employee who had retired June 1 due to permanent disability, died June 30 at the Plaquemine Sanitarium. The body rested at the Wilbert Funeral Home in Plaquemine until July 2. Services were conducted by Rev. William J. Reid with burial in the White Castle Cemetery.



Morales joined the Company on Dec. 12, 1943, as an operator helper in TEL Op. and was assigned to the Laundry at the time of his retirement.

He is survived by his widow, Julia C. Morales; two sons, Mack and Thomas; one step-son, Burton; four daughters, Mrs. Joseph Graves, Mrs. Chester H. Curry, Miss Theresa Morales, and Miss Elizabeth Morales, and one sister and two brothers.

### J. D. Calmes

John Delmas Calmes, 52, an area mechanical foreman in EtCI Maint., died suddenly July 8 at the Baton Rouge General Hospital. His body rested at the Welsh Funeral Home until July 10. Services were held at the funeral home followed by Masonic services at the graveside. He was buried in Rose-lawn Memorial Park.

Calmes joined the Company Feb.



5, 1942 as a mechanical helper. He became an instrument mechanic in 1943, and a shift foreman in 1955.

He was a native of Independence where he was born May 14, 1907.

The deceased is survived by his widow, the former Victoria Davis; one daughter, Mrs. Betty Salter (wife of Sid Salter, Patents); a sister, Mrs. Natalie C. Pope of Baton Rouge; and one brother, Dallas L. Calmes, Houston, Texas.

### Robert D. Stephenson

Robert D. "Red" Stephenson, male nurse in Medical, died July 14 following a lengthy illness.

The body rested at the Welsh Funeral Home until July 17 where services were held with the Rev. Mark Roberts officiating. Burial was in the National Cemetery with military services at the graveside.

"Red," who was a native of Greenwood, joined the Company on Feb. 4, 1952. He is survived by two sisters-in-law and four nephews.

### Card of Thanks

We wish to express our sincere thanks and appreciation for your cards, flowers, prayers, and concern during our recuperation from injuries received in an automobile wreck. It is hard to express how much they have meant to us.

Mr. and Mrs. F. W. "Bill" Morris

## — CLASSIFIED ADS —

### For Sale

Five h.p. walking garden tractor with all attachments. Phone EL-5-4822.

20-foot cabin boat with four bunks, butane system, electric 30 hp. Evinrude motor; Lamar Cruiser 20-foot, with two 35 hp. Evinrude motors, fully equipped. Phone DI-2-6572.

Beagle pups, pedigree. Phone WA-1-8403.

Circular throw-rug, about 10 feet in diameter, used short time, in good condition. \$25. Phone WA-4-3935.

24-inch boys bicycle, \$10 and a 26-inch girls Columbia bicycle \$15. Phone WA-1-0487.

16 hp. Scott outboard motor, less than 30 hours service. \$125. Phone WA-1-8760.

Three-bedroom home in Southdowns with tile bath, large garage, fenced yard on well drained 75-foot by 150 foot lot. Near Glasgow, St. Aloysius and Lee Schools. 4749 Mimosa Street. \$13,500. Phone DI-4-9238.

100-foot by 175-foot lot in Sherwood Forest. Priced to sell at \$5,250. Phone 6-6-2054, Zachary.

New convertible boat top and windshield. Chrome wing brackets. 56-inch to 59-inch beam. \$65. Cost \$100. Phone EL-7-4431.

Brick home on Greenwell Springs Road, 10 miles from Airline. Two bedrooms, bath, living room, breezeway, large garage. Fine paneling throughout. Thirteen acres of land included. \$24,000. Phone WA-1-9040.

Four piece Maple bedroom set, good condition. \$50. Phone DI-4-1456.

Nine links of used 1-inch galvanized pipe. Reasonably priced. Phone Denham Springs 6-5-6030.

Contax II camera with F/2.8 Sonnar lens, flash synchronized, \$130. Phone EL-7-1929.

Extra large lot in Wickland Subdivision, next to ERA Park. Phone WA-1-5165.

Practically new 2-way inter communications system. \$15; old Burroughs bookkeeping machine. Phone DI-3-8326.

### Wanted

20-gauge shotgun in good operating condition. Phone DI-2-1304.

### Will Trade

21-inch self propelled reel type lawn mower for comparable rotary mower. Phone DI-2-2993.

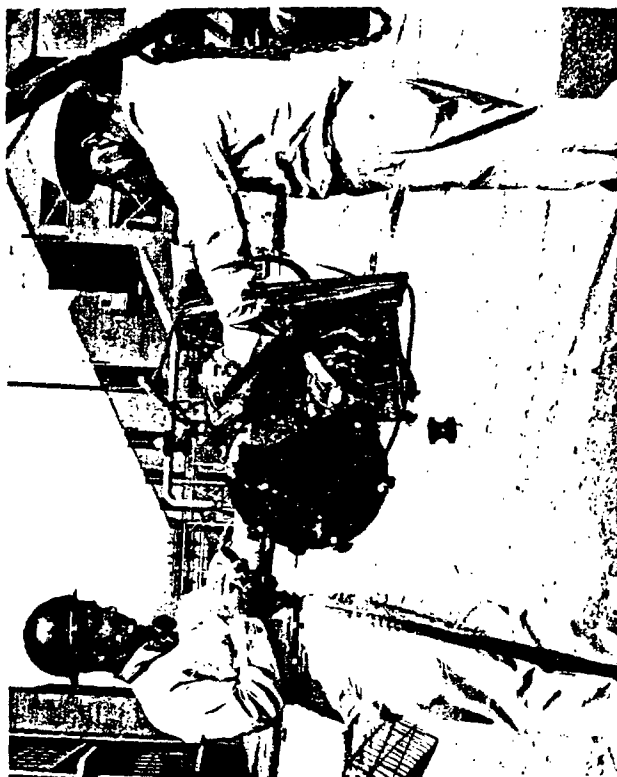
ETC 26551

Ethyl Corporation  
P. O. Box 341  
Baton Rouge 1, La.

Form 3547 Requested

U. S. Postage  
PAID  
Bulk Rate  
Permit No. 382  
Baton Rouge, La.

*Each Job Is Important!*



One of the important jobs on the Plant is that of the Maintenance field clerk. He is responsible for the distribution of time cards to foremen, keeps attendance records, handles distribution of mail, maintains rate sheets and manpower assignment records, and contacts employees regarding overtime work when this is required. One supervisor aptly described the field clerk as the "man Friday" of the Maintenance forces.

In the photo above, Paxton Sholar, left, field clerk in the TEL Maint. area, is shown talking to Percy J. Gautreau, rigger I/c, about overtime work. The field clerk service is also provided for the EtCl, Sodium and Shop Areas.

ETC 26552



Vol. 21, No. 8

Baton Rouge, La.

August, 1959



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in the photo above. Baton Rouge, La. (See page 3.)  
area, is shown talking to Percy J. Cantreau, Riggs 1/c, about overtime work.  
The field clerk service is also provided for the EtCl, Sodium and Shop Areas.



Vol. 21, No. 7

July, 1959

## Former Resident Manager Passes Away



Clinton W. Bond

Clinton W. Bond, former general manager of Manufacturing, died in a New York hospital May 30.

He had been ill for some time, and about two months prior to his death had undergone surgery. He had recovered enough to return to work for a few days before being re-admitted to the hospital where he died.

The body was shipped to Baton Rouge for burial in Resthaven Gardens of Memory. It rested at the Welsh Funeral Home where the Rev. Philip Werlein of the St. James Episcopal Church conducted the services at 4:30 p.m., June 3. Pallbearers included Wallace

Armstrong, Jack Burk, Roy Clothier, Robert Guy, Bill Henry, A. K. McInnis, Fred O'Rourke, and Mike Voorhies.

Clint was widely known at the Baton Rouge Plant and throughout the city. He graduated from LSU in 1931 with a B.S. degree in chemical engineering. In January, 1932, he joined Esso Standard Oil as a chemical engineer.

In 1939 Bond was named manager of Ethyl Chloride Operations. In 1941, he was promoted to resident manager where he served during the 10 years when the Baton Rouge Plant grew to be the largest antiknock compound plant in the world. In 1951, he was named general manager of Manufacturing where he continued to be an integral part of the progress of the Company.

Bond was president of the board of trustees of Baton Rouge General Hospital from 1952 until he was transferred to New York. He was active in the formation of the Louisiana Safety Association and served as its president in 1951, and was active in many other civic and professional organizations.

In 1956 he was transferred to the New York Office as general manager. He continued to maintain his office in New York until his death.

Clint is survived by his widow, the former Maggie Denham; his mother, Mrs. Morris Lewis of Kentwood; one son, Ward; two daughters, Brenda Lee and Penelope, and one brother, L. W. Bond of Baton Rouge.

## Youngsters Throng to Both Day Camps

Two hundred eighteen boys are convinced that 'one of the finest periods of their summer vacation extended from June 8 through June 19 when they attended Boys Day Camp.

The girls were in the midst of their two weeks of activities as The Antiknock went to press. They were participating in a program which filled their days with activity.

Photographic coverage of both the boys and girls camps is planned for the next issue.

The day camps were offered this

## Waiting for the Crowd

Final plans for employees, their friends and guests to find entertainment galore at the ERA Park July 4 and 5 were under way as The Antiknock went to press. The occasion was the second annual ERA Festival.

Bill Croissant and Jim Westbrook, co-chairmen for the event this year, announced a comprehensive program that was to provide entertainment for young and old.

## The Cover

This impressive flag-raising ceremony began each day's activities at Ethyl Boys and Girls Day Camps at the ERA Park in June. This citizenship training and instruction in crafts, swimming and other activities were combined with a lot of fun for about 420 campers in the youth program which replaced the annual Ethyl Picnic. See article below.



## Three Get Life Saving Awards

For saving lives through prompt application of first aid, one of them a five-year-old son of one of the recipients, three employees were awarded Bureau of Mines Certificates of Honor. These certificates, which were presented June 9, are given in recognition of life saving through prompt application of first aid knowledge in emergencies.

The men put to effective use in emergencies off the Plant the knowledge gained through an extensive first aid training program here.

Making the presentation on behalf of the Bureau was Edwin J. Lorio, official Bureau of Mines examiner and coordinator of first aid training on the Plant.

Those honored were Howell Jackson, insulator 1/c in TEL-Sod. M&C; Dewey Graham, welder 1/c in TEL-Sod. M&C; and Luther Felps, operator 2/c in Sodium.

On Jan. 8 this year, when David Jackson, 5½ years old, attempted to carry a one-gallon glass milk bottle from a relative's home to his father's automobile parked in the driveway, he fell off the steps on to the concrete driveway, breaking the bottle. He received a laceration from the chin bone to the area of the shoulder including the jugular vein.

Immediately, his father, Howell, used first aid to apply pressure and stop the bleeding. This he did until they reached the emergency room of the Baton Rouge General Hospital where surgery and blood transfusions were found to be necessary. Doctors state that there is no question that Jackson's quick action saved the life of his son.

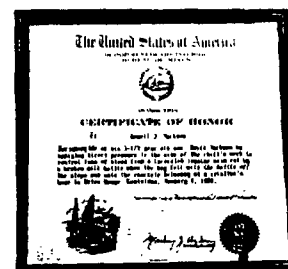
V. E. Anglin, an employee of the H. E. Wiese Construction Company, placed one foot on a crane, at work on a project near Baker, to ask the operator if he needed a drink of

water. At about the same time, the cable on the crane came into contact with a bare energized wire carrying 13,800 volts of electricity. Anglin received electric shock, ceased breathing and suffered severe burns on his hands and feet.

Graham and Felps, who were standing nearby, began immediate artificial respiration and treatment for shock. Two physicians arrived at the scene shortly after the accident and administered medical treatment before having the patient moved to the hospital where he was confined for a period of one week.

In transmitting the Certificates of Honor, John A. Johnson, Washington, chief of the division of safety of the Bureau of Mines, said that the men deserved high commendation for the tangible exhibitions of first aid treatment and coolheadedness in facing emergency whereby they saved human life.

He also commended the first aid training program conducted on the Plant which helped make the life saving acts possible.



This is a picture of the Award of Honor given by the Bureau of Mines to Howell Jackson. Similar ones were given to Dewey Graham and Luther Felps.



The three men at right, Howell Jackson, Dewey Graham, and Luther Felps, received Bureau of Mines Awards of Honor June 9 for their lifesaving efforts through prompt application of first aid knowledge in emergencies. E. J. Lorio, left, official Bureau of Mines examiner and coordinator of first aid training on the Plant, made the presentations.



Charles A. Kyle, counsel, is shown in the library giving dictation to Secretary Martha Monroe. He represents the Legal Department at the Baton Rouge Plant and reports to F. P. Warne, general counsel, whose headquarters are in New York.

## Kyle Handles Varied Plant Legal Work

The legal work of Charles A. Kyle, counsel, is varied and complex. He heads the Legal Department at the Baton Rouge Plant, reporting to F. P. Warne, general counsel, whose headquarters are in New York.

Kyle is available for consultation on all legal problems, and his service is used by all departments here. In addition to this local effort, he performs legal duties on occasion for other company locations such as Houston, Orangeburg, and Pittsburg.

Included among the duties of the Legal Department here are such activities as the examination of purchasing contracts, the review of supply contracts, consultation with Traffic in negotiating agreements and amendments on tank car leases and trackage, and assistance to Engineering in drawing up building and construction contracts both here and at Houston. He also assists in interpreting contracts already in force.

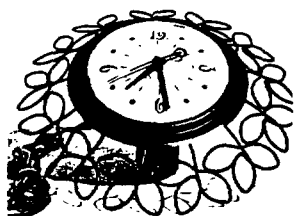
Many of the consultant agreements for R&D are drawn up by the local Legal Department.

Charlie, who joined the Company in 1953, is an alumnus of Tulane University where he received his A.B. in 1934 and his LL.B. in 1936.

Combined with his successful scholastic efforts at the University was his outstanding athletic career as an end on the Green Wave football team.

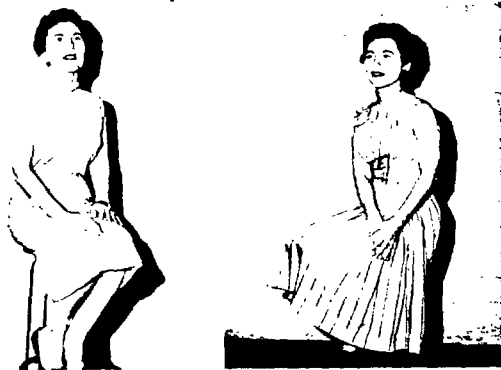
Mrs. Kyle is the former Connie Lanois of Providence, R. I. Their two children are Kathleen, 13, and Connie, 11.

## New Safety Prize



This decorative electric clock is a recent addition to the list of safety prizes. It is one of many items from which employees choose prizes when their Group works safely the prescribed number of days.

## Joyce Allen's Lucky Ensemble Appreciated



Joyce Allen, General Engineering, attended all of the games played by the Walker High School girls' basketball team; her husband was coach. Furthermore, she wore the outfit shown at left to all of the contests, and the team soon felt that her appearance at the games in that ensemble brought them luck. Therefore, when they closed the season by winning the state championship, the players made and gave to Joyce the dress shown at right in appreciation of her support.

## They Take Top ERA Rodeo Prizes

Willie J. Disch, TEL-Sod. M&C, took the top bass prize—a \$55 gift certificate—in the annual ERA Fishing Rodeo with a fish weighing five pounds, three ounces.

Valery Cooper, Labor foreman, came in second for the \$50 prize with a 4-pound, 11½-ounce catch, and J. B. Langlois, TEL-Sod. M&C, claimed third place money in the amount of \$40 with a four-pound, six-ounce bass.

In the bream division, Roy T. Arbour, EtCl M&C, walked off with the top prize taken with a one-pound fish. T. C. Easley, EtCl M&C, was second with a 15-ounce catch, and C. O. "Tinker" Harrell, Quality Control, captured third place money with his 10-ounce bream.

T. C. Easley, EtCl M&C, took top honors in both the sac-a-lait and catfish divisions. In the former, he registered a two-pound, one-ounce fish; in the latter, an eight-pound, eight ounce catch.

Zack Olinde, Sod. Op., was second in the sac-a-lait division with a one-pound, six-ounce fish. Roland Major, EtCl M&C, registered a three-pound, nine-ounce catfish

to take second place honors in that division.

In the children's division, Randall Eberhart, son of Walter F. Eberhart, Tel-Sod. M&C, won the bass contest with a catch weighing two pounds, 14 ounces.

Ernest Carr, Jr., whose father is Laundry supervisor, won the top bream prize in the children's division with a fish weighing seven ounces.

Danny Robertson, son of James Robertson, Power, won the children's rough fish division with a two-pound, four-ounce catch.

J. A. Langlois, guest of Joseph B. Langlois, TEL-Sod. M&C, registered a four-pound, six-ounce bass to win the guest prize.

A total of \$660 in gift certificates was mailed to winners with 12 awards in the bass division, 11 in bream, 3 in sac-a-lait, 3 in catfish, 2 in the children's bass division, 2 in the children's bream division, 1 in the children's rough fish division, and 1 in the guest bass division.

The contest, held at False River, started at 4 p.m. May 22 and lasted until noon, May 30.

Manuel Hickman, window cleaner, device device de Ed Williams, him as cleaning

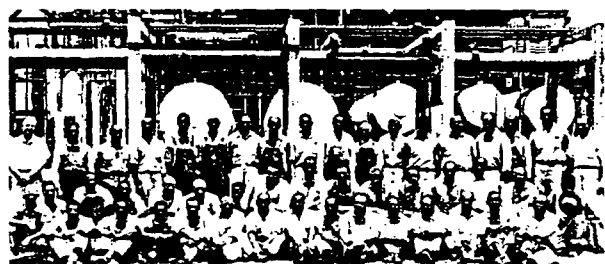
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## Men

## It's 2-Million Man-Hours Without a Major for EtCl Labor Fellows!



Members of the Ethyl Chloride Labor Group, which has completed two million safe man-hours, include, front row, left to right: James Brooks, Manuel Hickman, Curtis Williams, Isiah Lang, Will Gray, Henry Johnson, Thomas Wallace, James Lee, Vencil Griffin, Samuel Smith, Robert Atkins, Ervin White, Herman Huggins, and John Hilton. Second row, left to right, are Louis Watkins, George Knox, Felton Bady, Arthur Harden, Eddie Asbury, James Barron, Edmond Williams, Stewart Hardesty, Andrew Lawson, Ferdinand Ricard, Henry Clemons, Rivers Robertson, Lawrence Square, Clarence Jackson, Archie Tillotson, and Steve Burns, III. Back row, in the same order, are: Foreman Leo Monte-



gudo, Ivory Leachman, George Gibson, Eldredge Robinson, Matthews Turner, Charley Williams, Thomas Primus, Willie Guy, Jimmie Lawrence, Violet Scott, Luke Dummons, Joseph Lawson, Clayton Levy, Frank Johnson, Cary Collier, Roosevelt Campbell, Branch Walton, and Valery Cooper, foreman.

"B" shift members of the group shown at right are, front row, left to right, are Johnny Tate, Louis Wilford, Albert Williams, Albert Triche, Johnnie Hughes, Howard Wallace, Joe Fisher, and Charlie Turner. Back row, in the same order, are Boatner Atkins, Leon Hamilton, E. J. Rudison, Willie Jell, Albert Carter and Dixie Primus.

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Manuel Hickman washes a top-floor window from the platform of the device developed by Earl LeFeaux. Ed Williams, on the roof, assists him as needed by passing down cleaning cloths and detergents.



Frank Johnson, porter in the M&P Building, finds that he has a "long reach" as he washes windows with this extension window washer. Foreman Wilton Vickers is shown in background.

## Two New Window Washing Devices Make the Job "a Breeze" on Plant

Two devices acquired recently are helping members of the Labor Group to do a quicker and better job of washing windows. One is a platform which is suspended from the ledge of a building so that the worker on the floor of the platform is at the window level on which he is working. The other device is an extension window washer used by a man standing on the ground.

Earl LeFeaux, Labor foreman, is the originator of the top floor window washer's platform. He visualized its potential and with the help of Wesley Stark, Maintenance Planning, and Harry Allen, Employee Relations, completed its design.

The platform was fabricated in Central Shops. It is made of aluminum material and has a plywood deck. Its approximate weight is 140 pounds.

The platform eliminates the need for scaffolding or the inconvenience of working from a long extension ladder. It increases efficiency because it safely puts the man right at the window when he needs to exert strong rubbing pressure and use concentrated cleaning chemicals.

The window washer is made of extension telescopic tubes. A water hose runs through the tubes to the brush at the upper end. A special attachment feeds detergent into the water stream when wanted. With this equipment, an employee standing at ground level, can clean windows from the first through the fourth floors of buildings. He can rinse as well as wash windows. The extension window washer allows one man to do a much more efficient job.

## Menvilles Maintain Outstanding Records



Douglas, left, received his Masters degree in Cinema recently at the University of Southern California. He graduated at University High School with a 3.8 average and attended LSU for three years before entering USC. Anne, at right, graduated at University High this year with a 4.0 average for her four years. They are the son and daughter of Mr. and Mrs. Louis Menville. He is in R&D Services.

## Brineproof, Too!



Morgan points to the watch which suffered no serious damage from months of immersion in a Sodium tank filled with brine.

Kenneth Morgan, steeplejack painter in TEL-Sod. M&C, says with authority that his watch is waterproof, chemical proof, and shockproof. It has been through the test and still runs.

Back in August, 1958, he was painting a catwalk which extended across the top of a brine tank in the sodium area. He had placed his wrist watch in the watch pocket of his pants.

As he chipped off old paint with a chipping hammer, the tool bumped against the watch band protruding from his pocket, and the timepiece fell into the tank which was about three-fourths filled with brine.

On June 11 of this year, about eleven months later, James C. Kennerly, welder in Sodium, found the watch when he and other workers drained the tank.

Claude D. Spring, who was working nearby, had been with Morgan when he dropped the watch in the tank, so he told the men that Morgan was the owner of the timepiece.

Out of idle curiosity, they wound the watch. It ran! The salt brine had eaten into the exterior of the case in spots, but had not penetrated to the enclosed mechanism.

## Here from Detroit



John F. Sieberth was recently transferred to the Baton Rouge Plant from Detroit to assume the position of Manager of Baton Rouge Patent Section. He, Mrs. Sieberth, and their children — Larry, Jimmy and Joan Ann—are living at 965 Monterrey Blvd.

## To Air Force Academy



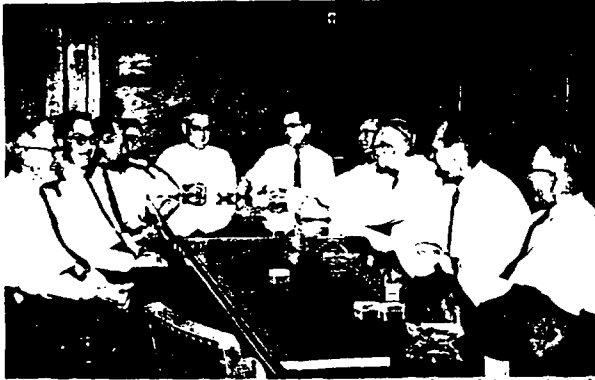
Harry Allen, Jr., left Baton Rouge June 25 to begin four years of study at the U.S. Air Force Academy in Colorado Springs, Colo. Harry, who is 18 years old, is a graduate of Baton Rouge High School. His father is a field representative in Employee Relations.

## Henry Gardner To Be July Safety Speaker



Henry Gardner, TEL-Sod. M&C, and William S. Smith, Safety, plan the series of talks on "No Shortcuts to Safety" which Gardner will give during July. Henry is recognized as an outstanding speaker and a staunch advocate of safety on and off the job.

ETC 26555



Purchasing agents are shown in a staff meeting. Left to right are Reggie Woest, Tex Jackson, J. R. Montgomery, Buddy Singletary, Willard Mitchell, L. M. Davis, Judson Ourso, John Tate, Julius Sholars, and Alton Miller. Mitchell is manager of Purchasing.



An efficient clerical staff is kept busy with the correspondence, records, filing and related work in Purchasing. Shown are Mary Stanley and Bobby Stirratt. Others, not shown, include Gerry Rainey, Jim Hyatt, and Jennie Bowman.

## Purchasing Studies Quality, Quantity

As stated, the Purchasing employees have a two-fold objective—to get employees what they need and to get the most for the money. Because they must "get us what we want when we want it" the Purchasing employees are at the right hand of everyone of us in doing our jobs. In supplying our needs, they must look closely at quality and quantity as they spend Ethyl dollars.

In addition to purchasing raw materials and supplies for the Baton Rouge Plant, the duties of the Purchasing employees here include the conduct of Companywide research in purchasing, the buying of "engineered" items, and the purchase of some raw materials for other Company locations.

Willard Mitchell, manager, heads the Purchasing group. Lulline Moss is his secretary.

So complex is the array of items which must be purchased from day to day that rather than "play the field" and buy all types of equipment and supplies, the individual purchasing agents are specialists. Each is assigned a definite group of purchases, and it is his responsibility to handle the buying of those commodities.

L. M. Davis buys raw and essential materials, heavy equipment, drums and heavy chemicals.

John Tate handles the purchase of laboratory chemicals and supplies, stationery and office supplies including furniture, office machines and equipment, hospital supplies and printing.

J. R. Montgomery handles electrical requirements, meters and instruments, and meter and instrument parts.

Alton Miller has as his assignment the purchase of all rubber hose and related products, fabrics, building hardware, tools, bearings, and lubricants.

Judson Ourso buys welding supplies and parts, janitorial and laundry supplies and equipment, clothing and footwear, and safety equipment and supplies.

Buddy Singletary does the buying of installed equipment such as compressors and pumps, and their parts.

Julius Sholars handles the buying of pipe valves, and fittings, all steel items, hot and cold insulation materials, gaskets and packing, and transportation equipment parts.

Reggie Woest handles the sale and disposal of all scrap and surplus materials.

Tex Jackson is assigned the duty of coordinating purchasing with on-Plant Construction requirements.

Providing clerical and stenographic requirements in Purchasing are Gerry Rainey, Bobby Stirratt, Jim Hyatt, Mary Stanley, and Jennie Bowman, files.

## Dual Purposes Keynote Work of

# Purchasing and Traffic

Both Purchasing and Traffic, which are combined to form the Purchasing and Traffic Department, have two broad duties, purposes, or objectives. E. J. Lenahan characterizes their responsibilities.

The first duty of the Purchasing Group, for example, is to see that the Company employees have the tools and equipment required for the Active in Traffic jobs they perform. They must provide "what employees need when they want it."

The second duty, which must always be considered along with the first, is to see that the Company gets the most for its money. Thus, Purchasing employees serve their fellow employees and the Company by "summing up" expenses for supplies down to the minimum.

Dual purposes also keynote Traffic activities. It is Traffic's job to "It is a fact," shipments to customers are delivered at the time and place needed and as much as lowest possible transportation cost.

At the same time, it is the Traffic group's responsibility to make to customers that raw materials shipped to Ethyl's plants arrive as scheduled by rail and air, and ship and move as economically as possible.

The Purchasing and Traffic Department, headed by Vice President C. E. Costello in New York, has its main headquarters here under Director "Chuck" Colvin. Assisting him is Associate Director E. O. Jones. Helen Sutton is secretary.

Colvin and Jones direct or assist in the Purchasing and Traffic activities at other Company locations.



Secretary Helen Sutton is shown taking dictation from C. E. "Chuck" Colvin, director of Purchasing and Traffic. Colvin's office is at the Baton Rouge Plant, but he also directs or assists in the Purchasing and Traffic activities at other Company locations.

Lulline Moss takes dictation from Elbert Moore, manager of Purchasing Research. The Purchasing Research group analyses the expenditure of money for materials at all Company locations.



## Purchasing

a function of materials at chemical raw materials include investment material, the of the Company Research and Patents, E. from source, ing personnel addition, it's after they proper purchasing Research in addition to Dr Elbert M.

# and Traffic Department

from the Purchasing activities elsewhere are Andy Anderson, Hal Woods, or objective E. J. Lenahan in New York, Buford Fenderson, Hudson Field and Bill Herrin at Houston, Walter Weakley and Milt Ketter at Pittsburgh, and Bob Jones to see the area and Bob Young at Detroit.

ed for the Active in Traffic duties at other locations are Ed Darragh at Houston, need whether Weakley and Milton Ketter at Pittsburgh, and Ed Betchaver and Alice and at New York.

along with the importance of meeting our ever-present competition and the state- Thus, Purchasing philosophy that guides the functioning of Purchasing and Traffic is company by summed up in an excerpt from a talk which Colvin made to our Sales ale last January.

Traffic's job to see "It is a fact," he stated, "that despite metallic lead selling for two or three needed and as much as in 1939, and wage rates 2½ times as high, and freight rates times as high, and the cost of living twice as high—our selling price deliv- erty to make to customers is 13 per cent less today than in 1939, when all the inflation duced by rail, under way. And we have accomplished that by improving our process encies and yields, by making our own intermediate materials and devel- Vice President cheaper processes for these intermediates, and by rigid control of all under Direct production and transportation costs."

Jones. Helen On these pages we present the high spots of the work of Purchasing and the people who, by serving employees and our customers, are serving the and Traffic company and helping it to meet and beat competition, thus continuing to provide



Traffic Supervisors in a meeting are, left to right, Bill Croissant, rate supervisor; Tom Davis, general Traffic manager; Bill Lewis, Traffic supervisor; Frank Fisher, Baton Rouge Traffic superintendent; and Mike Gaydos, assistant Traffic manager. Shown in inset is Secretary Dot Taylor.



Ida "Mackie" Whitehead, left, and Melva Cranford, right, are shown at work with Frank Fisher, Baton Rouge Traffic superintendent.

## Traffic's Two 'C's, — Customers, Costs

The Traffic people, headed by General Traffic Manager Tom Davis, have the two-fold function of seeing that our products—"Ethyl" antiknock compounds and others—get from the plants to the customers as scheduled and at the lowest possible cost. They also see that basic raw materials coming to Ethyl plants arrive as scheduled.

To accomplish these two objectives, the work of these people involves routing of cars; contracts with transportation companies; keeping track of our large fleet of tank cars; maintaining transportation records; making studies and analyses on freight rates and negotiating on these rates with the railroads, steamship, barge, and truck lines; arranging for and maintaining leased track locations for storage of tank cars to serve customers' emergency requirements, and arranging for movement to our plants of a large portion of our lead supply and other raw materials. In addition, included in Traffic functions is making travel and hotel arrangements for employees traveling on Company business.

Briefly stated, in shipping our products Traffic takes over the tank cars at the Plant fence and has the responsibility for them until those tank cars are returned to the Plant. The work of Traffic employees involved in rate studies and negotiations is Companywide.

In addition to Tom Davis, Traffic personnel here include Mike Gaydos, assistant Traffic manager; Frank Fisher, Baton Rouge Traffic superintendent; Bill Croissant, rate supervisor; Bill Lewis, Traffic supervisor; and Dorothy Taylor, secretary to Tom Davis; J. D. Tullier, Melva Cranford and Ida "Mackie" Whitehead.

Rate Supervisor Bill Croissant, left, and J. D. Tullier check the destination point for a shipment as they plan the route for an outgoing tank car of "Ethyl" antiknock compound.



Activities in Purchasing, Traffic, and Purchasing Research are being reviewed in this meeting. Left to right are Elbert Moore, manager of Purchasing Research; Tom Davis, general Traffic manager; E. O. Jones, associate director of Purchasing and Traffic; C. E. "Chuck" Colvin, director of Purchasing and Traffic; and Willard Mitchell, manager of Purchasing.



C. E. Colvin's duties include investigations.

of Purchasing Research handles the negotiations.

## Purchasing Research Analyzes Expenditures

The function of Purchasing Research is to analyze the expenditure of money materials at all Company locations, whether it involves millions of dollars chemical raw materials or a few dollars for shipping labels. This analysis include investigation of the chemical or physical characteristics of the purchased material, the economics of purchasing it at a satisfactory price, or making one of the Company's plants, the legal phases of a contract to purchase, or general business aspects to be considered in buying.

The Research Section co-ordinates information from various groups such as Patents, Economic Evaluation, and Business Research, as well as information from sources outside the Company, in deciding what to recommend to purchasing personnel at any Ethyl location as the "one best way to buy."

In addition, these fellows handle the administrative details of procurement after they become effective, and maintain contacts with other companies for proper performance of the contracts.

Purchasing Research is headed by Elbert Moore. Also in the organization are Purchasing Research Engineers John McCornack and George Antolik. Lulline in addition to her secretarial duties for Willard Mitchell, also handles this for Elbert Moore.



Gordon A. Hughmark



Richard Geaman



Jewellyn Proctor



Rufus Millburn

## Four Receive Degrees from LSU

Headed by Gordon A. Hughmark, Process Design, who received his Ph.D. degree in Chemical Engineering, four Plant employees received degrees through spare time studies at LSU, May 30. Others were Richard Geaman and L. A. Proctor, both in Patents, who received LL.B. degrees, and R. M. Millburn, Inspection, who was the recipient of a Bachelor of General Studies degree.

All received their degrees through part time study while continuing full duties at the Plant.

Hughmark, a native of Cleveland, Ohio, received his B.S. in Chemical Engineering in 1947 at the University of Cincinnati and his M.S. in Chemical Engineering from LSU in 1955.

He joined the Company in 1951 as a chemical engineer in Technical Services. He is now a senior Process Design engineer.

Geaman, a native of Warren, Ohio, received his Bachelor of Chemical Engineering at Ohio State in 1952. He joined the Company during the same year in Detroit, transferring to Baton Rouge in 1955 to work in Patents. Mrs. Geaman is the former Madelyn Ehrlich. Their two children are Jay, nine, and Lee, 19 months old.

Proctor, who is a native of Vicksburg, Miss., received his B.S. degree in Chemistry from Loyola in 1952. He joined the Company in 1956 to work in Patents. Mrs. Proctor is the former Audrey Schlosser.

Their three children are Mike, eight; Toni, five; and Allen, Jr., four.

Millburn, who is a technical inspector in Inspection, is a native of Blackburn, Okla. He joined the Company Feb. 16, 1955. His part-time study qualified him for the degree received at the recent commencement exercises. Mrs. Millburn is the former Floyd Walton. Their two children are Meliss Ann, four years old, and Chess Sean, six months old.



Jack Hague, right, foreman of the late Oree Allen, makes the presentation of two suggestion awards to Mrs. Allen. Her son-in-law, Bucky Tullier, TEL Op., is shown at left. Mrs. Allen expressed gratification for kindness of the Company and employees.

## Widow Receives Suggestion Checks

Mrs. Oree Allen, widow of the late Oree Allen, TEL-Sod, M&C, received two awards from the Ethyl Suggestion System June 3 for adopted ideas submitted by Oree prior to his death. Jack Hague, Oree's foreman, made the presentation of the \$20 and \$15 awards at Mrs. Allen's home.

Present for the ceremonies were Bucky Tullier, TEL Op., who is her son-in-law; Mrs. J. D. Daigre, who is a neighbor; Mrs. Allen, Hague, and Dick Day, Suggestion supervisor.

She expressed her sincere appreciation for the interest and assistance given her by the Company and Oree's fellow employees.

Margie A. Hannaman, Ind. Eng., presently on maternity leave, was the leading suggestor last month. She received four awards totaling \$62.50. These were the first four of her suggestions adopted.

E. D. McMillan, TEL-Sod, M&C, received two awards in the total amount of \$45. This brought his number of adopted suggestions to seven.

Other award winners were:

### \$30 Awards

H. P. Lemoine and B. T. Karns (Share), both of Qual. Control; J. J. Gerace, Stores.

### \$25 Awards

J. R. Fowler, TEL Op.; A. M. Dixon, Stores.

### \$20 Awards

J. W. Spring, TEL Op.; Lurline B. Royce, Safety; W. Olinde, P. T. Cain (2 awards), all of Od. Op.; D. J. Hubbs, Stores; and H. J. Godeaux, EtCl Op.

### \$15 Awards

A. F. Fugler, D. Lambert, both of Sod. Op.; C. O. Harrell, Qual. Control; Lena M. Langlois (Share), Office Services.

### \$10 Awards

C. R. New (2 awards) and Adah P. Sturgis, both of Qual. Control; I. H. Rilla and H. J. Audiffred (Share), A. T. Varnado, T. E. Crumholt, Z. E. Broussard, all of TEL-Sod, M&C; Lucille M. McQueen, Emp. Rel.; L. G. Boyles, EtCl Op.; D. D. Burch, R&D; P. T. Cain, Sod. Op.; A. G. Welch and W. M. Marks (Share), of VCI Op.

## CLASSIFIED

### --- ADS ---

#### For Sale

Two-ton Fedders Deluxe 220-volt unit, used one and a half years. \$200; ¾-ton Fedders Custom 110-volt unit, about two years old. \$125. Phone WA 1-5513.

Lovely white full-length formal, size 12, nylon net over satin. Paid \$100, will sell for \$25. Phone WA 1-2572 or WA 1-8431.

Old model L. C. Smith typewriter. Will sell, or what have you to trade? Phone EL 5-6198.

21-inch type self-propelled power lawn mower. Good condition. Cost \$134, will sell for \$50. Phone DI 2-7675.

Schwinn Corvette bicycle. In good condition but needs one tire. Cost \$69.75, will sell for \$20. Phone DI 4-9594.

War surplus plastic pontoons, good condition. \$20 each. Phone EL 5-4269.

One pair lady's roller shoe skates, size seven. White with white rubber toe stops. Used about five times. Only \$15. Phone EL 7-7810.

Figs. Call EL 5-0592 and place your orders now.

#### Wanted

Used 16-gauge Browning automatic shotgun, with 28-inch modified barrel. Phone DI 4-4060.



Member of International Council of Industrial Editors

J. T. Stephenson.....Editor

The purpose of The Antiknock is to report how Ethyl people at the Baton Rouge Plant work together, inform employees about the Company—its products, progress and problems—show the activities of employees and their families, and promote an appreciation of the American Way of Life.

## Benefit Plans Prevent Financial Woes

By O. C. "Pete" Recoulley,  
Outside Machinist 1/c

The insurance coverage I've had as an employee of Ethyl Corporation has been one of the greatest benefits I've received as an employee.

Shortly after Major Medical coverage became effective, Mrs. Recoulley was hospitalized for major surgery. Unanticipated complications ran up the cost of this to the point that Major Medical paid a large part of the bills.

Since then, she has had one more major surgical operation, and now she has been sent to Tucson, Arizona, where doctors hope that the dry climate will cure a severe asthmatic condition.

Also, I had to undergo major surgery during this time.

Let me tell you, the Benefits Plans have saved us from complete financial disaster. I recommend them, including Major Medical, to all employees.



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## —Service Awards—

Heading the field of long-service veterans last month were Gustav H. Larson, M&C, and Hugh C. Murray, Sod. Op., both with 30 years of service.

They received their certificates at the recent 25-year service dinner.

Receiving their 25-year awards at the dinner were Rudolph F. Williams, Stores, and Edwin J. Lorio, Safety, who completed a quarter of century with the company last month. Also a 25-year veteran is Lawrence G. Cliver, Tech. Op. Staff, who was on vacation at the time of the dinner, but who was honored at ceremonies at the Plant on June 22. Williams' anniversary date was June 1, Cliver's on June 19 and Lorio's June 30.

Twelve other employees rounded out 20 years of service, 35 completed 15 years of service, 24 completed 10 years of service and three reached the five-year mark last month.

### 15 Years

Moselle Dungan, TEL Op.  
George A. McCrue, M&C  
Conrad Harrison, TEL Op.  
George Knox, EtCl Labor  
Murphy J. Didler, Safety  
David Moses, TEL Labor  
Edward L. May, TEL Op.  
Eddie E. McCrue, Maint. Plan.  
Daniel C. Odom, TEL-Sod. M&C  
Robert S. Phenald, EtCl M&C  
Leon H. Wunsch, TEL-Sod. M&C  
Eli Tate, TEL Labor  
Floyd P. Rodrigue, TEL-Sod. M&C  
Simeon H. Davis, TEL-Sod. M&C  
Romey P. Dupuy, TEL-Sod. M&C  
Charlie B. Teasett, Sod. Labor  
Vernon D. Hull, TEL Op.  
Walter E. Perdeck, TEL Op.  
Harold A. Gill, Stores  
George M. Savoy, EtCl M&C  
Joseph B. Smith, EtCl M&C  
James A. Devall, EtCl M&C  
Daniel J. Bourgeois, EtCl M&C  
Peter J. Guidroz, EtCl M&C  
Guy J. Templett, EtCl M&C  
Walter J. Toussaint, TEL Labor  
Alvan Profit, TEL Labor  
Alter P. Duplessis, TEL Op.  
Davis Rayborn, Sod. Op.  
Sylvia Wesley, TEL-Sod. M&C  
James R. Wilson, TEL-Sod. M&C  
Paul R. Burns, M&C

James A. Carr, VCI Op.  
Tommy M. Howze, Chem. Res.  
William M. Marks, VCI Op.

### 10 Years

Ralph J. LeBlanc, Stores  
Luther J. Felps, Jr., Sod. Op.  
Zack Olinde, Sod. Op.  
Leo R. Bankston, TEL-Sod. M&C  
Albert B. Horn, Jr., Plan.-Coord.  
Donald A. Fitzgerald, VCI Op.  
Warren M. Ramirez, TEL-Sod. M&C  
Floyd L. Younger, Sod. Op.  
Gustave Philippe, Sod. Op.  
James M. Payne, Jr., Sod. Op.  
Louis C. Ferrate, TEL-Sod. M&C  
Maxie C. Jones, Sod. Op.  
Charles E. Arnold, Sod. Op.  
Joel F. Cheely, R&D Staff  
Billy B. Tate, TEL-Sod. M&C  
Edwidge J. Simoneaux, TEL-Sod. M&C  
Lloyd W. Shumway, Sod. Op.  
Frank W. McDaniel, Sod. Op.  
Joseph B. Richard, Sod. Op.  
Roy L. Smith, Sod. Op.  
James Ducote, Sod. Op.  
Vicie D. Vascon, Stores  
Fred A. Whitehead, Stores  
Thomas G. Terry, Emp. Rel.

### 5 Years

Joyce H. Thibodeaux, Finance.  
James M. Galey, Emp. Rel.  
Robert L. Johnson, Chem. Res.

## Five Local Men Recognized on Service Anniversaries



Five senior employees observed anniversaries last month. Above, four of them are shown receiving certificates at the recent 25-Year Dinner. Resident Manager Wallace F. Armstrong made the presentations. (1) Gust Larson, right, 30 years. (2) Hugh C. Murray, right, 30 years. (3) Rudy Williams, left, 25 years. (4) E. J. Lorio, left, 25 years. (5) Larry Cliver, left, who could not attend 25-Year Dinner, receives his award in Resident Manager Armstrong's office.

## They Complete Twenty Years



Sidney M.  
Blitzer,  
R&D Staff



Oray E.  
Dodge,  
TEL Op.



Julius E.  
Henderson,  
EtCl Op.



Harrison E.  
Johnson,  
Prod. Plan.



Frank A.  
McCoy,  
Mfg. Staff



George W.  
Mattson,  
Proc. Dev.



Eli F.  
Noble,  
Power



Lilburn F.  
Smith,  
VCI Op.

## Like Mother, Like Son



Sidney Scardino, 17 months old, is the grandson of Virgil Joiner, EtCl Maint. Sid's mother, the former Molly Lee Joiner, was pictured in The Antiknock when she was a child, according to her father, who has been employed on the Plant since 1942.



Charles G.  
Stevenson,  
TEL-Sod. M&C



Ambrose O.  
Sullivan,  
TEL-Sod. M&C

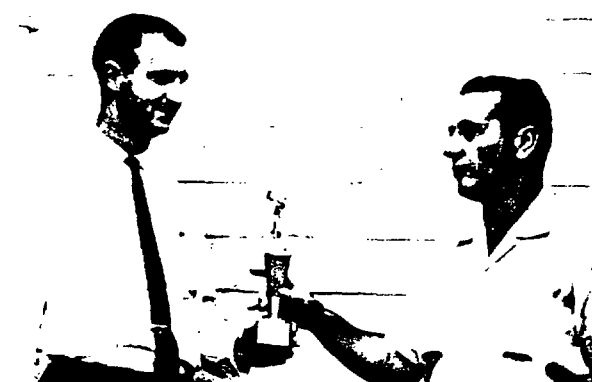


John H.  
Womack,  
M&C



Henry K.  
Wright,  
EtCl Op.

## Gordon James Takes ERA Golf Championship



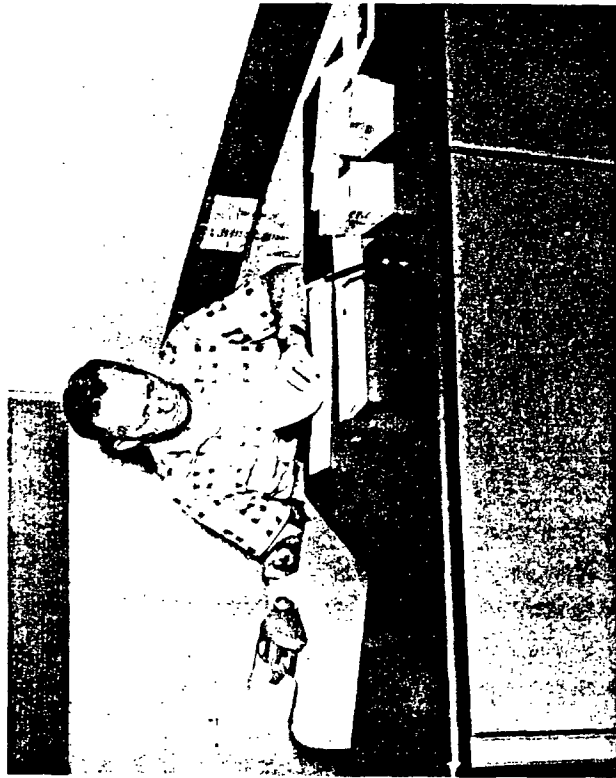
Gordon James, right, receives the championship ERA golf trophy from tournament chairman Larry Dallam. James defeated L. N. Watlington in the finals of Group "A" of the first flight to win the 1959 ERA Spring Handicap Golf Championship. Both James and Watlington are in TEL Operations. Ed Thielman, Quality Control, was winner of first flight, group "B", Larry Burrough, Eng., was runner-up. In the second flight, group "A", R. H. Murphy, EtCl M&C, was winner and John Rogers, Stores, runner-up. In the second flight, group "B", Raymond Vargo, Prod. Plan., was winner and Jim Browning, Tech. Serv., runner-up.

Ethyl Corporation  
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Baton Rouge 1, La.

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*Each Job Is Important!*



This is a payroll man, and most of you will agree that his job is very important! It is his job and that of others in Payroll to properly prepare and distribute your pay checks. In the photo above, Wesley L. Pickett, wage payroll clerk, is verifying the accuracy of pay checks to assure that you receive the correct pay.

Wesley's job and those of the other employees in the Payroll Section are not only important to us and to the successful operation of the Plant. The pay checks they handle add up to about \$23 million a year—quite an economic asset to the Baton Rouge area.

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Vol. 21, No. 7 Baton Rouge, La. July, 1959

## A Good Start for Ethyl Day Camps (See Page 1)



ETC 26560



Vol. 21, No. 6

June, 1959

## Executive Responsibility Reassigned; Swartwood Named R&D General Manager

Kenneth Swartwood, formerly Patent Counsel for the Company, was named to the new position of general manager of the Research and Development Department in a reassignment of executive responsibilities announced by President Bynum Turner on May 8.

Named to succeed Swartwood in the Patent Counsel post was Donald L. Johnson, who moved up from his Associate Patent Counsel post.

The reassignment of the executive responsibilities is designed to achieve greater decentralization of executive authority, afford better programming of plans and policies, make possible a more efficient distribution of executive responsibility, and reduce the administrative tasks of the President's office, President Turner said.

The executive staff changes which concern the Company's four vice presidents do not affect any individual department nor will there be any changes in the Company's operation.

The four vice presidents and their titles under the new plan of organization are: Dr. George F. Kirby, Vice President Operations; William R. Perdue, Vice President Finance and Staff; Malcolm P. Murdock, Vice President Sales; and Joseph A. Costello, Vice President Purchasing and Traffic and Chemical Sales.

Reporting to Dr. Kirby will be the Manufacturing, Research & Development, and Engineering Departments.

Reporting to Mr. Perdue, Vice President Finance and Staff, are Finance, Employee Relations and Medical Departments. In addition, Mr. Perdue will serve as liaison between the president of Ethyl Corporation and Ethyl Corporation of Canada Limited.

Mr. Murdock, Vice President Sales, continues in charge of the Sales Department, which also embraces Advertising and Sales Promotion, Gasoline Testing, and Product Service and Safety.

Mr. Costello continues to direct the Company's Purchasing and Traffic and Chemical Sales activities.

The Secretary's office, Law Department, and Public Relations Department will continue to report to Mr. Turner.

Swartwood, a native of Kearney, Nebraska, joined the Company in 1947 as Patent Counsel, a position he held until this promotion. He received his B.S. in chemical engineering from the University of Nebraska and his Juris Doctor degree from DePaul University.

Johnson is a native of Sioux Falls, S. D. He is a graduate of Purdue University, where he received his B.S. in chemical engineering, and George Washington University Law School, where he received his Juris Doctor degree.

## Better Hurry!

Time is growing short to register boys and girls, 8 to 14, for the big Day Camps at the ERA Park. Dates for the boys are June 8-19; for the girls June 22-July 3. Some of the activities planned are shown on page 7. If registration blank was misplaced, contact the ERA Office at WA 1-5179.



Kenneth Swartwood has been named to the new position of general manager of the Research and Development Department by President Bynum Turner.



Donald L. Johnson was named to succeed Swartwood as Patent Counsel. He moved up from his Associate Patent Counsel post to fill the vacancy left by Swartwood.

## The Cover

A kiss from daughter Linda Sue and a pat on the back from son Michael followed the awarding of the National Safety Council's President Medal to Fred Hamilton on May 20. Not shown but equally as proud were Mrs. Hamilton and son Dickie.



## Hamilton Gets Life Saving Medal For Rescue of Cincinnati Mother

An award at the Plant and some rewards at home.

That marked the awarding of the National Safety Council President's Medal for life saving to Fred Hamilton, superintendent of Sodium Maintenance, on May 20. A big kiss and the congratulations of his wife and three children were the rewards he received at home. All came as a result of Fred's rescue and the saving of the life of a mother of three children through prompt artificial respiration at Pensacola last August.

The medal was presented to Fred at ceremonies at the Plant by Forrest Gaines, managing director of the Greater Baton Rouge Safety Council, who represented the national safety organization.

Hamilton saved the life of Mrs. William A. Tasio, a Cincinnati, Ohio, mother of three children, who was observed floating face downward in the Gulf of Mexico at Pensacola by Mrs. Hamilton last Aug. 23. The Hamiltons, their three children, his brother, Ray, of Pensacola, and Mr. and Mrs. Roy Rutland, Construction Coordination, were on vacation at the time and were swimming in the surf along the beach when the accident occurred.

Hamilton immediately swam out into the deep water off the beach and, with the aid of his brother and Rutland, brought the unconscious woman to the beach on an air mattress.

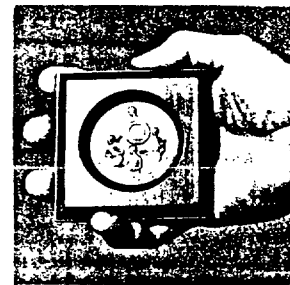
He immediately started artificial respiration while directing others to call for medical aid. Eight minutes elapsed before the victim showed any signs of life and it was 15 minutes after the rescue before normal breathing was resumed.

By that time lifeguards had arrived with oxygen which they administered while Hamilton continued to apply artificial respiration.

Mrs. Tasio was then removed to a Pensacola hospital where she remained for 14 days recuperating from the accident.

The President's Medal, only 2,142 of which have been awarded in the 31 years since it was established in 1928, is awarded to an individual whose application of artificial respiration saves a life.

In making the presentation, Gaines said that the award was a rare one and reflects honor to Hamilton and to Baton Rouge.



"For meritorious safety service," says this President's Medal of the National Safety Council awarded to Hamilton.

"To see life restored surely is reward in itself," he stated, "but it is an honor and a privilege to present this rare award as a token of recognition for an outstanding deed. We in Baton Rouge are extremely happy to have one of our people receive it."

"The one thought that was uppermost in my mind during and (Continued on Page 7)



Forrest Gaines, managing director of the Greater Baton Rouge Safety Council, second from left, presented the award to Hamilton on behalf of the National Safety Council. Shown with Hamilton are Resident Manager Wallace Armstrong, left, Gaines, W. C. Strader, Central Safety Committee chairman, and Carroll Hebert, Safety supervisor.

are not only important to us and to the successful operation of the Plant. The pay checks they handle add up to about \$23 million a year—quite an economic asset to the Baton Rouge area.

## Do You Know What To Do in Emergency?

When the emergency alarm sounds, do you know what to do? A comprehensive emergency procedure for the entire Plant has been developed. This brief outline below sets forth the general emergency plans. If you do not understand the procedure, bring it up for discussion in your next safety meeting. Everyone should be familiar with the plans so that he or she will know what to do if an emergency situation arises.

### What is an emergency?

An emergency is an abnormal situation that could get out of control.

Some examples include:

- (1) A general power failure.
- (2) Release of flammable gas or liquid.
- (3) Chlorine gas release.
- (4) Fire in an operating area.
- (5) Damage to process lines and/or equipment from tornado, explosion, or other causes.

In most cases, when one of the above incidents would occur, it would be handled immediately by closing a valve or stopping a flow of chemicals. Even if no serious situation developed, however, a plantwide drill would have been conducted. If the situation were to become serious, valuable time would be saved if the alarm were turned in quickly.

### What do we do when this happens?

#### A. In areas where emergency exists:

- (1) Call Ext. 444, the emergency telephone number.
- (2) Tell where emergency is, what has happened, and give other information as necessary.
- (3) If situation gets worse, or better, call 444 again or use shortwave radio to contact Emergency Headquarters to report conditions to them. They, in turn, will keep employees informed as to the status of the emergency.

#### B. At Emergency Headquarters:

- (1) Patrolman on duty receives message and sets off emergency alarm—20 consecutive blasts on Plant fire alarm system.
- (2) He immediately rings all 36 Plant emergency telephones and gives message he has received from emergency area. This message is also transmitted to all 31 shortwave radio receivers.
- (3) Patrol truck is immediately dispatched to the emergency area so

it can be used as headquarters there. It will be equipped with shortwave radio, walkie talkie radios, power megaphone, gas masks, and other emergency equipment.

- (4) The patrolman notifies those people listed on the emergency call-out list.
- (5) The Emergency Communications Chief will take over the supervision of all communications as soon as he arrives at emergency headquarters. His job will be to keep communications flowing between the emergency area and the remainder of the Plant.

#### C. Other people in the Plant:

- (1) Office and Dev. Lab. people stay in, or—if away, return to their offices.
- (2) Operators report to their jobs if in the change houses or elsewhere.
- (3) Maintenance and Construction employees report to Maintenance Field Offices in their areas.
- (4) Labor Group personnel report to Maintenance Field Office in their areas.
- (5) Miscellaneous groups follow instructions that will have been given previously by their supervision.

Exception: If you are a long distance from your work area, do not attempt to return to your job. Remain with the group in the area where you are.

### What if area evacuation becomes necessary?

Always move cross wind, then up wind.

Evacuation assembly points are:

- (1) TEL Area:
  - a. TEL Maint. Field Office.
  - b. Drumming Plant.
  - c. No. 3 Change House.
  - d. TEL Labor Change House.
- (2) Sodium Area:
  - a. Sodium Maintenance Field Office.
  - b. Garage.
  - c. Vacant area north of Credit Union Office.
  - d. Sodium Labor Lunch Room.
- (3) EtCl and VCl Areas:
  - a. EtCl Maint. Field Office.
  - b. Engineering Annex Building.
  - c. EtCl Change House.
  - d. EtCl Labor Change House.
- (4) Central Shops and Stores:
  - a. Remain in Central Shops and Stores, or if it becomes necessary, evacuate cross wind east or west, then south.



Dialing 444, the Plant emergency phone number, is Tommy Bridges, EtCl Op., to demonstrate the important aspect of early reporting of any emergency, which puts into operation the Plant's emergency procedure.

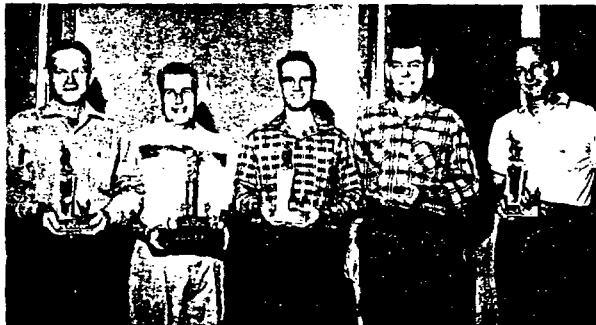


When "trouble" call is received from Bridges at Main Gate, Al Cotten, Security, demonstrates how patrol truck is rushed to scene with portable radio and megaphone for communications in problem area. Shown with Cotten are Fred C. O'Rourke, Operations foreman, and Percy Breeden, EtCl general foreman.

- (5) Office and Dev. Lab.:
  - a. Remain in offices and Laboratory until notified what to do by area warden.

From now on, all drills will be conducted around some simulated emergency in one of the operating areas. Employees will base their actions on the information received from the emergency message given by emergency telephone or shortwave radio.

## Here Are Bowling Champions — Top Individuals and League Winners



Winning individual honors were Pete Jackson—high scratch game; George Johnston—high handicap and high scratch series; J. D. Adams—high handicap series; Sparky Hall—most improved bowler, and George Woest—high handicap game.



Production Planning, which won the League Championship in the play-off with Engineering, had these top bowlers: Pete Jackson, George Johnston, John Houghton, Joe Polito and Leroy Landry. They also were the winners in first half of the season.

ETC 26562

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## Make That Vacation A Safe One!

June is the month when school is out! Textbooks on the family room table are shoved aside to make space for vacation maps. It is the time when busy families make their plans and depart on long anticipated trips.

Each family must pick its own "Magic Circle trip" because a spot that is appealing to one may be of little interest to another. Fortunately, our country is so vast and so varied that it offers something of interest to every taste. Whether your trip is to be one near home or thousands of miles distant, such jaunts are educational, revealing, and relaxing breaks from the routine. They usually prove to be the high points of the year.

Vacation safety is receiving special emphasis during June. This is done to impress upon employees the need for safety during their time away from the job. An accident can spoil what would otherwise be an outstanding period of relaxation. But if you think and practice the safety training you have received, these accidents can be averted.

What are some of these "safety rules of the road" for the vacation traveler?

### Vacation Safety Rules

(1) Don't attempt to cover too great a distance each day. After many hours of driving, your reflexes don't respond as they should; when you drive in this condition of fatigue you are inviting disaster.

(2) Break your days of driving with short rest stops so that you can relax, walk around a bit, and rest your eyes.

(3) Watch your speed! On long trips, you become less aware of speed as you drive along, and if

you are not alert to this hazard you can find yourself suddenly in a position where you are traveling too fast to stop.

(4) Be courteous to fellow drivers. These acts of consideration help protect your life as well as those of the other tourists.

Your vacation will not be confined solely to driving, however. Remember water safety when swimming or boating. Be constantly alert to the danger of snakes and insects when hiking through parks or other areas. Carry along a first aid kit and give immediate treatment to scratches and abrasions.

Remember the one thing that deals more misery to vacation travelers than any other. Sunburn! Take sunshine in small doses until you have acquired a tan. Otherwise, you may spend the remainder of your time off in painful recuperation.

### Watch That Ivy!

Another unpopular guest on many vacation trips is poison ivy. Learn to recognize it when you see it; then give it a wide berth when you pass by!

Most important of all, don't overdo violent exercise. If you are like most Americans today, you are not in physical condition to take the rigors of prolonged strenuous exercise without first conditioning yourself.

Vacations are wonderful! Every family should take one each year. Wherever you make your Magic Circle on a map, make it safely!

Here are Magic Circle vacation tips if your family's plans are not already made for this year's vacation trip. They have appeared in travel articles in newspapers throughout the country to promote more auto travel.



Entry into the "Smithmobile" is through a door at left end, not shown. The hood at the top keeps falling scale inside the box and the doorway is for equipment hoses from below. In the door are L. J. Dugas and F. M. Hagler.

## Named for Developer, Robert C. Smith, 'Smithmobile' Does Good Job in Sodium

The "Smithmobile 98," a machine named for its developer, Robert C. Smith, was devised and developed because of a specific need and makes a difficult job easier and safer in the Sodium Area.

When it became necessary to make repairs to sections of the concrete in the ceilings of the cell rooms, the job presented a challenge in the form of overall costs as well as safety.

After consideration of various ways of making the repairs, the supervision involved decided the gunite method would be the most practical.

However, it was necessary to do this work without interrupting or impairing operations, so a special way of doing the job had to be devised.

Tommy Link, chief supervisor, Sodium Area, suggested to Smith, Sodium Maintenance supervisor, that a machine be developed which could travel back and forth on the

steel rails suspended from the roof above the cells. Employees, working in this mobile enclosure, could then perform the scaling and guniting quickly and easily.

"The result of Smith's efforts is an example of creative thinking and job morale contributing to a job well done," Link said. "He designed and supervised the fabrication of the platform shown in the accompanying picture."

The platform, quickly christened the "Smithmobile 98" has been highly successful, Link states. It has enabled the crew working on the job to make efficient and safe repairs.

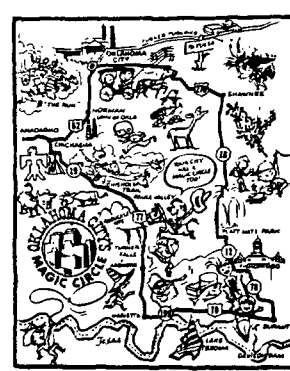
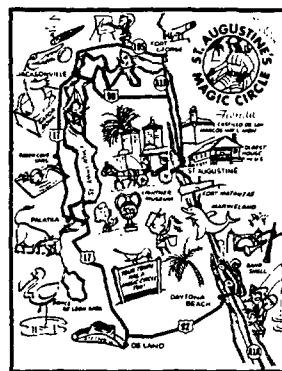
Smith was assisted on the project by Emmitt A. Wascom. The machine they developed is moisture proof and contains and holds the material which falls from the ceilings as they are cleaned. Also, it provides sufficient room for the mechanics and their equipment.



The crew working with the "Smithmobile" included, from left, Sam Accardo, E. A. Wascom, foreman, Robert Smith, supervisor, F. M. Hagler, B. B. Pate and L. J. Dugas, kneeling. Sam Butler also worked on the job but was not present when this picture was taken.



This view shows how the "Smithmobile" travels near the ceiling of the Sodium building. Smith, left, and Wascom, look at the work done with it. Smith designed this machine and was aided by Wascom. When it is in use, a hood extends to the ceiling.



# Employee Relations Functions Affect Every Plant Employee

**BECAUSE** the Employee Relations function carries across all departments of the Plant, the activities of this group are of particular interest to all employees.

Those activities are concerned with our pay, with our working conditions, our own and our families health protection, our training for advancement, our ideas for improving jobs and facilities and even our play. In other words, as the name implies, Employee Relations affects all employees in many ways aside from our actual jobs which are, of course, under the direction of the specific department in which we work.

This month we present the high points of the many activities with which Employee Relations personnel are concerned. Space does not allow us to go into detail on the many ways that these affect us in our work with the Company.

Briefly stated, the employees in Employee Relations are responsible for negotiating contracts and wages with the two plant Unions, administering our top-notch benefit plans, the Ethyl Suggestion System,

employment, on-plant and off-plant training, testing, wage and salary coordination, and maintaining the very essential personnel records on each of us. Employee Relations also serves as liaison between the Company and the Unions, and between the Company and the Ethyl Recreation Association and the Ethyl Management Club. Some of these activities affect employees at other plants of the Company.

To tell the story of Employee Relations, we have broken the departmental functions down into seven major categories—Labor Relations, or work with employees represented by the Allied Oil Workers Union and Local 12900, District 50, United Mine Workers of America, Benefit Plan administration, Wage and Salary Coordination, Training and Testing, Recreation, Suggestion System, and Personnel Services.

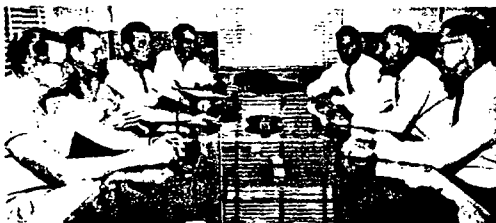
The high points of those activities will be told below in connection with pictures of the Employee Relations personnel concerned with those seven phases of the department's work on the Plant.

## Labor Relations

Employee Relations personnel work closely with officers and committees of the AOWU and UMW in negotiating Union contracts, wages, benefit plans, working agreements, and in helping to iron out misunderstandings and complaints both in the field and at staff level meetings with officers of the two Unions. In serving as liaison with the officers and committees of the two Unions, the Employee Relations personnel are the connecting link for proposals and discussions of those proposals which may be advanced by either the Unions or the Company. In misunderstandings resulting in employee grievances, the men in Employee Relations assist line supervision of the departments concerned in seeking a satisfactory solution. Those most concerned with the negotiations and liaison work with the two Unions are Bill Henry, manager of the department; John Hogan, assistant manager; Supervisors A. C. Adams and John Bass, and Staff Assistant Art Stover; Field Representatives Harry Allen, J. B. and Dewitt Norwood. Secretaries Margarette Henry and Willie Richardson back up the work of these men in the office.



A typical meeting of Allied Oil Workers officials with Employee Relations shows, from left, Elmo Rogers, J. O. Aucoin, Arthur Broussard, John Bass, Bill Henry, and John Hogan.



UMW officials discuss a problem with Employee Relations. From left are C. A. "Moon" Troth, Willie Dipaola, Floyd Carbo, Frank DiBenedetto, A. C. Adams, Bill Henry, and John Hogan.



Staff Assistant Art Stover and Willie Richardson take a pause during dictation to be photographed.

Secretary Margarette Henry lends a hand as Bill Henry discusses field activities with J. B. Norwood, Dewitt Norwood, and Harry Allen, field representatives.

## Wage and Salary Coordination



Jim Galey and Larry Dallam review a salary policy while Rosemary Moore waits to take dictation.

and Salary coordination and analyze policy compensation matters in this

ent is thus to which are efforts good as ave prevailing. Wadary Coord a sibility Pitts and wagy activities with York Ollie wsection of B arel Larry Dal Mo

## Employee Benefit Program



A. D. Hubbs, right, discusses the Retirement Income Plan with Carl Goode, who will become an annuitant Aug. 1. Hubbs keeps in touch with retired employees.



GoJack Crean anckson kee clated wor ber

In a typical year the Employee Benefits Office as a claims amounting to \$1,377,184 for employees families. The idea of the magnitude of the job handled by the Benefits of these people includes the handling of claims for surgical expenses under the Basic Hospital and Major Ins. certain benefits, life insurance payments to families of employees, allowances that may go to the families of employees who die, out details of employees retiring at normal retire those who and providing assistance to employees in connection with these Plans.

Those who work in the Employee Benefits (A. D. Hubbs, Louise Rachal, Gussie Ward and Dot Jackson.

## Training and Testing

The Training and Testing group of Employee Relations helps present skills, to learn new skills and to improve. This may be a leadership course for foremen and supervisors, a course or a course at the Baton Rouge Vocational Technic to train better pipefitters or industrial painters.

The Training and Testing group coordinates almost all plant personnel to determine training needs and so on. The Training and Testing staff serve as instructors, and the group to coordinate the organization and plans for training for their personnel.

Those involved with training and testing include John R. H. Metternich, J. B. Luker, Eddie Morgan and John Furr.



J. B. Luker, Ray Metternich, and John Furr plan a training schedule as Emma Eisworth assists. The Training Group coordinates most Plant training for all departments.



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ants to

It is thus provided with up-to-date information which are considered in our efforts as good as or better than the average prevailing in the area. The Wages Coordination Section has a responsibility for the Houston and Pitts and also coordinates the wage activities of all three plants with the New York Office. Employees who work in the area of Employee Relations are Larry Dallam and Rosemary Moore.



Benefits Of D. Hubbs, J. C. Creaghan,  
Jackson.

of Employee helps employees to determine to improve. This may be in the form of a supervisors, a course in blue print reading, National Technic train employees to become

and testing act: John Furr, W. T. Edwards,  
Morgan and worth.

Employee Relations personnel working in the Suggestion Office follow a suggestion from the time it is picked up from one of the 34 boxes on the Plant until it has been recorded, classified, investigated, reviewed by the Suggestion Committee, and finalized by Management.

Those working on this phase of Employee Relations activities include Dick Day, Ross Williams, Lucille McQueen and Gladys K. Gilmore.

A black and white photograph of a man with a beard and glasses, wearing a dark suit and tie. He is seated at a desk, looking towards a computer monitor. The monitor displays a graphic with the word 'STREET' in a stylized font. The background is dark and textured, possibly a wall or a large screen.

**Ben Burge, right, outlines to Malvern Hill some personnel services plans for employees.**

When you want to check on your service date or any phase of your employment with the Company, the place to go is the Personnel Office. This office maintains on each employee a complete record reflecting every aspect of his employment such as his hiring date, first job and each succeeding job, service date, seniority records, attendance records, pay increases, leaves of absence and vacations.

The Personnel Office fingerprints and issues passes to all employees and performs this same service for all sub-contractors' employees.

Other services of this office include the publication of seniority lists, issuance of service award pins and certificates, handling job bids for clerical employees, and keeping of progression and service increases.

Employees engaged in the operation of the Personnel Office are Ben Burge, John Ward, Tom Terry, Leo Martin, Mignonne Wilson, Catherine Smith, Mary Kendrick, Terry Hughes and Malvern Hill.

## Fifteen Complete 20 Years of Service



Charles E.  
Smith,  
EtCl Op.



Wylie T.  
Hartsfield, Jr.,  
M&C



Frank W.  
Pence,  
Power



Willford H.  
Thomas,  
R&D



Charles A.  
Broussard,  
Sod. Op.



Victor L.  
Erwin,  
Sod. Op.



Johnnie F.  
Gross,  
Sod. Op.



John H.  
Lann,  
Sod. Op.



Amidee M.  
Reames,  
Sod. Op.



Albertis J.  
Caillouet,  
TEL-Sod. M&C



Jessie F.  
Devall,  
TEL-Sod M&C



Edward C.  
Efferson,  
TEL Op.



William H.  
Harris,  
TEL Op.



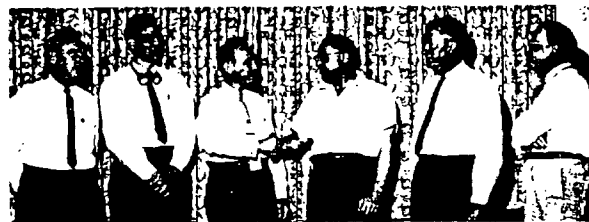
John M.  
Wisdom,  
TEL Op.



George W.  
Smith,  
TEL Op.

### 5 Years

Bobby R. West, Finance  
Leon C. Price, Finance  
Alma C. Johnson, Finance



On hand to congratulate Bob Johnson on his completion of 30 years of service were Jim Bergin, R. E. "Mac" McKenzie, Wallace Armstrong, Roy Clothier and Herb Hobgood. Bob, who completed 30 years in early May, received his 30-year certificate at the annual 25-year party on May 21.

## Three Veteran Employees Pass Away

### Emile Denis Delaune

Emile D. Delaune died on May 20, 1959 at the Baton Rouge General Hospital after a short illness.

He was 49 and was a technical inspector in Mechanical Engineering at the time of his death. He joined Ethyl in 1949 as a civil engineer.

His body rested at Rabenhorst Funeral Home until May 22, with funeral services following at St. Aloysius Church. Interment was in Roselawn Memorial Park with the Rev. Daniel Bechnel officiating.

Delaune is survived by his widow, the former Isabel Champagne; two sons, Donald Edward and William Lionel; one daughter, Loretta Mary, and six sisters.

**Edmond W. (Ned) Murphy**  
Ned Murphy died April 25 at the Baton Rouge General Hospital. He was a native of Baton Rouge and a resident of 3135 Amarillo.

Services were held at the Rabenhorst Funeral Home, April 26, with the Rev. Robert C. Witcher officiating. Burial was in Roselawn Memorial Park.

Surviving are his widow, Mrs. Viola Joiner Murphy; four sons, Frank Wade, Charles Edward, Michael Patrick and Marion Martin, and one daughter, Patricia Murphy; one sister, one brother, and several nieces and nephews.

Ned, who was 44 years old, was a graduate of Istrouma High School. He joined the Company in 1937 to work in Construction, transferring to TEL Stores in 1939. At the time of his death he was a Stores leader.

### Louis R. Rushing

Louis R. Rushing died May 5 at his home on McHugh Road in Baker following an extended illness.

The 49-year-old employee has been in TEL Operations since June, 1944.

The body rested at the Rabenhorst Funeral Home until May 8. Funeral services were held at 10 a.m. at the Baker Baptist Church with interment in the Azalea Rest Cemetery in Zachary.

Rushing is survived by his widow, the former Bettress McDowell; four sons, Louis, Jr., William LeRoy, Carroll, and David, and one daughter, Mrs. Joe Cobb. He is survived also by five sisters, a brother, a half-brother, and two grandchildren.

## Guests of Honor at Annual 25-Yr. Service Dinner



Plenty of years of Ethyl service are represented in this picture of the group attending the Baton Rouge 25-year dinner on May 21. Seated, left to right are R. F. Williams, W. J. Henry, C. A. Wilmot, L. Barnum, W. R. Babcock (Houston), C. E. Phillips, G. S. Waldron, W. G. Whitley, M. L. Westbrook. Standing are E. J. Lorio, L. W. Armstrong, F. M. Porch, F. Epps (Houston), J. C. Cunard, A. P. Stover, G. H. Larson, E. O. Jones, H. C. Murray, W. B. Heck, Jr., J. J. Bergin, H. B. Hunt, H. F. Royal (Houston), W. C. Goode, C. R. Johnson, H. P. Houdart, W. King, T. W. Lee, S. A. LeCroy, L. H. Tomlin, B. N. McComb, C. E. Colvin. Not present were A. C. Burdick, L. G. Cliver, J. F. Kobler (Houston), V. W. Mertes, H. W. Wheeler and Annuitant J. V. Schmitt. Joining the 25-year group this year are Bergin, Cliver, Lorio and Williams.

### 15 Years

Billie T. Buecher, Purchasing  
John Q. McDaniel, EtCl M&C  
Floyd G. Comeaux, TEL Op.  
Elmon J. James, TEL Op.  
Henry G. Tlanc, Stores  
John Brignac, EtCl M&C  
Joseph H. Labil, EtCl M&C  
Shelton Gersch, TEL-Sod. M&C  
Fmedis J. David, TEL-Sod. M&C  
Dan Scott, Sod. Labor  
Claude A. Weir, Proj. Eng.  
James S. Arnold, Stores  
Robert A. Lee, TEL Op.  
Albert Carter, EtCl Labor  
Jessie Davis, TEL Labor  
Alma L. Carter, Chem. Res.  
Edwards B. Thielman, Qual. Control  
Rosenfield J. Sutcliffe, TEL-Sod. M&C

### 10 Years

Paul A. McKim, R&D  
Marvin E. Kahl, Sod. Op.  
Roman J. Afford, Com. Rel.  
William T. Sandas, Sod. Op.  
John W. Genola, TEL-Sod. M&C  
Joseph D. Tullier, Jr., Traffic  
Archie C. Triche, Stores  
Howard B. Chapman, Sod. Op.  
Jim D. Spiers, TEL-Sod. M&C  
Willis L. Smith, TEL-Sod. M&C  
Walter F. Eberhart, TEL-Sod. M&C  
Odell C. Cooper, TEL-Sod. M&C

ETC 26566

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## Fun Aplenty In Store For Ethyl Day Campers



Here are just a few of the things in store for children of employees attending the Ethyl Day Camps on June 8 through June 19 and June 22 through July 3. These pictures were taken at the training sessions for volunteer camp leaders who will work with the younger boys and girls at the Day Camps. Swimming lessons, to be given during the camps by qualified personnel, are among of the big attractions, as are the handicraft sessions.

## Classified Ads

### For Sale

Old-model Hotpoint electric range. Clean, suitable for camp, or trade-in. Phone EL 5-4053.

Four wood dinette chairs, yellow plastic youth chair; one basswood (red wood color) screen, 108 inches wide by 50 inches long and two basswood screens, 26 inches wide by 50 inches long, all complete with pulleys, cords and hangers. Phone DI 8-3896.

Hi-Fi set in large factory-made mahogany French Provincial cabinet. Four speed diamond stylus record player, 50 watt amplifier and pre amp, 3 speaker system, 15-inch woofer, 12-inch mid-range and 4-in tweeter, 3-way cross over network, and AM-FM tuner. Less than half price. Only one year old. Phone WA 4-2224.

Lot, 95 feet by 200 feet, fronting the Groom Road, close to intersection of McHugh Road in Baker. \$2,500. Phone EL 5-6198.

Reed 36-inch attic fan with sealed unit and automatic aluminum shutters. \$75; boy's 20-inch bicycle. \$25. Phone EL 5-8005.

1955 Ford Country Sedan Station Wagon, by original owner. Very clean, good running condition. Phone WA 4-1580.

Nine-piece Mahogany Duncan Phyfe dining room suite. Excellent condition. Phone WA 1-2430.

Practically new electrically cooled Mechanair Oxygen Tent. Full sized model, complete with regulators (same as used in hospitals). Made by Oxygen Equipment Manufacturers Corporation. Attractively priced. Can be seen at 745 Marilyn Drive. Phone WA 1-5797.

Three-bedroom brick home in Inniswood Sub-Division. Ceramic tile bath, lot is 120 feet by 270 feet. Assume 4 1/2 per cent loan or buy F.H.A. for \$700 down plus closing costs. \$15,400 F.H.A. appraised. 8845 Hill Drive. Phone WA 1-5432.

Kenmore 24-inch fan. Two years old. Two speeds and very light. Sits on the floor on rubber protectors. Can be installed in bedroom window. Phone WA 4-3935.

Regular size Texas buff brick, enough for barbecue pit. \$7. Phone WA 1-6120.

Good utility trailer with oak box body, springs, stop lights, extra tire. Recently painted. \$60. Phone EL 5-2507.

Fairbanks Morse Pathfinder lawn mower. Three hp., 24-inch cut, is self-propelled and is new. Cost \$229.50. Make offer. Phone WA 1-5027.

### Wanted

Good used saddle for children ages 9-12. Phone WA 1-5933.

## Hamilton—

(Continued from Page 1)

after the accident was, what if the situation was reversed and it were my wife, also the mother of three, who was the victim," Hamilton said. "Just knowing that her life was saved was indeed a reward in itself."

While Hamilton said he put to use in the rescue the knowledge of artificial respiration gained through training he received in the Army during the war, he emphasized the importance of the extensive first aid training program for employees at the Plant in being prepared for just such an emergency.

The Hamilton family resides at 5056 Dickens Drive. The children are Michael, Linda Sue, and Dickie. A graduate of Alabama Polytechnic Institute, he has been employed at the Plant since May, 1951.



Mrs. Doughty demonstrates on her son Glynn the body protector on which she has a patent pending. At right is M. J. Doughty, TEL-Sod. M&C, who has devoted considerable time to coaching American Legion teams and who assisted his wife in developing the body protector.

## Invents Body Protector for Boys

Mrs. M. J. Doughty's concern for the safety of young baseball players at bat, and her determination to do something about it, has resulted in a patent pending on a body protector which she and her husband designed.

M. J. is a machinist 1/c in the Anode Shop. For the past four years he has dedicated a large part of his spare time during the baseball season to the coaching of American Legion teams.

Five of his players were hit by the pitcher in one game. One of

them was hurt. They were also concerned about a youth from Ponchatoula who was hit under the heart with a pitched ball while playing in Baton Rouge.

Mrs. Doughty designed, developed and applied for a patent on the protector. She began work on it two years ago, and the patent is now pending on the invention.

The protector is easily fastened on or removed from the player's body. If he scores a hit, he can take off the protector quickly when he stops at a base.

## Twenty-seven Share Suggestion Money

A \$105 award shared by Robert H. Rice and Charles L. Cates, both of EtCl Maint., was the top Plant award for the month under the Ethyl Suggestion System.

It was Cates' eighth award and the first for Rice. Their suggestion concerned an improvement in an EtCl Maintenance procedure.

Raoul Brister, Chem. R&D, took the second highest award of \$40. It was his fifth award.

During the month, 27 employees shared in \$435 in awards. Others receiving awards were:

### \$30 Award

L. L. Freeman, EtCl Maint.

### \$20 Awards

A. M. Reames, Sod. Op.; R. Williams, Sod. Labor; L. J. Bennett, TEL-Sod. M&C.

### \$15 Awards

C. E. Dickey, EtCl M&C; J. W. Baggett, TEL Op.; L. R. Williams, TEL-Sod. M&C; Lorraine C. Martin, R&D.

### \$10 Awards

A. M. Reames, P. T. Cain, W. H. Jenkins, all of Sod. Op.; W. L. Pickett, Finance; H. L. Bridgeman, T. J. Cook, all of R&D; W. O. Cary, Sod. Labor; E. D. Mitchell, Qual. Control; I. W. Watts and C. S. LaPlace (Share), T. Leake, S. Herbin, all of TEL-Sod. M&C; Lucille F. McQueen and Gladys K. Gilmore (Share), both of Emp. Rel.; J. O. Aucoin, EtCl M&C; W. L. Ballis, TEL Op.

### Raoul Brister

Chem. R&D

### \$40 Award



Sharing a \$105 award were Charles Cates, center, and Robert Rice, right, both of EtCl Maint., to take top suggestion money for the month. Foreman J. D. French made the presentation.

Ethyl Corporation  
P. O. Box 341  
Baton Rouge 1, La.

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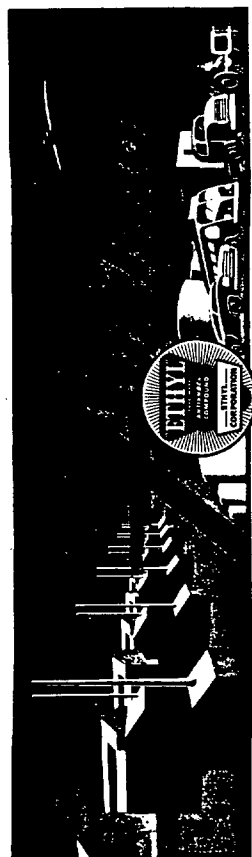
*Each Job Is Important!*



Samuel Smith, blender porter, is shown washing one of the tank cars used to ship "Ethyl" antiknock compounds to oil company customers.

This is only one of the many duties performed by the Labor Group on the Baton Rouge Plant. Their assignments include the janitorial work in the offices and operating areas, the movement of freight and other supplies to and from all Plant areas, the maintenance of the laws and grounds of the Plant, the maintenance of Plant railroads, porter service on the Plant, delivery service to and from town, and many other duties which are regularly assigned to them.

The work performed by the Labor Group is essential to the efficient operation of the Baton Rouge Plant.



Vol. 21, No. 6

Baton Rouge, La.

June, 1959

**Proud of Dad!**  
(See Page 1)

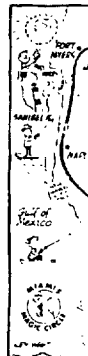


Vol. 2

George T. presents the Center Plant Pro

Here

When maps will Again sizes the mobiles, New Rubican, newspaper Sunday 6 This paper art pounds. 7



ETC 26568



Vol. 21, No. 5

May, 1959



George T. Simmons, district director of the National Safety Council, presents the Award of Honor to William C. Strader, center, chairman of the Central Safety Committee. Carroll Hebert, supervisor of Safety and Plant Protection, is at right.

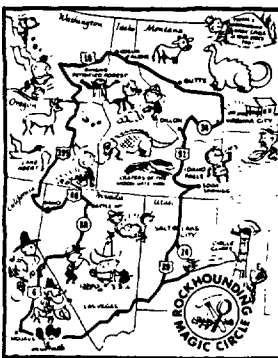
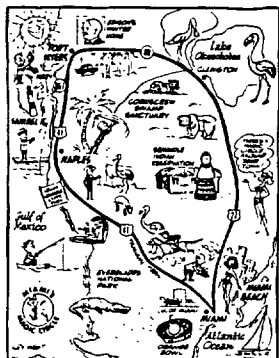
## Here Are Some Vacation Trip Tips

Whether you travel north, south, east or west, these Magic Circle maps will suggest some interesting sights to see.

Again this year, Ethyl Corporation Magic Circle advertising emphasizes the pleasure people derive from sight-seeing trips in their automobiles, whether around their homes or on extended vacations.

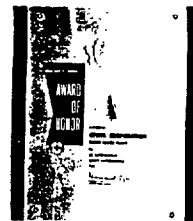
Newspaper articles, prepared by Edward Collier of Young and Rubicam, Ethyl's advertising agency, are sent weekly to over 300 major newspapers throughout the country. Locally, these articles appear in the Sunday feature section of the "Morning Advocate."

This popular Magic Circle advertising and the supplemental newspaper articles promote the sale of gasoline and "Ethyl" antiknock compounds. They're good vacation suggestions for employees, too!



## The Cover

Mercerese Rabb, left, and Lurline Royce, both of the Safety Office, hold the new National Safety Council Award of Honor pennant given in recognition of our winning the Award of Honor. The Award, presented April 17, is the fifth the Baton Rouge Plant has received. It is the highest recognition given by the National Safety Council. For further details, read the article on this page.



## Employees Receive Award of Honor For Outstanding Safety in 1958

The Award of Honor, the National Safety Council's highest industrial safety award, was presented to employees of the Baton Rouge Plant on April 17, for "an outstanding safety accomplishment" in 1958.

Making the presentation at ceremonies in Resident Manager Wallace F. Armstrong's office was George T. Simmons, district director of the National Safety Council. William C. Strader, chairman of the Central Safety Committee, accepted the award in behalf of all employees at the Plant.

This marked the fifth time that the control and reduction in job accidents at the Plant had brought employees the Award of Honor.

The award was in recognition of the employees' accomplishment last year in reducing the frequency and severity of on-the-job injuries below the average for the entire chemical industry and well below any previous average set at the Baton Rouge Plant.

Our 1958 frequency of .72 was 76 per cent better than the "Par" average which takes into consideration the past three-year average of the chemical industry and our own safety performance which was 2.96. In addition, our severity rate, which had to be improved at least 30 per cent over the "Par" value calculated in the same manner as for the frequency rate, was 37. This was 88 per cent improvement over the par of 311.

The frequency rate is determined by multiplying the number of injuries by 1,000,000 and dividing by the number of employee-hours of exposure.

The severity rate is determined by multiplying the total time lost in days for injuries by 1,000,000 and dividing by the number of employee-hours of exposure.

Last year was the best safety year in the history of the local plant with a reduction in all types of plant injuries, except sub-majors. Also during the year, employees worked nearly 4½ million man-hours in a period of 211 days without a time-losing injury.

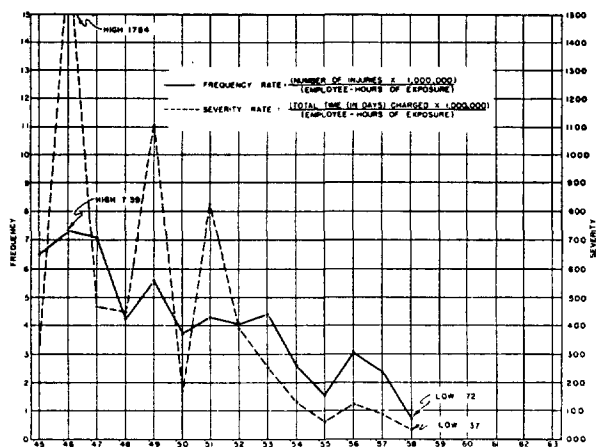
In making the presentation, Simmons praised employees for their safety performance and said that the Award of Honor is bestowed only after a careful analysis of the Plant's safety record in comparison with previous records and in comparison with the safety of other chemical industries throughout the nation.

"Ethyl employees have a right to be extremely proud of this award for two reasons," he stated. "First, this award is in recognition of the fact that your safety performance last year was 76 per cent better than the average of yours and the entire chemical industry during the past three years. Secondly, you can be proud that this is the fifth Award of Honor which you have won for your Plant."

### Accepts for Employees

Strader, in accepting the award in behalf of all employees, said, "This award represents a more outstanding performance on the part of all of us. It really took the best safety performance in the history of the Baton Rouge Plant to accomplish this new award!"

"The big job ahead," he continued. (Continued on Page 7)



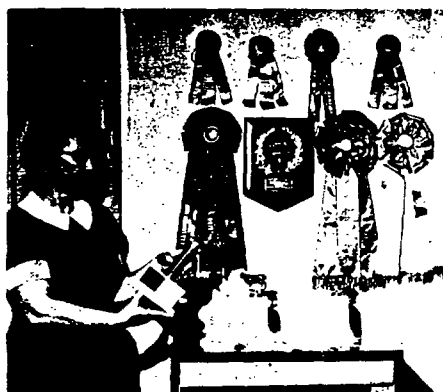
The frequency and severity rates of Plant injuries have been dropping steadily since 1945. The low '58 rates brought employees the Plant's fifth Award of Honor. The '58 safety performance was 76 per cent better than the three-year average for us and for the entire chemical industry.



Alford and his older son, Darryl, are shown with the youth's cattle. The cattle, left to right, are May, Stella, and Maylu. All are used for show cattle, and Stella won fourth in a national show in the senior calf class. Darryl also raises chickens and hogs.



Herman Alford is shown here with his son, Lynell, and the cattle the boy owns. Left to right are Lu, Red Clover, Duchess, and Connie. All of these animals have won or placed in shows. Connie has placed first in five out of nine shows.



Mrs. Alford looks at some of the many ribbons and trophies that the children have won with their 4-H animals and fowls. They have entered cattle, hogs, and chickens in various shows.



Cheryl Ann, 13 years old, holds her two prize Jerseys. Clover, junior champion at the LSU show, is at left, and Jester, who is right, has placed several times. Jester was sold at the Jersey sale April 25.

## 4-H Projects Bring Many Honors For Youngsters in Alford Family

Outstanding participation in 4-H Club projects is a "way of life" for the Herman Alford family. All of their three children have repeatedly won honors with their 4-H animals and fowls.

Herman, who is a special lab assistant in Quality Control, and Mrs. Alford, have given firm parental support to the activities of Darryl, 17 years old, Lynell, 15 years old, and Cheryl Ann, 13 years old.

Darryl, an eleventh grader at Baker, for example, has 4-H Jersey cattle, White Leghorn chickens, and Chester White hogs.

### Fourth in National Show

His Jersey heifer took a blue ribbon at the New Orleans District Show and placed in the choice group at the LSU Livestock Exposition.

Last fall, this same heifer placed fourth in a national show in competition with cattle from throughout the nation.

He won first place with a White Leghorn cockerel at the LSU show and his pen of White Leghorns (five birds) also took the first place.

Last year, he had the champion display at the LSU Livestock Exposition.

Lynell, 15 years old, who is in

the tenth grade at Baker High School, owns four registered Jerseys. During the five years he has been active in the 4-H Club he has won many honors. His most recent, at the LSU show just concluded, was for "championship showmanship" for all dairy breeds. He also won championship showmanship in the East Baton Rouge Parish Fair.

### Places at LSU Exposition

Just a few weeks ago his cow placed second in the Aged Cow Class at the LSU Show. Last fall she placed first at the Louisiana Livestock Show at LSU.

When this cow was a senior calf two years ago she won first in her division at the LSU Livestock Show, and in 1958 she won first in the calf class at the South Louisiana State Fair.

Cheryl Ann, who is 13 years old, is in the eighth grade at Baker Junior High. She raises registered Poland China hogs and Jersey cattle.

Her hog was champion market barrow at the East Baton Rouge Parish Fair this year and champion at the district show in New Orleans. She won reserve champion honors at the LSU Livestock show.

them is deposited in a savings account for their college educational fund. They now have a total of over \$2,500 plus their winnings from the LSU Exposition.

They pay for their feed from the milk and egg sales. The parents also pay them for work they do around the home, on Dyer Road north of town, so that they will have money to defray expenses of their projects.

A bookkeeping record of expenses and income is kept to the penny.

"The only thing they haven't paid for from their projects," say Mr. and Mrs. Alford, "is their original investment in animals and fowls when they began 4-H. We provided that."

## Card of Thanks

On behalf of myself, wife and two boys we would like to take this means of expressing our sincere thanks and appreciation to our many friends and neighbors of Ethyl Corporation for their kindness and help during my recent accident.

We thank you from the bottom of our hearts and may God bless each and every one of you.

Sincerely,  
Horace W. McNeal

## They Promote Hometown Anniversaries!



W. L. Anderson, left, and L. A. Guidry, both of the Security Force, take time out to discuss their mustaches and sideburns grown for home town celebrations. Guidry participated in the Breaux Bridge Centennial celebration, April 10, 11 and 12. Anderson took part in the 150th anniversary celebration of Liberty and Amite County, Miss., April 30 and May 1. Edwin Bean, TEL Op., also grew a beard for the Amite County celebration. He lives at Gillsburg, Miss.

## Picn Day

An ex- the sume with fun annual l The h will be t daughter but oth planned family. eral Sat camps The b from ex age, with through same agi from

Family tend on camps. strate so camp an awards. Follow campers the park conclude New t able for day cam golf cou board boards, door sta lated playground

Other will em counel 25 acres being el A cra popular The n camps swimme the pro desire t tending before over. Swimm the cou

## Outs



The Sod ment Ave group has the grou left to n Willie B liams, W left to r

## Picnic Funds To Provide Banner Day Camp Program for Youngsters

An expanded youth program for the summer is now being planned with funds formerly used for the annual Ethyl Family Picnics.

The high points of the program will be the day camps for sons and daughters of all Ethyl employees, but other activities are being planned which will be for all the family. They will be held on several Saturdays following the day camps.

The boys' camp, for youngsters from eight through 14 years of age, will be held from June 8 through June 19. The girls of the same age group will hold their outing from June 22 through July 3.

### Families Invited

Families will be invited to attend on the closing nights of both camps. Youngsters will demonstrate some of the skills learned at camp and receive certificates and awards.

Following the ceremonies, the campers will spend the night at the park as the grand finale which concludes their activities.

New facilities that will be available for program events during the day camps are a miniature 18-hole golf course, four outdoor shuffleboard courts, two giant checker boards, an archery range, an outdoor stage for assemblies and related activities, and additional playground equipment.

### Learn To Swim

Other features the youngsters will enjoy are hiking trails and a council ring in the approximately 25 acres of virgin woodland now being cleared of underbrush.

A craft program will be another popular activity.

The motto this year for the day camps will be "every camper a swimmer." The staff in charge of the program have expressed their desire that every non-swimmer attending camps learn how to swim before the two-week sessions are over.

Swimming will be only one of the competitive activities where

teams of day campers will pit their skills against one another.

In fact, activities will be competitive from start to finish. Campers will be divided into two age groups, and these groups in turn will be broken down into teams which will be designated by colors.

Events will be graded with a running record of points kept. The team with the highest score each day will have its pennant displaying the team's color on the flag pole.

Outstanding leadership for these activities will be given by the counselors and trained volunteer camp leaders under the direction of Ben H. Burge, camp director, assisted by H. O. Wells, Jr. The counselors will be people who have had years of experience working with youths in camping activities.

### Camp Leaders Are Needed

Volunteer camp leaders are needed. Boys and girls, ages 14 through 16, will take part in directing the activities of the day camps. Special training courses will be held on several Saturdays prior to the camps. Call the ERA Office, WA 1-5179, if your boy or girl is interested in being a camp leader.

Trained volunteer camp leaders, who will be team captains, are to receive special preparation on the four Saturdays prior to the start of the camps. These volunteers, who will be older boys and girls, will be thoroughly familiar with their assignments and responsibilities.

### Must Furnish Transportation

Parents are to furnish transportation to and from the park for their children. The camping staff suggests that they consider forming car pools to minimize the individual trips necessary.

Youngsters are to bring their lunches which will be kept under

## They're Tops at Les Jardinieres Flower Show



Winners at the Les Jardinieres fifth annual flower show, held at the ERA Center, are presented awards by Mrs. J. H. Black, general chairman. Others, left to right, are Mrs. G. W. Bourgeois who won the Award of Distinction in design, Mrs. Frank Conrad, who won the tri-color in design and the tri-color for corsages, and Mrs. Ashford Simes, who won tri-color in horticulture for Queen Elizabeth rose. The show was held April 10.

refrigeration. Milk will be provided for noon meals, and cold drinks and cookies will be provided for the mid-morning break.

For several Saturdays following conclusion of camp activities there will be programs at the Park for children of all ages. Parents can participate, too. These special events will feature contests, prizes, refreshments and stage shows.

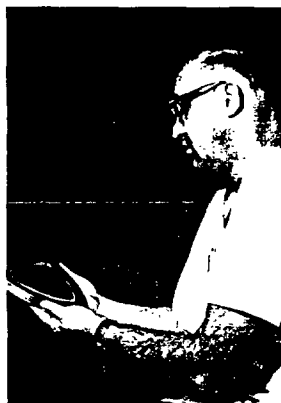
### Plans for Labor Group

A comparable program for all Labor employee families will be held this summer.

Included in the plans are theater parties which will provide free movies, a stage show, and refreshments for children of all ages. An outing is planned at one of the parks where there will be contests, refreshments, and a stage show.

Also, arrangements are being made to provide carnival facilities such as rides at certain hours when carnivals are in town during the summer.

## Honored for Service



Joe Sabo, Medical, holds the plaque presented to him by the Redemptorist Wolves team for his outstanding volunteer first aid service throughout the year.

## Outstanding Safety — Sodium Labor Group Completes 4,079 Days Without Major Injury



The Sodium Labor Group won their eighth consecutive Safety Achievement Award by working safely through March 18. As of April 15, this group had worked 4,079 days without a time-losing injury. Members of the group on hand for the presentation of the Award were, front row, left to right: Charley Hamilton, Albert James, Raphael Washington, Willie Butler, Grant Clark, Leslie Cary, Johnny McQuarier, Robert Williams, Welton Williams, Augustus Clark, and Steve Bezu. Second row, left to right: Danny Ruffin, Eddie Colwell, Dan Scott, Henry Collins,

Wilmar Cary, Roy Rush, Standla Jackson, August Hurst, Alex Tillotson, Charlie Teasett, James Hendrix, Louis Crump, Walter Richardson, and Johnnie Grayer. Back row, in the same order: Robert Worthy, Wallace Akins, Ben Johnson, Dave Trotter, Willie Freeman, Anthony Worthy, Louis Keelen, Louis Pelichet, Albert Rowley, Reddy Judson, Clarence Cook, Willie Price, Albert Judson, Wilbert Hamilton, and Alfred Richard. Foremen for the Sodium Labor Group are Archie O. Airhart, Frank W. Goudeau, and Thomas L. Cooper.

ETC 26571



Noland L. Navarre metallurgist, takes a radiograph by means of gamma radiation for use in metallurgical study of a piece of equipment.



Herman Truxillo and Doyle Wright, assistant engineers in Mechanical Design, discuss the design of an experimental HCl burner.



Bill Fulgham, assistant instrument engineer, and Norman Wilton, M&C area mechanical foreman, check operation of automatic data recorder in VCI area.



Shelby Honea and "Buddy" Munding, Development engineers, use test indicator to determine cylinder pressures on vinyl chloride compressor during operation.

## Looking Ahead to Progress

# The Engineering Department Service Is Company-wide

Engineering, the newest department in the Company, calls the Baton Rouge Plant "home." Though the department serves the engineering requirements of the entire Company, all but a few of its approximately 100 employees are located here.

Engineering was established as a separate department of the Company in January, 1957. Previously it has functioned as a section of Manufacturing and, later, as a division of Research and Engineering.

For the entire Company, Engineering performs many functions essential to the construction of new units and the inspection and improvement of existing facilities.

Head of the department is Chief Engineer Clarke Burdick, whose office is here. Working closely with Burdick and directly under him are Sam Roberts, director of General Engineering; J. B. Rhorer, superintendent of Construction Coordination; and the project managers of new plant programs who are appointed as needed to coordinate the contribution of other departments involved with the Engineering work.

### The Largest Division

From the standpoint of number of employees and the scope of its responsibilities, General Engineering is the largest of the divisions of the Engineering Department. To perform its duties, General Engineering is subdivided into two sections, Project Engineering, headed by Superintendent Bob Guidry, and Mechanical Engineering, headed by Superintendent Tommy Mixon, each of which, in turn, is organized into two or three major units.

The three units making up the Project Engineering section are Project Coordination, Project Design, and Estimating and Cost Control. Those in the Mechanical Engineering Section are Mechanical Development and Inspection. All of these various organizational subdivisions have been set up so that the specialized responsibilities assigned can be more effectively performed.

The Construction Coordination Section assigns key men to supervise construction of new facilities. The new units may be related to production operations, production distribution, research, or sales, and may be at existing Company facilities or at new locations.

Now let's take a look at the functions of the Project Engineering Section and then at those of the Mechanical Engineering Section of General Engineering.

### Project Engineering Explained

As the name indicates, Project Engineering is responsible for the engineering phases of Company "projects." In Ethyl language a project is the formal program that is engineered to provide a new facility or to make major alterations to an existing facility of the Company.

The first unit of Project Engineering is the Project Coordination Group. Their job is to work with other Company departments in the development of project plans and the procurement of materials. In this unit, separate groups of project engineers coordinate the project work in each of our four major areas of interest: TEL, Sodium, Ethyl Chloride, General Facilities at Baton Rouge; New Plant Projects and Off-Plant Projects. They assist the various other participating groups in planning and scheduling of projects, and

are responsible for the liaison between the Design and Estimating units of Project Engineering and the other interested departments of the Company, as well as preparation of final purchase specifications for the required equipment.

To stay in business every Company must keep costs foremost in its planning. This is the duty of the Estimating and Cost Control unit of Project Engineering. One estimating group provides information for preliminary studies of possible new processes, or process changes. Their answers help to determine the economic feasibility of a new process. After the project has received preliminary approval by Company management and the detailed design has been completed, another estimating group determines how much the new unit will cost. It is their job to provide accurate facts as a basis for the final decision. Then the Cost Control group prepares the bills of material and project cost forecasts.

When the project has received preliminary approval the Project Design unit designs the physical facilities and does the drafting. This includes the necessary details for electrical, instrumentation, mechanical, civil, architectural and related work. In addition to the actual design of projects, the engineers in Project Design also provide special technical services on assigned problems in their specific fields and some perform development work on instrument application.

### Mechanical Engineering

So much for the Project Engineering Section whose primary interest involves new facilities or major changes. Now let's look at the work of the Mechanical Engineering Section, the other main group in General Engineering. Its work is divided into two units—Mechanical Development and Inspection. The functions of the Mechanical Development unit are to study the different kinds of machinery and equipment so as to develop the kind best suited for our purposes, to provide mechanical and technical services to other departments, to provide the mechanical design of pilot plants, and to coordinate the establishment of Company-wide standards for various types of installations.

### Solve Many Problems

This unit's expert engineers on various types of equipment provide the Company a wide variety of mechanical technical services. These may vary from helping solve pump and compressor problems in one of our manufacturing plants to recommending valves or packing at a customer oil company's blending plant.

The Inspection unit of Mechanical Engineering is organized to provide a service function to make certain that we have safe operating plants in so far as governing mechanical codes are concerned. It consists of two groups—On-Plant Inspection, and Fabrication Inspection and Expediting. Assigned to the unit, also, is the staff metallurgist.

The On-Plant Inspection Group develops welding qualifications, makes building inspections, checks and tests safety devices, tests pressure vessels, piping, and equipment, and advises as to design code compliance.

The Fabrication Inspection and Expediting Group is responsible for three activities: the off-Plant fabrication and inspection of

customer equipment in handling Ethyl products; enforcement of codes, specifications and standards in fabrication of purchased equipment; and the fabrication of suppliers to improve delivery dates of engineering critical construction.

The staff metallurgist performs metallurgical consultative services, assists the technicians in metallographic inspection, equipment analysis, corrosion investigation of welded techniques, and non-destructive metallurgical and weld examinations. Also spearheads physical activity used to aid in control.

### How's

Here is an example of General Engineering reformation its work.

A typical project desired an Ethyl location in Canadian Plains. If it is a major project management is assigned. First a Preliminary Process Design is determined. The process to be used is forwarded to General Engineering for preliminary engineering and design.

The process test has in many cases been provided, the physical facilities of the design by Mechanical Development. These men specialize in many mechanical "bugs" which may be avoided.

The next step is a serious look at the incentives set from a point of view. By the Economic Evaluation Section.

If the project is active, Project Engineering is the green light for definitive engineering estimates.

Here again, Mechanical Development assists by providing design specialty or unique equipment or by writing standard specifications to meet a particular need.

At this point the management is presented with a spending capital the venture considered attractive by our management, funds allocated and the Engineering department releases the required equipment. At the same time, the Project begins drawing the engineering "take-off" material may be purchased construction work started.

With the new purchase, Plant Inspection the picture, at the appropriate time, the selected subcontracted equipment to see that it is furnished according to standard governing codes, and that it is safe.

When the information pertaining to the equipment is received, the equipment is installed and final purchase completed.

By this time purchased preliminary taken delivered construction is in progress.

As construction to complete Engineering can help the construction supervisor field problems and control costs.

imes  
-W

er equipped in handling products; enforcement of specifications in the of all purchased equipment and the collaboration and to improve delivery of engineering critical to construction.

staff metalides a metal consulting performs or the technics in metal in equipment analysis, corrosion investigation of welding techniques, and tion of metal and weldendations. He nearheads phy activities and in meontrol.

### Howks

is an exa way General ring receforms its work. typical project and desired by location, Canadian Plant. a major project manager ned. Firstal is taken to Design in determining the to be used forwarded to Engineerminary engi- and hi-spe

process toed has in many even proved ant, the physililities of been designed hanical De these men also ize in elity mechanical which new may evidence. next step is serious look incentives set from a cash of view. The Economic tion Section

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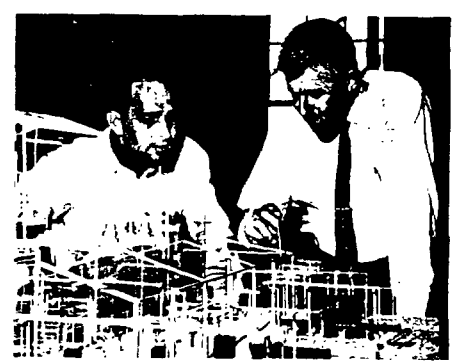
construction to completion, overing concd helping Con- supervisr the field prob- and control tests.



Earl Horton, left, welding inspector, reviews a welding technique. Shown at right is Ned Ratcliff, Maintenance welder at Central Shops.



Bill Egan, civil engineer, checks the elevation and layout of the new culvert installation near the No. 2 Sodium Cell Room.



Virgil Mitchell, right, Project Design supervisor, and Louis Langhart, Barnard and Burk, discuss construction of a model for a proposed new Research and Development facility.



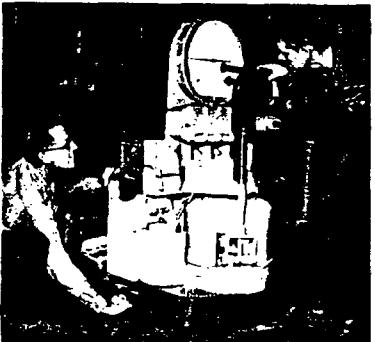
E. H. Rhorer, reproduction clerk, adjusts material prior to shooting it. From the camera comes a negative used in making a plate for printing work by Multilith process.



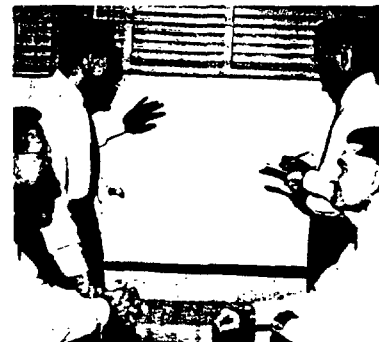
These three secretaries keep busy handling correspondence and related work. Mary Walsh, left, is secretary to Clarke Burdick and Sam Roberts; Betty Morales, center, is secretary to Bob Guidry, and Mary Elizabeth Graham is secretary to J. B. Rhorer and Tommy Mixon.



Perry LeCates, left, and Mike Ziegler, both Standards engineers, discuss a new proposed standard for company-wide application.



Instrument engineers "Deck" Decker, left, and Warren Green develop a hopper truck with scale tank mounted on it. The scale, as now used in Operations, is separate from the truck.



Project Engineers Julius LeBlanc, Louis Dupont, Dick Pastorek and Don Chappuis discuss a drawing of a new installation which has been proposed and is now under study.



Shelby Honea, left, Development engineer, and Carl R. Hillman, assistant Development engineer, test operation of proposed flange grinding tool.



A staff meeting starts the day in Engineering. Here discussing activities are, left to right, Bob Guidry, superintendent of Project Engineering; Tommy Mixon, superintendent of Mechanical Engineering; Harry O'Connell, project manager of Vinyl Chloride and Ethyl Chloride; Sam Roberts, director of General Engineering; Karl Cast, assistant superintendent, Project Coordination; Claude Daviet, assistant superintendent of Design and Estimating; and J. B. Rhorer, superintendent of Construction Coordination.



Ernie Nahr, supervisor, and Paul Major, Lucien Trosclair, and Harrell Batte of Estimating analyze the cost of a project that is now in progress.

## They Complete Twenty Years of Service



James P.  
Cook,  
Sod. Op.



Gordon  
James,  
TEL Op.



Clayton McQ.  
Perkins,  
TEL-Sod. M&C



Harold E.  
Amos,  
EtCI Op.



Martin T.  
Causey, Jr.,  
TEL Op.



Lemuel W.  
Ligon,  
TEL-Sod. M&C



Clarence  
Cook,  
Sod. Labor

(We regret that picture of Wal-  
ter V. Carpenter, TEL-Sod M&C,  
was not available.)

Eight employees at the Plant  
joined the 20-year group last  
month and received their 20-year  
awards. Fourteen received 15-year  
awards, 11 received 10-year  
awards, and 2 reached the five-  
year mark during April.

### 15 Years

Mary J. Thom, Quality Control  
Philip Wallace, TEL Labor  
Emile J. Arrenewaux, TEL-Sod. M&C  
Theodore Leake, TEL-Sod. M&C  
Samuel L. Oakley, TEL-Sod. M&C  
Jimmie Lawrence, EtCI Labor  
William L. Coker, TEL Op.  
Harry E. Dunlap, Prod. Plan.  
Clyde Roghillo, TEL-Sod. M&C  
Alfred L. Lughart, TEL-Sod. M&C  
Cleveland Spann, Jr., TEL-Sod. M&C

Luther Lott, EtCI M&C  
Jewel W. Teal, TEL-Sod. M&C  
William J. Villar, EtCI M&C

### 10 Years

Levi M. Davis, Jr., Proj. Eng.  
Earl J. Schexnaidre, TEL-Sod. M&C  
John C. Hodge, Jr., TEL-Sod. M&C  
Raphael R. Washington, Sod. Labor  
John D. Mueller, Tech. Service  
Lawrence F. Dupuy, Jr., TEL-Sod.  
M&C  
Billy D. Stinson, TEL-Sod. M&C  
Dennie Grayer, TEL Labor  
Talbot F. Guillot, Sod. Op.  
Joseph E. Pollito, Prod. Plan.  
Earl G. DeWitt, R&D Bus. Res.

### 5 Years

Charles J. Kimmitt, Proj. Eng.  
Lois A. Whitaker, Finance

## —CLASSIFIED ADS—

### For Sale

Large trunk, cedar lined, has a tray.  
\$25. Phone DI 2-2362.

21-inch Jacobsen Manor reel type self  
propelled lawn mower. Ideal for St. Au-  
gustine lawns. \$50 or will trade for  
comparable quality rotary mower. Phone  
DI 2-2993.

Utility trailer with 2-inch solid steel  
axle, 4 by 11 feet marine plywood bed  
made of channel frame, 1/4-inch plywood,  
12-inch removable sides, new tires; Gib-  
son Les Paul Guitar; one amplifier; one  
microphone and one microphone stand.  
Phone EL 5-3281.

One 22-inch window fan. Phone  
EL 5-0592.

1958 Renault Dauphine, with electric  
clutch, white wall tires, radio, heater,  
less than 10,000 miles. \$1,395. Phone  
EL 7-6061 after 4 p.m.

One Silvertone saxophone, \$85. Two  
Cleveland trombones, \$75 each. All in  
excellent condition. Phone DI 3-2477.

Two registered Dalmatian dogs, one  
2 1/2 years old, one 3 years old, females.  
Both for \$30. Ed Arnold, EL 5-2981.

### Wanted

Good used 1955, '56 or '57 model auto-  
mobile from individual. Phone DI 3-8326.

## He's Sold on Those Safety Caps!



Wellon Pierre, work-  
ing leader in the TEL  
Labor Group, is com-  
pletely sold on the value  
of safety shoes.

"Because of them, I  
can look down at my left  
foot and smile happily  
because I can still count  
five good toes instead of  
three or four," he says.  
"Had it not been for my  
safety shoes, the fine  
safety record of the TEL  
Labor Group would have  
been broken."

Pierre was rolling a  
full drum of antiknock  
compound to a truck at the loading ramp. When he reached the exit  
door and attempted to change the direction of the drum, it rolled over  
his left foot cutting his safety shoe as shown in the illustration.

"I felt the pressure," Pierre says, "but that steel cap saved my toes  
from damage. Believe me when I say I'm sold on the merits of safety  
shoes! They protected my foot from 885 pounds of weight."

## Two New Safety Prizes Are Now Available



Lucille McQueen, Suggestion Of-  
fice, admires the ice cube crusher  
which has been added to the list  
of safety prizes. The crusher  
should be a popular item in many  
homes during the hot summer  
months.



Lyndell Reeves, Data Research,  
holds another item which has been  
added to the safety prize list. This  
seven-pint utensil is made of new  
material which can be moved im-  
mediately to and from stove or re-  
frigerator without breaking.

## Bill Yiengst, Oree Allen Pass Away

### William N. Yiengst

William N. Yiengst, mechanical  
inspector in TEL-Sod. M&C, died  
suddenly at his  
residence March  
26.



Funeral serv-  
ices were held  
March 28 at the  
Hollabaugh Spin-  
dle Funeral  
Home with burial  
in Greenoaks Me-  
morial Cemetery.

Bill had been  
employed on the Plant since Sept.  
2, 1938, when he was hired as a  
mechanical helper in Construction.

Survivors include his widow, the  
former Mary Frances McVey; one  
son, Richard Gordon Yiengst;  
three daughters, Helen Louise  
Yiengst, Virginia Ann Yiengst,  
and Cynthia Jewel Yiengst, all of  
Baton Rouge; and one brother,  
Harry Yiengst, a former employee  
here who is now working in Louis-  
ville, Ky.

Oree A. Allen, 57, pipefitter in  
TEL-Sod. M&C, died April 20 at  
the Baton Rouge  
General Hospital  
following a short  
illness. He had  
been an em-  
ployee here since  
June 11, 1937.



The body rest-  
ed at the Raben-  
horst Funeral  
Home until April  
22. Religious serv-  
ices were held at 4:00 p.m. at the  
Lanier Baptist Church with inter-  
ment at Greenoaks Memorial Park.

He is survived by his widow, the  
former Lillian Hasely; a daughter,  
Mrs. Joseph D. Tullier; two sisters,  
two brothers, and two grandchil-  
dren.

The Annual Company Dinner  
honoring employees with 25 or  
more years of Company service  
will be held May 21 at the Baton  
Rouge Country Club.

## 'Plans Meant \$2,200 to My Family'

By Jack Stockwell,  
TEL Operations

When I signed for Major Medical coverage, I frankly didn't think  
I would ever need it, but I knew that it  
was an excellent plan and didn't want  
to take a chance in case an emergency  
did arise.



Now, from personal experience, I  
can praise it and the Basic Hospital and  
Surgical Plan to all my friends.

My wife has been in ill health for  
over two years. Her condition has re-  
quired numerous visits to the hospital  
for diagnosis and treatment. During  
that time I have had to draw heavily  
on both my basic and major medical  
coverage.

Last year, for example, our hos-  
pital bills amounted to over \$2,700. The  
insurances paid over \$2,200 of this  
amount.

Believe me, they are wonderful  
when times of emergency such as ours  
come along!



Rudy White, right, TEL-Sod. M&C, receives a \$135 suggestion award for a new maintenance method in Sodium. J. B. Hammond, foreman, made the presentation. This was the top award made through the local Suggestion System in April.

## Rudy White Is Leading Idea Man For the Month With \$135 Award

Rudy White, who finds time to serve his fellow employees on the board of directors of the Ethyl Employees Credit Union in addition to his Sodium Maintenance duties, also "found time" to become the Plant's leading suggester for last month. Rudy received the top April award of \$135 for his suggestion on a new maintenance method in Sodium.

Presenting the award to Rudy, the fifth he has received for adopted suggestions, was his foreman, J. B. Hammond.

His award and the other 33 suggestion awards received by employees last month totalled \$685.

A. L. Burris and H. C. Lewis, both of TEL-Sod. M&C, shared in another \$135 award for their joint suggestion on an improved maintenance method in TEL Furnaces. Burris received his share check



R. W. Robinson,  
\$40 Award



Darby James,  
\$40 Award

from A. J. Allen, Shops machinist foreman, on the Plant, but Lewis' check was delivered to him at the Baton Rouge General Hospital, where he was recuperating from a recent illness, by Supervisor J. L. Guillot. It was the third award for Burris and the fourth for Lewis.

Two employees took \$40 awards during the month. They were D. C.



A. L. Burris, right, and H. C. Lewis, inset, shared a \$135 suggestion award. A. J. Allen, left, shops machinist foreman, presented Burris' check. Lewis, who was in the Baton Rouge General Hospital recuperating from an illness, received his check from J. L. Guillot, shops supervisor. The recipients suggested an improved Maintenance procedure.

James, Cafeteria, and R. W. Robinson, TEL-Sod. M&C. It was the second award for James and the sixth for Robinson.

Twenty-nine others receiving awards last month were:

### \$25 Awards

O. M. Lambert, EtCl Maint.; V. J. Maranto, Qual. Control; C. R. Turner, Proc. Des.; C. A. Bowman, TEL Op.

### \$20 Awards

B. E. Aldridge, TEL-Sod. M&C.

### \$15 Awards

E. H. Ory, J. W. Dupuy, W. M. Baker, H. A. May, all of TEL Sod. M&C; J. W. Cruthirds, EtCl Maint.; G. B. Edwards, TEL Op.; Adah P. Sturgis, Qual. Control.

### \$10 Awards

J. A. Gilmore and O. J. Cambre (Share), P. E. Glindmeyer, J. Ware, all of TEL-Sod. M&C; L. A. Richardson, and W. A. Demeke, Sod. Op.; D. E. Johnson, Finance; J. H. Dutsch, and B. L. Henderson, TEL Op.; E. M. Browning and C. R. New, both of Qual. Control; T. J. Cook, R&D.

## Award of Honor—

(Continued from Page 1)  
ued, "is to beat this record and to add more Awards of Honor to the five we have already received. And that is really going to take some doing!"

"Let us always remember, however, that as much as we appreciate honors like the Award of Honor, and as proud as we are that our safety accomplishments have been recognized nationally, the real purpose of and the real payoff from the continued improvement in safety at the Baton Rouge Plant is to make the Baton Rouge Plant and each of our jobs as safe as humanly possible," he concluded.

Previous Awards of Honor received by Ethyl employees were for working one million manhours in 1948 without a single time-losing injury, outstanding improved safety performances in 1950 and 1955, and completion of three million manhours without lost-time injuries in late 1957 and early 1958.

## Danny and Corinne Sure Do Like To Hang Around On the Job!

Danny Danger and Corinne Caution, both of them tags of one sort or another, nestled close together in the lower right hand corner of the tool box. Corinne complained about the dull life she was leading, spending most of her time hidden away in that bleak spot, and Danny Danger lent his sympathy.



"I sometimes wonder," Corinne Caution said, "if people know just how important we are. They talk about doctors saving lives, about the importance of scientists who discover new medicines, but they seldom give us credit for saving lives and equipment, and that's what we do every time we go to work on a job."

"Right," said Danny Danger. "Absolutely right! We are two of the most important characters on the Baton Rouge Plant. Why, no later than yesterday I heard a man talking in a safety meeting—this tool box we are in had been left in the corner of the room—and he said that our rules and regulations were never to be violated."

"And did you know," Corinne answered, "that the month of May has been designated to emphasize the importance of our use on the Plant?"

"Emphasize? Emphasize how?" Danny asked.

"Emphasize in safety meetings—that's how! A special procedure written some years ago and revised in 1957 gives all the details of how we are to be used on the job, and

when this is discussed in safety meetings this month, employees will be aware of just how important we are."

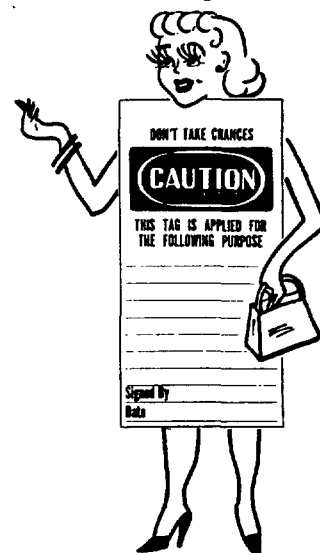
"I haven't been reading much lately," Danny said. "Too dark for my eyes in this tool box. But I heard an electrician talking about me the other day. He says that when I am tied to a piece of equipment, nobody is to use it until I have been removed."

"And that's not all," Corinne said, "the man who put you there is instructed to sign his name, and the foreman responsible for the equipment is required to give his approval, and then this same man should remove you."

"Yeah," said Danny Danger, "I protect lives. But your job is important, too. You protect expensive equipment. When you are hanging by a thread from a piece of equipment, that means 'hands off' because the machine is out of order and great damage could be done if someone attempted to use it."

"I hear somebody rattling the lock on this tool box right now," said Corinne. "Guess I'll go hang around a job where electricians are working."

"So long," Danny said. "I hope these discussions in safety meetings teach those Ethyl fellows the respect and importance we deserve."



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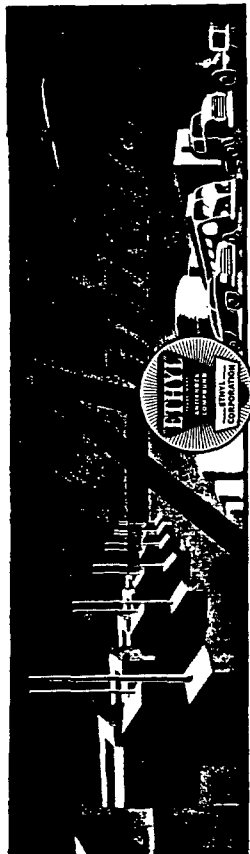
*Each Job Is Important!*



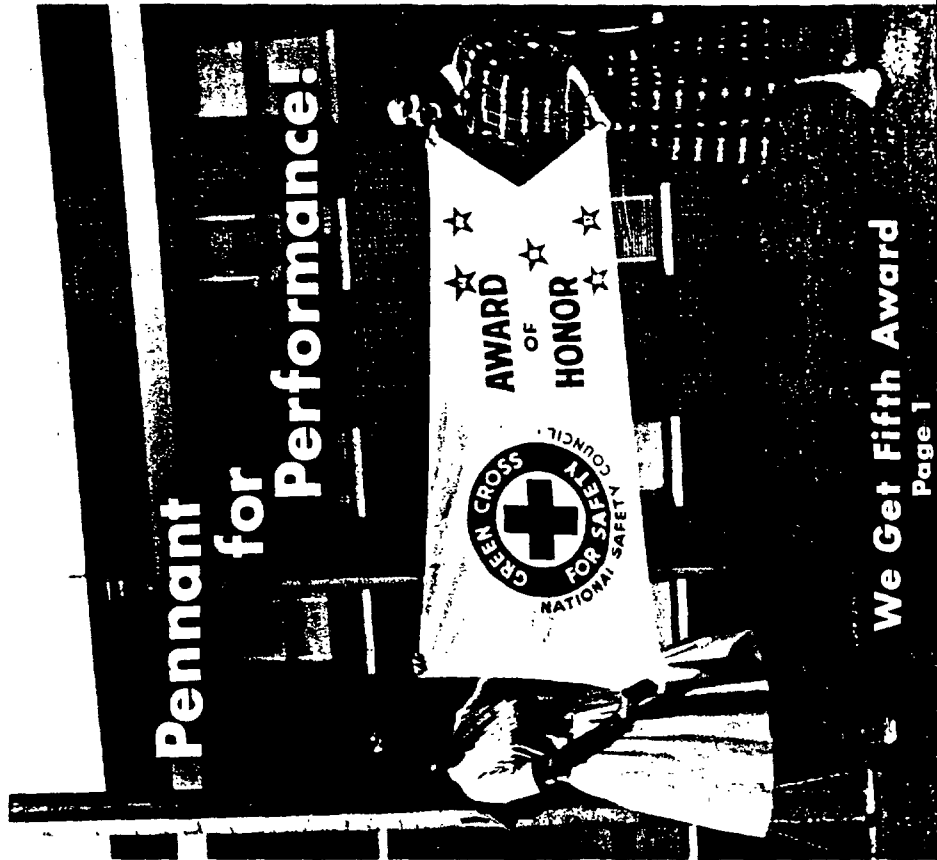
Jim Shifflet, sodium evaporator operator 1/c, sets automatic timer on a valve in the control room of the new Sodium Salt Evaporators. His is one of the key jobs in the manufacture of "Ethyl" antiknock compound.

In the Evaporator Area, water is evaporated from a brine solution and the residual salt is thoroughly dried for use in the production of sodium and chlorine.

He and other operators in Sodium must be thoroughly trained in their duties since the work they do plays an important part in efficient manufacturing operations on the Plant. Thus, their jobs are very important to the Plant and to the Company.



Vol. 21, No. 5      Baton Rouge, La.      May, 1959



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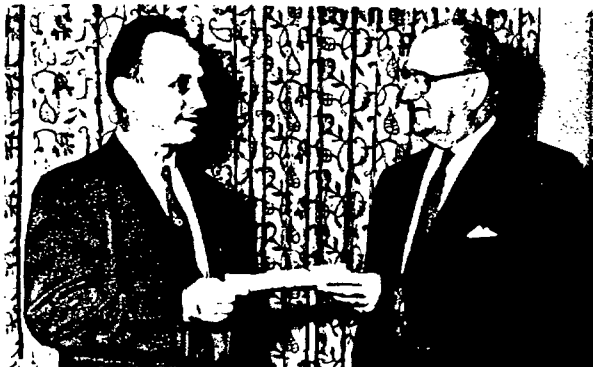
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Vol. 21, No. 4

April, 1959



Resident Manager Wallace F. Armstrong presents the Company's check in the amount of \$25,000 to Andrew Bahlinger, chairman of the Our Lady of the Lake Hospital Building Fund Drive. The Company pledged up to \$40,000 if the campaign reaches its goal.

## Microscopists Hold Meeting Here

A better understanding of the value of electron microscopy in research resulted from a one-day meeting held here March 10.

Claude Arceneaux, chemist in Chemical Research and Development and microscopist here, was chairman of the meeting attended by 20 people from all parts of the state.

They included representatives from the LSU and Tulane medical schools, the Department of Agriculture,

Esso Standard Oil Company, Copolymer, Naugatuck Chemical Division of U. S. Rubber Co., and the LSU Chemistry Department.

The program, a panel discussion on the technique of electron microscopy, began at 9 a.m. in the upstairs dining room of the Cafeteria.

At 11:30 a.m., guests made a tour of the Plant and returned to the Cafeteria for lunch before the afternoon session was held in the Chemical Research and Development Laboratory.

## The Cover

Henry "Cotton" Hill, an active member of the AOWU blood bank, gives a blood donation at the Baton Rouge General Hospital. Miss Norma Bender, medical technologist, is shown with the "patient."

Four blood banks, with membership from Plant employees, operate locally through the two hospitals. They provide blood for members and members' families.

For more information on the vital cooperative endeavors, see the article and pictures on Page 3.

## Company Makes Initial Contribution To OLOL Hospital Building Fund Drive

Ethyl Corporation made an initial contribution of \$25,000 to the Our Lady of the Lake Hospital building fund in late February.

Resident Manager Wallace F. Armstrong presented the check to Campaign Chairman Andrew Bahlinger.

The Company has pledged a gift up to an amount of \$40,000 to the hospital's building fund. The total amount is dependent upon the successful completion of the campaign. If the goal of \$600,000 is not reached, the contribution will be scaled down proportionately.

"We are very grateful to Ethyl Corporation for the excellent support it is giving toward these much needed facilities," Bahlinger said, "and we hope that it will encourage other friends of the hospital to make contributions so that the full campaign goal can be attained."

In presenting the check, Armstrong said "We at Ethyl are glad to be able to do our share in supporting such a vital community facility as Our Lady of the Lake Hospital. We are looking forward optimistically to the successful completion of this campaign."

He pointed out that the Company has tried to fulfill its responsibilities

as an industrial citizen throughout its years in Baton Rouge. It has supported many endeavors that are vital to the growth and betterment of Baton Rouge.

"We feel that it is important for us to help provide community facilities such as hospitals so that our employees now and for many years in the future will have the kind of community that they are proud to call home," he said.

## One of the Best!

Over 2,000 youngsters who participated in the annual ERA Easter Egg Hunt, March 21, at the ERA Park will agree that it was one of the best ever held.

Pauline Parish served as chairman for the event. In commenting on the hunt after it was over, she said: "The success of this annual outing reflects the hard work of the committee chairman and their groups. In behalf of the ERA, I want to say thanks to all of them for their effort."

Approximately 4,300 eggs were hidden in the ERA Park. Those youngsters who found small plastic Easter bunnies, received special prizes.

## I Pull Some 'Dillies' When You Give Me Half A Chance!

Hello! I'm Sam Screwdriver. Glad to know you, too! Yes, I come from the Hand Tool family. We are all relatives.

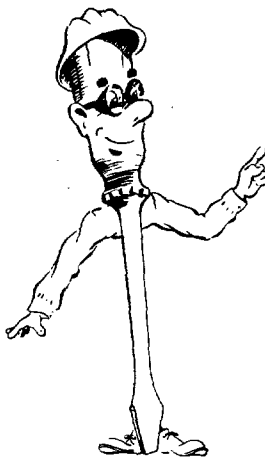
What am I selling? No, I'm not trying to sell screwdrivers. I call on you today to sell safety, and as I stop to think about it, safety is about the cheapest commodity the working man can buy today. You pay for it with safe work, proper planning for a job, observance of safety rules, and consideration for your fellow worker.

What do you get from all this effort? That's a good question. You retain the privilege of using your hands, your arms, your legs, your body, your eyes without restrictions that accidents cause.

But here I am straying from the subject. I really wanted to talk to you about the Hand Tool family. They are sharp characters! They are capable, you understand, and can do an excellent job when they are handled with a firm hand by a person who knows how to control them. But they are like temperamental spoiled children, I say. Release that grip on them, grow lax in your control, and what? Before you know it they have pierced, or pinched, or cut your flesh, or they have hit you with force enough to break your bones.

Now, I don't believe that I need to tell you that hand tool safety is being emphasized on the Plant during April. I'm glad that all employees are pointing out the need for being more careful with my family.

Take me, for example. I pull some dillies when I get a chance. One of my favorite stunts is to dig down into a worker's hand. I



wait until he attempts to hold a piece of equipment in his hand when he uses me. As he wipes up the blood from my digging wound, he realizes he should have used a vise or placed the equipment on a table.

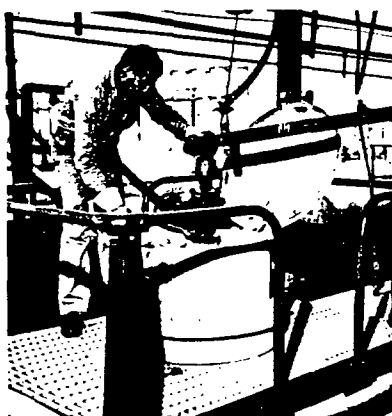
One of my cousins, Peter Pipewrench, enjoys causing head injuries when he is not kept under control. He likes to crash down on a worker's skull when the man is using him overhead and lets him slip. He will do it every time if he can turn loose from a pipe or fitting. When the worker places Peter Pipewrench's jaws on that pipe or fitting in the proper manner, though, he can't do this dirty work.

Oh! I was about to forget my crabby uncle, Willie Wrong Wrench. Uncle Willie is the cruellest member of the whole tribe. There just isn't anything he won't do when he is put to work. That's why most craftsmen will have absolutely nothing to do with him.

I could say a lot more, but if you'll pardon me I'll stop right now. You see, I have a splitting headache. Some "stupe" hit me on the head with a hammer just as if I were a chisel. Well, I took it for a while, but when the abuse had gone too far I let go with a sliver that hit him slightly left of center in the right eye. Talk about letting up in a hurry! That guy sold out to the hospital!

Remember one thing, friends. The members of our Hand Tool family are good workers, but we don't like to be kicked around. Treat us right, let us do the work we are prepared to do, and we won't cause any troubles!

## Activities Here Make Plant a Key Facility for Entire Company



"Ethyl" antiknock compounds and other products of our Plant are shipped all over the world. Here John W. Bagents, TEL Op., is shown loading a car at the Blender. Production, maintenance and many Plant services are functions of the Manufacturing Department.



Employee Relations personnel are concerned with employee activities and programs. One program that comes close to all of us is our topnotch benefits coverage. Here, Jack Creaghan gives checks for benefit claims to Thelma Boudreaux, Cafeteria.

The Engineering Department, which serves the entire Company, is centered here. Responsibilities of the Department include design and supervision of construction of new plants or units both here and elsewhere. Don Garrot and C. J. Kimmit review blueprints of a Sarnia installation.



"An important factor in the growth of the Company from a laboratory to a nationwide business." "The most important of Ethyl's facilities." Whether you say it one way or another, the Baton Rouge Plant is more than the plant where the majority of the Company's antiknock compounds are made.

It's the center of many activities of the Company's far-flung business operations including a lot of activities not directly concerned with the manufacture of our antiknock compounds.

It's the "home" of our new product vinyl chloride. It's the headquarters for the Engineering Department's work for the entire Company. It's one of Ethyl's research centers of the Research and Development Department. It's the base for a great deal of the activities of the Employee Relations, Purchasing and Traffic, Finance, Legal, and Medical Departments.

Beginning with this article, THE ANTI-KNOCK will tell the story of the Plant's departmental team and how each group of employees plays an important part in the Company. This first article will "introduce the players"—that is, present the departments and their major activities in brief form. Later, we plan to review in more detail the work of employees in each department on the Plant.

The primary function of the Plant is, of course, to make antiknock compounds and our other products. Therefore, most of the Plant's employees are in the Manufacturing Department. Many of the activities of the other departments on the Plant are carried out here primarily because this is the Company's principal manufacturing plant.

### Manufacturing

Manufacturing Department employees headed locally by Resident Manager Wallace F. Armstrong, have the over-all responsibility for our large Plant. This includes not only the operation and maintenance of the equipment that makes our products, but also the various services normally required by a plant of this size.

Primarily, Manufacturing employees make our products — antiknock compounds, vinyl chloride, sodium, ethyl chloride, etc. They also carry out the necessary scheduling, accounting, and quality control that go right along with our production, maintain and service the entire plant, including equipment, buildings and other facilities, do much of the construction work, handle movement of tank cars on the Plant and provide staff groups to assist in cost control.

Manufacturing employees are also responsible for a wide variety of services for the entire Plant, including such things as cafeteria, laundry, stores, office services, medical, finance, safety, plant protection, and our relations with the community of Baton Rouge.

### Research and Development

What might be called the "look ahead" group of the Company is its Research and Development Department. Responsible for Research and Development activities throughout the

Purchasing and Traffic people work closely with many other departments on all types of projects. Meeting to discuss new types of sea-land shipping containers are, seated, E. O. Jones and L. M. Davis, Purchasing and Traffic, and H. B. Beeson, Engineering. Standing are H. W. Wheeler, Medical, and T. J. Davis, Traffic manager.



Company is Vice President George F. Kirby, Jr., who maintains his office here. Employees of R&D make up the second largest departmental group on the Plant.

The largest local unit is Chemical Products, headed by George Beste, general manager of R&D Operations in Baton Rouge, Houston and Pittsburgh. Under his direction much of the Company's extensive chemical research and chemical engineering work is centered here. In addition, Kenneth Swartwood, patent counsel for the Company, and a major part of his staff are located here, as well as Clarence Neher, director of Business Research, and a major portion of that group.

### Engineering

Under the leadership of Chief Engineer Clarke Burdick, the Company's Engineering Department activities are also centered here. Local Engineering employees serve the entire Company. Their responsibilities include design and supervision of construction of new plants or units, both foreign and domestic. They are also responsible for inspection, equipment development, project design work and general engineering service for this Plant and other manufacturing locations as well as for other departments of the Company.

### Purchasing and Traffic

The Purchasing and Traffic Department, headed locally by Director Charles E. Colvin, is another group that conducts a major portion of its activities here for service to the entire Company. Purchasing, of course, buys the many supplies and materials needed by all of the other groups on the Plant and is responsible for continually striving to reduce costs by buying the desired quantity and quality at the lowest price. Traffic negotiates freight rates and chooses the methods of transportation and the routes so that Company products will reach our customers at scheduled times and at the least possible freight cost to Ethyl Corporation.

### Employee Relations

As the name implies, the Employee Relations department, headed locally by Manager William J. Henry, is concerned with certain activities and programs that involve all employees at the Baton Rouge Plant. The people in Employee Relations are responsible for administration of our top-notch benefit plans, the Ethyl Suggestion System, employment, on-plant and off-plant training, wages and salary coordination and maintaining the very essential personnel records. They also negotiate contracts and wages with the two plant unions, and serve as liaison between the Company, the Ethyl Recreation Association, the Ethyl Management Club and the two unions.

This brief summary of our activities here indicates that the employees of the Baton Rouge Plant serve Ethyl Corporation in a great many ways in addition to the manufacture of the products that we sell to our customers. In fact, through activities such as these, the Baton Rouge location seems destined to continue as the "major cog in the Ethyl machine" for many years to come.

Research and Development not only conducts far-reaching research work here but also provides many services to Manufacturing. Al Smith, area engineer in Tech. Services, and Cal Glassbrook, chemist in R&D Services, check control room reading in the EtCl Area.



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## Blood Banks Provide Vital Service To Employees in Times of Emergency

The four local blood banks operating among personnel on the Baton Rouge Plant are outstanding examples of cooperative endeavors through which employees help one another. Most of the employees of the Plant are eligible to participate in one or the other of these banks which operate in the Baton Rouge area only and have no affiliation with other blood banks.

The four organizations are the Allied Oil Workers' Blood Bank, the Sodium Blood Bank, the Ethyl Management Club Blood Bank, and the "A" Blood Donor Group, which is composed of employees from various parts of the Plant.

In 1958 the four blood banks gave out the combined total of 386 pints of blood. At a cost of \$25 per pint, this represents a savings of \$9,650 to employees.

Heading these organizations are four men who give freely of their time and organizational ability to maintain an adequate supply of blood at the local hospitals. They are Guy Aucoin—AOWU; Alver Carr—Sodium; Ernie Carr—Ethyl Management Club; and W. F. Kenon—"A" Blood Donor Group.

### Substantial Savings

The value of membership in these organizations may be pointed out by some of the case histories which have been supplied blood. The "A" Blood Donor Group, for example, gave 30 pints to one patient. Blood costs \$25 per pint if purchased at the hospital so that represented a savings to that employee of \$750. Equally important, if not more so, was the fact that blood was available immediately when needed.

The Ethyl Management Club gave nine pints to one member last year and 10 pints to the mother of another member.

Membership in any of the organizations by an employee gives coverage for many other members of his family. Although the coverage is not the same for all of the four banks from the Plant, all of them do provide broad protection in time of sickness and need.

Much like financial banking institutions, the local hospitals handle blood supplies for the blood banks. Blood that is donated is credited to their accounts. In emergency, they can even overdraw with the understanding that the overdrawn amount will be made up by donations from members.



Earline Rost, medical technologist at the Baton Rouge General Hospital, stands at the special blood storage refrigerator which keeps a blood supply available for immediate use.

Membership in the organization is sufficiently large that the individual is called for donations only infrequently. He receives notification that he is to make a donation at the hospital. It is his responsibility to call the blood bank there to make an appointment for the donation. If, however, a cold, recent illness, or other unanticipated complications keep him from making the donation, he must notify his bank at the Plant so other arrangements can be made.

### Must Respond When Notified

In all cases, the member is expected to give blood when notified, or make arrangements for someone else to give for him if his physical condition doesn't permit a donation.

Several members who have benefited were outspoken in their endorsement of the blood banks.

"During the prolonged illness and subsequent death of my mother," said W. J. Tracey, TEL Area Maintenance supervisor, "we learned first hand of the true value of a blood bank. In all, we called on the EMC bank for 10 pints of blood. Transfusions made it possible for her to live much longer than she otherwise could have."

"The EMC bank provided blood every time we called on them. My



Before Henry "Cotton" Hill gave a blood donation in answer to the call from the AOWU Blood Bank where he has membership, Bernard Carrier, technologist at the Baton Rouge General Hospital, checked his temperature and took a sample of blood from his finger for tests.



While Hill gave blood in the adjoining laboratory, Rufus Price, TEL Maintenance electrician, reported to give a donation for the "A" Blood Donor Group. He is shown here getting a blood pressure check by Technologist Carrier.

brothers also arranged for blood from their banks. It was a wonderful assurance to know that whatever blood my mother needed would always be available."

### Member Praises Service

"I have used the blood bank several times," says Raymond I. Aubin, EtCI Op. "It has meant a lot for us when we have had serious operations for different members of our family. I don't see how we could have done without it. The AOWU bank gave immediate and excellent service."

These statements are representa-

tive of the feelings of members in all of the blood banks.

The cooperation of Plant employees often extends beyond the confines of the blood bank memberships. In several instances employees have needed blood or special types for themselves or members of their families. At such a time they have been confronted with the problem of paying for this blood, at approximately \$25 per pint, or having it replaced by donations from their fellow employees and friends. Employees have been very cooperative at such times.

## Calf Purchases Support Livestock Shows



George McKenney, left, and Rudy Williams are shown with Brenda McCrae and her Hereford which the Company purchased in support of the LSU Livestock Show. The 1,026-pound animal brought 51 cents a pound. Duke Hartsfield and Aubrey Chaney, representing the Ethyl Management Club, bought a 965-pound Angus from Gilbert Burgess for 39 cents a pound. The Company also bought an animal at Southern University in support of their show.



These men head the four blood banks active on the Plant. F. W. Kenon, left, is chairman of the "A" Blood Donor Group; Ernie Carr, second from left, heads the Ethyl Management Club Bank; Guy Aucoin, third from left, is chairman of the AOWU Blood Bank, and Alver Carr, right, heads the Sodium Blood Bank.

# Benefit Plans Contribute to Security, Protection and Pleasure

All of us are familiar with the time-worn expression, "Money talks." Yet the benefits employees receive represent real money although this money does not talk as loudly as it should. However, it is really more valuable than actual money in the pocket because it buys substantial security and savings for the Baton Rouge Plant employee. It provides benefits under our comprehensive benefits plans which contribute to our security, protection and pleasure.

As an employee you pay part of the cost for the Retirement Income Plan, the Group Hospital and Surgical Plans and the Group Life Insurance Plan. The Company pays the remainder of the cost.

The Company pays the entire cost for the Accident and Sickness Benefits Plan, the Military Leave of Absence Plan, the Vacation Plan, the eight paid holidays each year, excused absences for certain personal reasons and community obligations, and the Merit Pay Plan.

You pay the cost of the Major Medical Plan.

What is the value of this silent salary? The specific worth cannot be stated in dollars and cents because of the varying personal factors involved. However, it does afford an extra measure of financial security that rivals any in industry and surpasses most of them.

## Retirement Income Plan

Paid for by you and the Company, the Plan provides a lifetime income after retirement. You contribute approximately 2.5 per cent of your salary. The Company is currently contributing an average of more than \$3.50 for each employee dollar invested.

If you retire at normal retirement age—65 for men and 60 for women—the plan now provides that each year after retirement you will get two-thirds of your total contributions. Since the retirement annuity is guaranteed for five years you, or your beneficiary, will receive  $3\frac{1}{2}$  times the amount you are investing in the plan.



## Military Leave of Absence



This plan, paid for by the Company, provides lump sum payments for eligible employees entering military service and monthly allowances to their qualified dependents. If you have six months but less than one year of service, you are eligible for a lump sum payment equal to one month of pay. If you have one or more years of Company service, you are eligible for a lump sum payment equivalent to two months of regular pay. With one year or more of Company service you are eligible for as much as two weeks leave of absence with pay each year for military training duty.

## Group Life Insurance



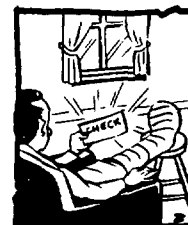
This plan, of which the Company shares part of the total cost, provides financial protection for your dependents. All regular employees are eligible to subscribe for group life insurance equal to approximately twice their annual earnings if male or about one and one-half times their annual earnings if female. Your cost for this protection is only 40 to 50 cents per month per \$1,000 of insurance. When you retire after 10 or more years of qualified participation in this plan, part of the insurance in effect at your normal retirement date will be continued for the rest of your life at no further cost to you.

## Accident and Sickness Benefits

This plan, paid for by the Company, provides regular income for periods of absence due to illness or accident. Depending on your length of Company service, you may receive as much as 12 weeks at full pay and 40 weeks at one-half pay for non-occupational disability.

In the event of occupational disability, you may receive up to 16 weeks at full pay and 36 weeks at two-thirds pay, and approved medical expenses will be paid.

If you become permanently and totally disabled after 15 years of Company service, you may also be eligible for further disability benefits under the plan.



## Holidays

Qualified employees get eight holidays which are paid for by the Company. They are New Year's Day, Good Friday, July Fourth, Labor Day, Columbus Day, Veteran's Day, Thanksgiving Day and Christmas Day.



## Group Hospital and Surgical and Major Medical Plans

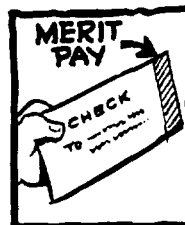
Under the Basic Hospital and Surgical Plan which is paid for jointly by the employee and the Company, you and your eligible dependents are insured against hospital and surgical expenses.

You and your eligible dependents are also insured against large medical expenses under the Major Medical Plan. If your medical expenses exceed your deductible amount in three months or less, the plan will pay you 75 per cent of all covered medical expenses until it has paid out a maximum of \$10,000 for each unrelated illness or injury. Covered medical expenses include hospital and doctor charges, drug store bills, registered nurses and local ambulance service. The employee pays the cost of this plan.



## Merit Pay Plan

The Company provides a plan whereby wage employees may receive additional pay based on service with the Company. Added to your base pay is 3 per cent for 3 years service, 5 per cent for 5 years service, 7 per cent for 7 years service, and 10 per cent for 10 years service.



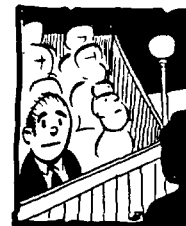
## Vacation Plan

This plan, paid for by the Company, provides that if you have more than one year but less than ten years of service, you are eligible for two weeks of paid vacation annually. With 10 but less than 20 years of service, you are eligible for three weeks of vacation. If you have 20 years or more of service, you are eligible for four weeks of vacation.



## Excused Absences

The Company provides pay to employees for absences for certain personal reasons and community obligations. You are paid for specified periods when attending a funeral of someone in your immediate family. You also receive pay while serving as an election commissioner, on jury duty, or as a witness in district court in a criminal matter.





Instructor R. W. Stephens watches as students work a problem in the industrial instrumentation class. They are, left to right, J. W. Hodges, L. J. Bennett, E. J. Ory, and W. M. Carlton, Jr.



Members of this industrial instrumentation class, shown above, include J. D. Spears, T. C. Easley, I. P. Bellanger, W. G. Carroll, C. H. Underwood, J. W. Cruthirds, John S. Day, and George W. Perry. R. W. Stephens, the instructor, is not shown here.

## It's 'School Days' Again for Employees in Training Courses

School days are being combined with work days for many employees on the Plant who are enrolled in several on-plant training courses developed by Maintenance and On-Plant Construction with the assistance of the Training staff.

Many employees are now busy in self improvement through their participation in training classes. These represent the cooperative action of (1) the men who want to increase their knowledge, and (2) the Company's interest in their self improvement.

Classes now in progress, recently completed, or to begin in the near future include blueprint reading for electricians, industrial instrumentation, orientation for refrigeration training to be followed by a refrigeration instruction class of approximately 400 hours.

### Teaches Blueprint Class

The blueprint reading class for electricians meets daily and is instructed by Howard Wascom. The course, which lasts from three to five weeks, was divided into three groups to accommodate the large number who wanted the instruction. Two groups have completed the training; the third is now in progress.

In another class, taught by the Power Group, 160 hours of instruction for six men from the Maintenance electrical group were recently completed. A. C. Spinks was the instructor.

### Five Groups Registered

The industrial instrumentation course has five groups registered. The first phase—mathematics—is being taught by R. W. Stephens. The exact length of the course has not yet been determined, but should last approximately 18 months. It will include instrumen-

tation fundamentals and theory, and electronics.

Orientation for refrigeration training is a refresher course in basic mathematics, blueprint reading, and the elements of electricity.

J. B. Alexander and Sam Boudinot are the instructors.

### Useful in Any Craft

While the refrigeration orientation class has been primarily designed for refrigeration training, the material is of such basic nature that it will be useful in any craft. Over 80 mechanics have requested this training in the class which will last from three to four months.

The final refrigeration class, to be scheduled some months in the future, will give approximately 400 hours of instruction.

J. D. Daigne will teach the course which will involve basic refrigeration theory and actual work on refrigeration equipment.

W. T. Edwards, coordinator of the orientation and refrigeration training program, states that the high degree of interest and effort shown by the class members has been gratifying. Employees, he said, are proving their interest in this opportunity.



Member of International Council of Industrial Editors

J. T. Stephenson... Editor

The purpose of The Antiknock is to report how Ethyl people at the Baton Rouge Plant work together, inform employees about the Company—its products, progress and problems—show the activities of employees and their families, and promote an appreciation of the American Way of Life.



Students in this orientation for refrigeration class are, left to right, C. E. Redel, F. F. Chambless, L. F. East, K. Stephens, E. J. Simoneaux, Roy Fugler, B. B. Pate, R. H. Harrison, M. J. Munn, N. R. Schlatter, M. C. Many, and C. E. Wilkinson. Sam Boudinot, the instructor, is shown standing at right.



Instructor J. B. Alexander, standing, is shown as he discusses a problem in this orientation for refrigeration class. Shown, seated from left to right, are J. M. Walker, W. P. Simmons, Willie Aime, Whitfield Wascom, Clyde Rogillio, W. A. Badeaux, T. A. Parsons, and E. L. Lefebvre.



Howard Wascom, instructor, points to a diagram under discussion in this blueprint reading class. Students are, from left, W. M. Baker, Marian Neal, James C. Williams, Berlin Mack, Richard Blanchard, and Charles Crowe.



Here Howard Wascom leads a discussion in another blueprint reading class. In attendance, left to right, are Amos Brumfield, Oscar Cambre, Rufus Price, Gene Powers, Pat Wheat, Victor Hancock, Kirk Hall, and Lionel Barrett.

## Recognized for Twenty Years of Service



John F. Thompson, Jr.,  
TEL Op.



Claude H. Prestridge, Jr.,  
Sod. Op.



Charles A. Boudreaux,  
Qual. Control



Charles B. Whitehead,  
Sod. Op.



Jack R. Black,  
M&C



Rog Fugler,  
TEL-Sod. M&C



Watson L. King,  
EICI Op.



Jesse R. Walton, Sr.,  
EICI Op.



Louis W. Forgey,  
EICI Op.

William C. Goode, TEL Op., with 40 years, heads the field of those celebrating long service anniversaries. His service dates back to March, 1919.

Next in celebrating long service is Henry P. Houdart, TEL Op., whose 30 years of service dates back to March, 1929.

Nine other employees rounded out 20 years of service, 10 completed 15 years of service, 36 completed 10 years and two reached the five-year mark last month.

### 15 Years

Lloyd B. Willis, TEL Op.  
Richard L. Blackledge, TEL-Sod. M&C  
Marion J. Neal, TEL-Sod. M&C  
David D. Causey, TEL-Sod. M&C  
Alton Juhahn, TEL-Sod. Op.  
Henry C. Lewis, TEL-Sod. M&C  
Richard P. Langlois, TEL-Op.  
Jessie W. Hall, Sod. Op.  
Donald D. Burch, Chem. Res.  
John Hilton, EICI Labor

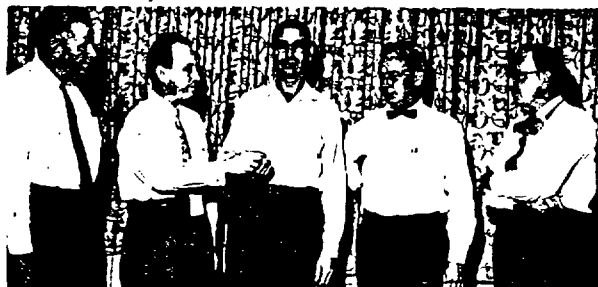
### 10 Years

Archie F. Hebert, TEL-Sod. M&C

### 5 Years

Herbert F. Kraemer, Tech. Serv.  
Moore Tappan, Jr., Ind. Eng.

## Thirty-Year Pin Goes to Houdart



Henry Houdart, third from left, received his thirty-year award last month. Resident Manager Wallace Armstrong made the presentation. Others present to congratulate Henry included Roy Clothier, left, Jim Bergin, second from right, and Herb Hobgood. Houdart is a supervisor in TEL Operations.



Carl Goode, second from left, receives his 40-year service pin from Resident Manager Wallace F. Armstrong as Jim Bergin, left, Roy Clothier, second from right, and Herb Hobgood stand by to offer their congratulations. Goode came to Baton Rouge in 1937 to work in TEL Operations.

## Goode Receives 40-Year Service Award

William Carl Goode, special assistant to the superintendent of TEL Operations, completed 40 years of Company service on March 1. He received his service pin and certificate from Resident Manager Wallace F. Armstrong.

All of his years of service except the first four, have been spent in the field of TEL manufacture. He became a supervisor in TEL Operations back in 1923 when it had not advanced beyond the pilot plant stage.

Since that time Carl has held numerous supervisory jobs in TEL Operations including 26 years as a shift supervisor. He is highly respected for his thorough knowledge of tetraethyl lead manufacture by employees who worked under him. Goode came to Baton Rouge in May of 1937.

"I am among those oldtimers who have seen the Company grow

to its present size," Goode said. "During that time I have worked with and for many people. All in all, it has been a great experience, and if I should live my life over, I'd choose to do the same work again."

"The Baton Rouge Plant has been fortunate in getting efficient well qualified employees who give their sincere effort and cooperation on the job. I hope that this same spirit can continue during future years."

Goode is married to the former Elizabeth Davis of Pennsville, N. J. Their three children are Sam, vice-president of a local finance company, Terrell, coach and teacher at Glen Oaks High School, and Mrs. Frank Kerr of Baton Rouge.

Carl looks forward to his retirement on Aug. 1 when he and Mrs. Goode plan to do extensive traveling throughout the country.

## Suggestion Money Goes 'a Beggin'



P. E. Glindmeyer,  
TEL-Sod.  
M&C,  
\$70 award



C. R. Thompson,  
Finance,  
\$40 award

his idea on an improvement in an Office form.

Others receiving awards were:

### \$30 Awards

M. E. Phenix and O. P. Marchand (Share) and A. P. Hewitt, all of TEL-Sod. M&C.

### \$25 Awards

R. J. Sharp, TEL-Sod. M&C.

### \$20 Awards

A. A. Cook and W. E. Crutwell, Jr. (Share) and W. Wascom, all of TEL-Sod. M&C.

### \$15 Awards

W. T. Willard and J. A. Gilmore, both of TEL-Sod. M&C; F. A. McKneely, Stores; E. Montgomery, TEL Op.

### \$10 Awards

N. A. Guldrex, L. J. Marchand, E. D. McMillan, S. H. Kimbrough, all of TEL-Sod. M&C; J. M. Jones, Qual. Control; P. T. Cain (2 awards) and A. M. Reames, both of Sod. Op.; C. Lipscomb, H. R. Allen, both of EICI Maint.; E. Montgomery, E. M. Turner, both of TEL Op.; Lucille F. McQueen, Emp. Rel.

### Certificate of Award

W. S. Smith, Safety.

## Box Score

### Off-the-Job Injuries

1958 (April to Dec.) 86

1959 (through March) 17

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## Adequate Theater Is Object of Bond Drive



These employees have been cast members with the Baton Rouge Little Theater which is now conducting a bond sales drive to raise \$125,000 for an adequate theater in which to present six plays each season. Front, left to right, they are Julius Law, Vanora Facundus, Joe Story, Eric Breidenbach. Back row, left to right, are Bob Bloodwell, Charles Bruton, Ed Cox and M. J. Chatelain. Not shown: Tom Terry. Other employees have been active in backstage work.

The drive is based on the purchase of \$100 bonds; the bonds are to be redeemed with interest later. Plans call for a 450-person capacity auditorium, dressing rooms, and a multi-purpose social area in the initial theater building.

## -- Deceased Employees --

### Al J. Amiss, Jr.

Al J. Amiss, Jr., died March 8 at the Veterans' Hospital in Alexandria following a lengthy illness. He had been a male nurse in Medical from Sept. 21, 1938, when he was hired, until Sept. 1, 1957, when he was granted disability retirement.

The body rested at Rabenhorst Funeral Home. Services were held March 10 at 3:00 p.m. at St. Joseph's Catholic Church. Interment was in Roselawn Cemetery.

Amiss is survived by his widow, the former Norma Thiel; his mother, Mrs. Ada P. Amiss; a son, J. Al Amiss, III, an employee here from Oct., 1949, until Oct., 1958; a daughter, Mrs. Hershel Kelley, whose husband is an employee here, and three grandchildren. Mrs. Kelley, Edna Ruth, is a former employee who worked here from July, 1954, to Jan., 1959. He was a member of St. Joseph's Catholic Church and the American Legion.

### Jack T. Dempsey

Jack T. Dempsey, outside machinist 1/c, died at the Baton Rouge General Hospital, March 6, following an operation.

A native of Louisville, Miss., he was born April 27, 1912. He received his education in Columbus, Miss.

Dempsey joined the Company on July 13, 1937, as a construction worker. He transferred to Maintenance in 1937 as a millwright helper 2/c and was an outside machinist 1/c at the time of his death. He is survived by his widow, Lillie C. Dempsey, and three daughters—Jacqueline, Linder, and Laura.

The body rested at the Holabaugh-Spindle Funeral Home. Funeral services were held Feb. 28 with interment in Greenoaks Memorial Park.

### John A. Graziano

John A. Graziano, an annuitant who retired last Oct. 31, died on Feb. 24 following major surgery.

The body rested at the Rabenhorst Funeral Home. Funeral services were held Feb. 26 at the St. Anthony Catholic Church with interment in the St. Louis Cemetery in New Orleans.

John was a member of St. Anthony Catholic Church, Knights of Columbus, Holy Name Society, Usher Society, Ethyl Management Club, the ERA, and the Eagles.

He joined the Company on Dec. 1, 1936, as a carpenter in Construction. He became a foreman there in 1938. He later transferred to Maintenance where he was a foreman at the time of his retirement.

Johnny was active in the Ethyl Management Club in which he originated and developed the club's annual "Toys for Tots" program. He also was active in carnival ball and other activities for the club.

He is survived by his widow, the former Victoria Verdigets; one daughter, Mrs. R. E. Johnson of Gramercy; one sister, Mrs. Joe Luccio of Hammond, and three grandchildren.

### Joseph E. James

Joseph E. James, sheetmetal worker 1/c, died Feb. 26 at the Baton Rouge General Hospital.

A native and life-long resident of Gonzales, he was born Sept. 13, 1905.

He was hired in July of 1942 as a construction worker here and transferred to Maintenance in 1943.

The body rested at the Welsh Funeral Home in Gonzales until Feb. 28. Religious services were held at St. Theresa Catholic Church in Gonzales with interment in the church cemetery.

James is survived by his widow,

## Three Get New Assignments

Richard F. Buchholz, R&D, was promoted to superintendent of Manufacturing Technical Services, effective Feb. 26. He previously occupied the position in an acting capacity.

A native of Allen County, Ind., he attended Purdue University where he received his BS in chemical engineering, and the University of Michigan where he received his MS in chemical engineering. Later, he did further study at Purdue University.

He and Mrs. Buchholz, the former Mary Sharkey of Baton Rouge, are the parents of two sons, Richard Keil, three, and Keith Alan, one and one-half years old.

Buchholz joined the Company in 1951 as a design engineer in Process Design. He worked in numerous positions prior to his appointment as acting superintendent of Manufacturing Technical Services.

### S. M. Blitzer

S. M. Blitzer, R&D, has been named project manager for the



Volatile Lead Alkyls program. At the same time he will continue to serve the AK-33X program in a consulting capacity.

Sid, who is a native of Toledo, Ohio, received his MS in chemistry at Ohio State University in 1939. Immediately after graduation he joined the Company as a chemist here in the Control Lab. In 1949 he became a Development associate in R&D, and in 1951 a supervisor.

He was named project manager of the AK-33X program in October, 1956.

Sid and Mrs. Blitzer, the former Helene Kantrow, of Baton Rouge, are the parents of two children, Sid, Jr., and Helene Kay.

### H. E. O'Connell

H. E. O'Connell, R&D, has been named project manager of the AK-33X program.

He will also continue in his present assignment as project manager for the Ethyl Chloride and Vinyl Chloride programs.

Harry joined the Company in 1941 as a chemical engineer in the research laboratories in Detroit. A few months later, he transferred to Baton Rouge.

He has been a supervisor in what was then the Technical Division, head of Process Design, associate director of Process Development, and project manager of Vinyl Chloride and Ethyl Chloride.

Mrs. O'Connell is the former Olive Boone of Bingham, Michigan. The couple have no children.



## Boat-Motor Loans

The Credit Union is now granting loans to employees for the purchase of boats, motors and boat trailers. The loans can cover up to 80 per cent of the cost of boat rigs plus insurance, and can be made for a maximum of 24 months. The interest rate is one per cent per month on the unpaid balance. For full information, contact the Credit Union Office.

## CLASSIFIED ADS

### For Sale

Mastercraft trailer and 14-ft. Yellow-Jacket Catalina boat with 35 hp. Evinrude Lark motor. Tailor made top with windshield and foam rubber seats, 1957 model. \$1,000. Phone St. Amant HO-3-1288.

Farmall cub tractor and equipment. Phone EL-7-3094.

1958 Pontiac 4-door Catalina in excellent condition. Only \$500 down and take up notes. Phone EL-5-1112.

Six room and bath all cypress house, in very good condition, to be moved from property; dining room set in good condition. Phone WA-1-5548.

Baby Bed with mattress. Phone WA-4-1515.

Gas stove, apartment size. \$15. Phone WA-4-1580.

Easy Spin dryer washer. Phone EL-5-8819.

52-ft. by 145-ft. lot with trees in North Highlands—5200 block of Shelley Street. Phone 6-6-5960.

Mrs. Veda James; three sons, Gerald, Hubert, and Emmett; three daughters, Mrs. Sadie Mire, Miss Shirley James, and Mrs. Louis Bergeron; four sisters, and two brothers.

1 1/2 hp. air conditioner, less than two years old, cost \$275 will sell for \$160; General Electric kitchen stove in excellent condition, \$125; pink and black dinette set, table and four chairs, \$35. Phone WA-1-2277.

12-gauge Stevens pump gun. Like new. \$50; 12-gauge Browning automatic with ventilated polychoke. Like new. \$100. Phone DI-4-6590.

12 hp. Royal shift model outboard motor. \$40. In good condition. Phone EL-5-3814.

Good utility trailer with oak box body, springs, stop lights, extra tire. Recently painted. \$60. EL-5-2507.

20-inch Homart window fan. Will trade for wringer-type washing machine or metal dinette set. Will sell for \$25. Phone EL-5-6198.

Angle iron welded boat trailer. \$50. Phone EL-7-5041.

Remington automatic rifle. \$25. Phone EL-6-1025.

Two new bicycle tires and tubes. Size 24 x 2.125. \$4 for all four. Phone WA-4-2224.

14-ft. boat trailer, hiltop made. Can be seen at 10355 Tams Drive. \$110.

95-foot by 200-ft. lot on Groom Road in Baker, close to school. \$2,500. Phone EL-5-6198.

### For Trade

Girl's 20-inch bicycle in perfect condition for girl's 24-inch bicycle. Phone Denham Springs 6-5-5555.

Ethyl Corporation  
P. O. Box 341  
Baton Rouge 1, La.

Form 3547 Requested

U. S. Postage  
P A I D  
Bulk Rate  
Permit No. 362  
Baton Rouge, La.

*Each Job Is Important!*



Pearl Mann, supply room clerk, fills an order from the shelves of the Administration Building stockroom where she works.

The order may be for any of hundreds of necessary items which are kept in stock. Pencils, paper, special forms, typewriter ribbons, ink, file folders, erasers, paper clips—these items and hundreds more are used each day by employees performing their duties at the Baton Rouge Plant.

As supply room clerk she maintains an adequate supply of necessary items, keeps the storage area neat and accessible, and fills orders quickly and efficiently.

The supply room clerk's job is important to the efficient functioning of other Plant groups. Her job backs up the employees in production, in maintenance, in research, in engineering, and in all the other Plant groups who are vital in carrying



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Vol. 2

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Vol. 21, No. 4

Baton Rouge, La.

April, 1959

# Blood Banks!

## A Story of Cooperation

(See Page 3)



ETC 26584

keeps the storage area neat and accessible, and fills orders quickly and efficiently.

The supply room clerk's job is important to the efficient functioning of other Plant groups. Her job backs up the employees in production, in maintenance, in research, in engineering, and in all the other Plant groups who are vital in carrying



Vol. 21, No. 3

March, 1959

## ERA Officers and Board Are Named



ERA officers for 1959 are, left to right, Arthur LeBlanc, vice-president; Jeanne Clement, secretary; Gene Cothorn, president; and Ralph Doerner, treasurer.



1959 ERA Board members are, left to right, Jim Westbrook, Dev. Lab.; Archie Triche, Misc. Services; M. D. Kilroy, TEL Op.; John Gaudin, TEL Stores and Shops; Frank Wilklow, TEL Op.; Charles Mathis, EtCI Stores and Shops; Arthur J. LeBlanc, TEL Maint.; Gene Cothorn, Sod. Maint.; A. J. Bourgeois, TEL Maint.; Jeanne Clement, Office; Mickey Owens, EtCI Maint.; Pauline Parrish, Office; Clyde Norris, Sod. Op.; B. T. Wilson, EtCI Op.; Willie Disch, TEL Maint.; Gordon Chiek, Sod. Op.; Bill Croissant, Office; and Ralph Doerner, Office. Not shown are Ivy Landry, TEL Op.; J. J. Beysselle, EtCI Op.; Jimmie Bishop, EtCI Maint.; R. P. Curry, Dev. Lab., and Edwin Jackson, TEL Op.

## Her Contest Entry Brings Giant Prize

"I like my super market because

Mrs. Martin B. Smith read the directions carefully, added her reasons for liking the super market in explicit yet simple language, clipped the trademarks of products which she purchased regularly from the super market, and dropped the entry into the mail.

Family Circle Magazine sponsor-



Mrs. Martin B. Smith

ed the contest in 1958. She sent in entries from the October and November issues. Within a few days she had forgotten them, because she seldom participated in contests.

When a detective came to her home a few weeks ago to investigate, she realized that she was among the winners. He confirmed the fact that her entry was original and that she had no relatives working for the advertising agency handling the contest. He would not tell her what prize she had won, however.

A special delivery letter arrived at 8:30 p.m. on Jan. 29. Then she knew she was second-place winner in the contest. Her prizes were to be an Esther Williams swimming pool and \$6,750 in cash.

"I could hardly believe it," she said. "We had forgotten about the contest until the detective came to our home to investigate, and even then we didn't think our award would be the second prize in the entire nation."

She and her husband, Martin, who is a research chemist in Chemical Research, hadn't fully decided what they would do about the swimming pool when this was written. Their children, Ingrid Ann, 12, and Philip Wallace, 9½, naturally think it would be won-

(Continued on Page 7)

## The Cover

The Melvin Waggenspacks are typical of employee families who participate in youth activities. Terry is active in Cub Scout Den 1, Pack 78; his father, Melvin, who is a TEL operator, helps each year with the planning for Girl Scouts' Day Camp; Gayle Anne is a member of Girl Scout Troop 139; Mrs. Waggenspack is a leader of Troop 139 and works with the Audubon Girl Scouts. Gwen Mary looks forward to next year when she can join the Brownies. For more information about employee participation in community youth activities, see Page 2.

## Painters Improve Skill Through Special Vocational School Classes

Members of the Plant Painter craft are becoming more skilled as a result of the "on the job" training on the Plant and the related eight-week course in Industrial Maintenance Painting at the Baton Rouge Vocational-Technical School.

There are 150 painters registered for the class of which 78 are Plant employees. The others are from other industries in the area.

The course, which began Feb. 9, was developed by members of supervision in the Painting Group and the Training Office. It is being presented by the local chapter of the National Association of Corrosion Engineers. This is the first organized industrial painting course to be offered in this area. Serving as instructors are leading authorities in the preservation and coating field.

Classes are conducted from 7:00 to 9:00 p.m. on Monday nights at the school on Winbourne Avenue. They are extending through an eight-week period.

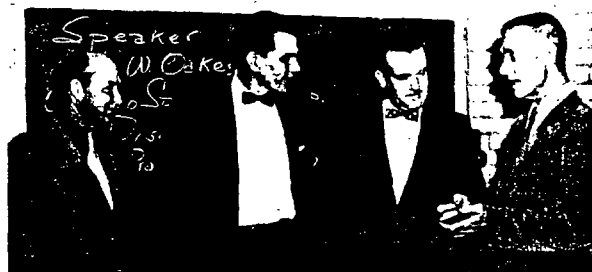
The final class meeting is scheduled for April 4 when a barbecue and graduation ceremony will be held at the ERA Park.

Displays and demonstrations by manufacturers of paint and painting equipment will be set up on the ERA grounds.

Employees who helped to organize the course are Vernon Smythe, Wallace Mixon, C. B. Reed, and B. G. Gouner of the Maintenance Section, and Ray Metternich of the Training Office. Representing the corrosion engineers association are Felix Kelm-ske, Woody Gilpin, and Harry S. Butler. Butler is a chemist in Chem. R&D.

"To improve our skills and know-how is one of the most valuable investments in our future that we can make," said John Klock, manager of Maintenance and Construction, in commenting on the training program. "It is to our individual best interest that we guard and improve this investment carefully. The interest shown by the men assigned to our Plant painting program in improving their skill demonstrates the fact that they take their work seriously and realize the importance of keeping abreast of the latest developments in their field of work."

"Congratulations are in order for the enthusiasm these men are showing. There is no doubt that the men and the Company will benefit from this and other types of job training. The more proficient we become in our jobs or trades, the greater is our collective security."



Employees who organized the first Industrial Maintenance Painting Course in the Baton Rouge area included C. B. Reed, Wallace Mixon, Vernon Smythe, and Ray Metternich.



This is a picture of the painters, many of them Plant employees, who waited to register for the course at the Baton Rouge Vocational-Technical School. The Ethyl-developed course has been made available to painters from other area industries.

ETC 26585



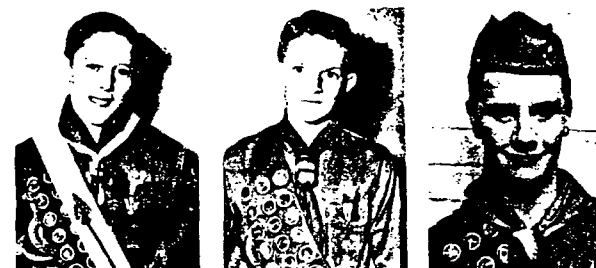
The four young ladies, who are members of the YWCA, are shown lending a helping hand with the office work. Left to right are Billie Edwards, daughter of Mr. and Mrs. William T. Edwards, Lillian Dicks, daughter of Dr. and Mrs. George Dicks, Jan Devall, daughter of Mr. and Mrs. Leo F. Devall and Anette Sanders, daughter of Mr. and Mrs. Sidney Sanders.



Five local employees have received the Silver Beaver Award for their outstanding leadership in Boy Scouts. This is the highest award that can be presented by a local council. Left to right are Lew Barnum, L. V. Hancock, Dan Read, annuitant, Henry B. Bradford, and F. M. Porch.



Girl Scouts Lynn Stubblefield, daughter of Mr. and Mrs. E. M. Stubblefield; Laura Cline, daughter of Mr. and Mrs. W. E. Cline; Susan Conrad, daughter of Mr. and Mrs. Rex Conrad, and Gretchen Krieg, daughter of Mr. and Mrs. L. R. Krieg, look at the "flying saucers" which Scouts made for their recent exhibit, *The Girl Scout Story*, on display at the Old State Capitol for a month.



Among the recipients of the Eagle Scout badge during 1958 were the three youths shown above. They are, left to right, Hugh Middleton, Troop 256—son of Mr. and Mrs. A. H. Middleton; Kenneth Dunn, Explorer Post 55—son of Mr. and Mrs. Kenneth Dunn; and Charles A. Hustmyre, III, Junior Assistant Scoutmaster, Troop 78—son of Mr. and Mrs. Charles A. Hustmyre, Jr. Pictures of J. I. Martin, Jr., and Leo Miller, Jr., were not available.

## Ethyl Employees, Families Give Support to Area Youth Activities

"Boy did we have fun!" How many times have you heard your son or daughter say that as you listened to an excited description of some activity of the Boy Scouts, Girl Scouts, Camp Fire Girls, YMCA, YWCA, or CYO? To thousands of boys and girls in this area—including many Ethyl sons and daughters—these organizations do mean FUN.

The youngsters take part in them for the fun they get out of the program. But we adults support these organizations because they perform vital functions in the development of boys and girls into capable and qualified leaders of the future.

### Three Contributing Factors

In fact, there are three essentials for a successful youth program—(1) financial support, (2) boys and girls, (3) leadership. How do Ethyl employees and their families help meet these requirements?

Insofar as financial support is concerned our answer is found in our contributions to the United Givers Fund from which these organizations get their local operating funds.

As for the second essential—boys and girls—Ethyl again is in the picture. These organizations serve hundreds of youngsters whose fathers or mothers are employed here.

### Youngsters Get High Rank

Scouting, for example, reaches into most Ethyl homes where there are boys from 8 to 16. Among the Ethyl sons are five who attained Eagle rank during 1958.

They are Joseph I. Martin, Jr., Troop 10, Maringouin; Kenneth Dunn, Jr., Troop 55; Leo Miller, Jr., Troop 55; Charles A. Hustmyre, III, Troop 78; and Arthur Hugh Middleton, Jr., Troop 256.

These boys, who have reached the highest rank in Scouting, are but a very small percentage of the many hundreds of Ethyl sons and daughters who have lots of fun while learning new skills in these youth organizations. Camp Fire Girls, Girl Scouts and YWCA count many Ethyl daughters among their active members. A lot of our sons take part in the activities of the YMCA and both boys and girls enjoy the program of the CYO.

One of the great needs of all of these organizations is adult leadership—the third major requirement. Any man or woman who is willing to give some of his spare time to work with boys or girls can always find plenty to do in one of these youth activities. Ethyl employees and members of their families have done more than their share in helping to fill this third prime requirement.

### Wives Are Active

Dozens of Ethyl wives work actively with the girls in Girl Scouts, Camp Fire Girls and YWCA. Many of the men from here at the Plant have served actively on committees and boards of directors for these organizations. Over 100 employees are actively working with the Boy Scouts in various leadership capacities. Others are active in the CYO and the YMCA.

Some of these organizations give

special awards for exceptional service over a considerable period of time. Carroll Hebert, of Safety and Plant Protection, was thus honored with the Luther Gulick Award which is the highest adult leader honor conferred by Camp Fire Girls.

Five employees have received the Silver Beaver which is the highest adult leader honor that a local Boy Scout Council can confer.

Ethyl men and women have devoted many hundreds of hours to working with the boys and girls of this area through these youth organizations. That is one of the reasons why Ethyl Corporation and its employees are known as good citizens and good neighbors.

## 'Magic Circle' Ad Features This Area

This month, Ethyl begins a brand-new Magic Circle advertising campaign—broader and more intensive than ever before. Designed to promote the fun of pleasure driving, it will run from early spring right on through the good driving weather of the fall.

The first "Magic Circle" advertisement of the series features the bayou country around Baton Rouge. It will appear in the March 17 issue of *Look Magazine* and make later appearances in *Life* and *Saturday Evening Post*.

It is the first of 60 "Magic Circle" advertisements in the new series which are designed to stimulate more car travel, thus expanding the market for gasoline and related products.

The Baton Rouge "Magic Circle" ad will feature the interesting people of the bayou country, the excellent food of the area, the antebellum homes, and the state capital.

Reprints of the advertisement will be mailed to a number of people here to illustrate what the Company is doing to impress people throughout the U. S. with the charm of our area as well as to promote an increased market for the Plant's products.

Research indicates that one-half of the car-owning families in the United States rarely make use of their automobiles for pleasure or leisure driving. The Magic Circle promotion works to change this situation. Another major objective is to increase driving for pleasure by those people who already use their automobiles for leisure time activities.

## Three Employees Are On New Assignments

Rotational moves affecting Lloyd Stephens, Larry Cliver, and Bill Strader were made in early February.

Stephens, formerly manager of Technical Operations, assumed the position of superintendent, Sodium Operations.

Cliver became manager, Technical Operations. He had been acting assistant manager of TEL and Intermediate Operations.

Strader, formerly acting superintendent of Sodium Operations, became acting assistant manager, TEL and Intermediate Operations.

## Special Program Launched To Combat Injuries Off the Job

Off-the-Plant time-losing or serious injuries are much more frequent than time-losing accidents on the Plant. In 1958, for example, there were only five major injuries at the Baton Rouge Plant for the entire year. On the other hand, employees sustained 86 off-the-job injuries which caused loss of work time during the last nine months of the year. The Safety Office did not begin compiling statistics on off-the-Plant injuries until April; so the total for the year was well above 86.

A sub-committee of the Central Safety Committee has developed a special program to combat these off-the-job injuries. Designed to extend through 1959, the program will focus attention on outstanding causes of off-Plant injuries. These include electrical hazards, vacation and holiday accidents, accidents in the home, injuries to the outdoorsman, injuries by hand tools, fires, traffic accidents, and hunting accidents.

Special movies and publicity will direct employee attention to off-the-job hazards that cause serious injuries.

The four men pictured on this page are among the many who can tell you that injuries are painful and unhappy experiences regardless of

where or how they happen. They, like the other employees who were hurt off the job in 1958, would like to see a reduction in such accidents during this year.

Each person who was injured has, no doubt, learned a safety lesson. Most of them agree that if they had applied the safety training they had learned at the Plant, the accident could have been prevented.

Take your safety home with you! Use it in preventing injuries off the job.

Objective No. 1 of the five objectives for the Plant set forth at the start of the year is the reduction of injuries both on and off the Plant.

A study at that time showed that off-Plant time-losing injuries caused an average loss of 10 days of work per injury.

Better safety habits off the job can substantially reduce this injury rate.



**Falls-Slips.** C. C. Long, EtCl Op., was one of 24 employees who lost time last year because of injuries caused by falls or slips. He attempted to step from the street level to the loading platform at one of the larger downtown stores. His foot slipped from the edge of the ramp as he attempted to pull up by the guard rail. When his foot slipped, his knee struck the metal-reinforced edge of the loading platform, causing painful injuries. Long says that had he taken time to use the steps, this would not have happened.

**Sharp Objects.** O. B. Summers, Sodium M&C, walked in some tall weeds near the fence line on his place in West Baton Rouge Parish. He paid no special attention to where he stepped, and suddenly he felt a sharp object pierce his foot. He had stepped on a nail protruding from a board which lay in the weeds. Under doctor's orders, he had to stay off the foot so this necessitated loss of work. Summers says that a person should be sure he doesn't step on such a hazard before he puts his foot down.



**Auto.** John W. Cruthirds, EtCl M&C, was one of nine employees injured in automobile wrecks, two of which caused fatalities. His car was struck by another automobile which attempted to pass him as he turned left. The force of the blow tore muscles in the right side of his body. This painful injury caused loss of time from work. Cruthirds says that you can't rely on other motorists for any protection. You must be ready to get out of their path if they don't heed turning signals.



**Struck By or Against.** W. N. Easley, TEL M&C, sustained an eye injury when he attempted to cut a small limb from a tree in his yard. He was attempting to cut this limb at a level above his head when a chip flew from it striking him in the eye. This caused a painful injury which necessitated loss of time from work. He was one of 14 employees injured by being struck by or against objects. Easley says that had he worked from a ladder at a level with the limb this would not have happened.

### Electrical Safety Gets Emphasis

Electrical safety, both on the Plant and off the job, will receive special emphasis during March, the Central Safety Committee announces.

W. "Slick" Vincent, Maintenance electrical foreman, has prepared a demonstration lecture on electrical safety. He will be available for talks at safety meetings during the month.

"Vincent has given this talk to several groups on the Plant already," Fred Hamilton, chairman of the Special Emphasis Committee,

said. "He is a well qualified speaker who does an outstanding job of emphasizing the need for electrical safety."

The Safety Office is coordinating the scheduling of Vincent's talks during March. In addition, the office is distributing booklets to all employees entitled "Your Guide to Safety from Electrical Hazards."

The booklet points out many electrical hazards that can exist in homes if the occupants do not use proper preventive measures and common-sense safety.



What a Defective elect  
W. "Slick" Vincent is shown giving an illustrated lecture on electrical safety. His lecture will be featured at safety meetings in March.

### Receives MS Degree



Gerald W. Kottong, development engineer in Process Development, received his MS degree in Chemical Engineering from LSU at mid-year commencement exercises. Kottong, who is married to the former Carol Lee Johnson and is the father of two children, studied at night to get the degree.

### Joins Process Design

Welcome to Wayne T. Davis, who joined the Company Jan. 29 as a chemical engineer in Process Design.

He received his MS in chemical engineering at the January commencement ceremonies at LSU. He had received

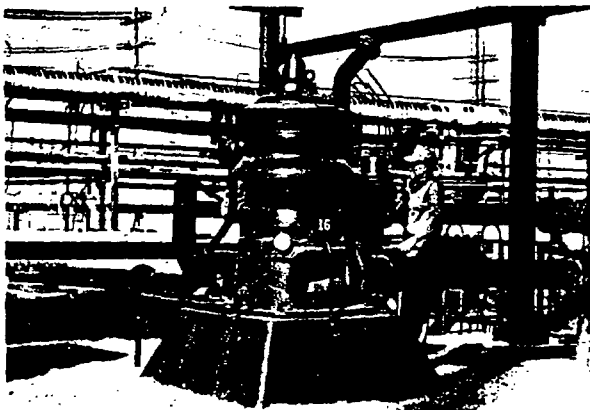
his BS in chemical engineering there in 1957.

Davis worked here as a summer employee in 1956, '57, and '58.

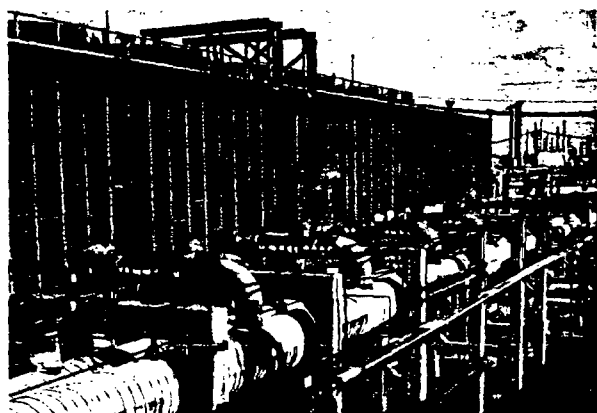


Member of International Council of Industrial Editors

The purpose of The Antiknock is to report how Ethyl people at the Baton Rouge Plant work together, inform employees about the Company—its products, progress and problems—show the activities of employees and their families, and promote an appreciation of the American Way of Life.



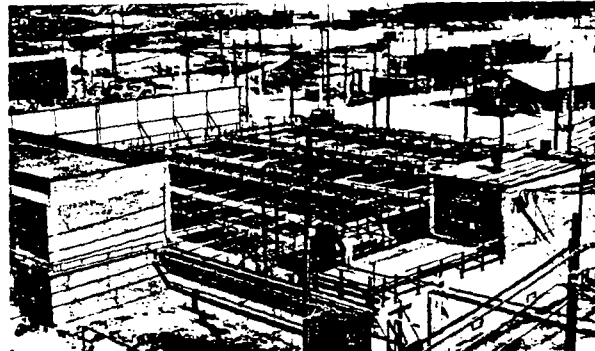
One source of water at the Baton Rouge Plant is from 22 deep wells. They are used during the summer months when the temperature of river water is too high to do an effective cooling job. Frank Bryant, working leader in Power, is shown checking the No. 16 well.



Much of the water which has been used for cooling purposes is routed to cooling towers such as this one. Giant fans in the structure cool this water so that it can be used again in the manufacturing processes.



This jet refrigeration unit, one of the largest in the world, is another installation which cools water for further use after it has been used to reduce temperatures in the manufacturing processes. This installation is another expensive unit which conserves the water supply of the community.



The second source of water is from the Mississippi River. It is piped in from the Esso pumping plant to the river water treating plant shown here where sediment is removed before it goes to work for cooling purposes. River water is used during winter months when the water temperature is low. Its use conserves the underground water supply.

## Water Conservation Measures Help Insure Adequate Supply in Future

Since the beginning of time, water has determined the advancement of mankind through the world. Civilization has flourished along ocean shores and inland waterways.

As industries were founded, they too were located along these water courses so as to have ready access to markets and adequate water supplies.

Water supply is one of the basic fundamentals which must be considered in choosing the site for an industrial plant. An adequate and continuous supply must be assured.

Modern industries demand for water is ever increasing for use as a raw material, as a means of transportation, and as a medium of heat exchange or temperature control.

### Abundant Supply in Area

The Baton Rouge area is fortunate in having an abundant supply of both underground and surface water. Because of this, the fastest growing industrial area in the United States is along the Mississippi River between Baton Rouge and New Orleans.

In an average month Ethyl handles about 4,000,000,000 gallons of water, though much of it is re-used. If all this quantity were available at one instant, it would cover the 200-acre plant site to a depth of approximately 60 feet.

The city of Baton Rouge uses about 19 million gallons per day. On the same daily basis, Ethyl's usage is about 130 million gallons, or approximately seven times as much. Putting this another way, Ethyl's pumping facilities are large enough to handle water for New Orleans, Baton Rouge, Shreveport, Lake Charles and Monroe, all combined.

When Ethyl began operations at the Baton Rouge Plant in 1936, its water supply was obtained from four shallow wells. In the late thirties and early forties, the withdrawal rate from shallow wells became a problem. Deeper water-bearing sands were developed and by 1945, 22 wells had been drilled on the Plant site. In the meantime cooling towers had been erected as a conservation measure.

It was soon obvious that without a carefully planned conservation program, wells would not be able to supply all the water needed. To implement such a program, the river water treating plant and fa-

cilities were constructed in 1944-45 at a cost in excess of \$1,000,000.

Ethyl and other industries in the Baton Rouge area formed the Joint-Industry Well Water Supply Committee in 1951 for the purpose of studying underground water conditions in the area. It developed long range plans for conservation of this natural resource and is still actively working to conserve water.

### Comprehensive Study Made

It was through the efforts of this group and in cooperation with the United States Geological Survey, the Louisiana Department of Public Works, and the Louisiana Department of Conservation that the most comprehensive study of underground water ever made in this area was completed. As a result of this study, industries for the first time could develop their well water supplies in a really logical manner. Gradual recovery of water tables in the shallow and intermediate sands is largely a result of the recommendations made in this study.

Along about October each year the temperature of river water reaches a point as low or lower than the water from wells. Then this water from the muddy Mississippi is fed through the river water treating plant, the mud is removed, and the water is used in the process water systems.

With the river water treating plant in use, Power shuts down all wells except those in drinking water service. They remain out of service until the following April or May.

During these five or six winter months, the water-bearing sands "rest," and their water supplies are replenished. It is not uncommon for the water level in these wells to rise 15 to 40 feet or more during these months.

Another installation, one of the largest in the world, makes a further substantial contribution to water conservation. The jet refrigeration unit went into service in 1949 after construction at a cost of approximately \$800,000. It receives water at 70 to 75 degrees and chills it by evaporation to about 60 to 65 degrees. The water is then recirculated for cooling purposes.

We of Ethyl can be proud of the water conservation measures we have put into effect — measures which protect the underground water supply of the community.

## Twelve Employees Receive 20-Year Awards



Roy N.  
Clothier,  
T & I Op.



Robert E.  
Starnes,  
Sod. Op.



Marks J.  
Bourgeois,  
EtCl M&C



Charles B.  
Reed, Jr.,  
M&C



Henry C.  
McBunch,  
Sod. Op.



Oree A. Allen,  
TEL-Sod. M&C



Sidney D.  
Cowart,  
TEL Op.



Ollie P.  
Marchand,  
TEL-Sod. M&C



Freddie H.  
Watson,  
Sod. Op.



Robert  
Soulier,  
TEL Op.



William O.  
Cathey,  
Sod. Op.



Simmie W.  
Armwood,  
TEL Labor

Twelve employees at the Plant joined the 20-year group last month and received their 20-year awards. Ten received 15-year awards, 10 received 10-year awards, and two reached the five-year mark during February.

### 15 Years

Melvin J. Breaux, TEL Op.  
Winfield B. Sutcliffe, TEL Op.  
Homer C. Patten, TEL-Sod. M&C  
Herbert D. Ballard, TEL Op.  
Lloyd G. Carter, TEL Op.  
Julia Mae H. Hall, Medical  
Ezra McMorris, TEL-Sod. M&C  
Cornelius H. Traweck, Jr., R&D

Melvin J. Waggenspack, TEL Op.  
Jewel E. Lee, TEL Op.

### 10 Years

Henry F. Hooper, Security  
Harry S. Butler, Chem. Res.  
James A. Brooks, EtCl Labor  
Cary Collier, Jr., EtCl Labor  
Ferdinand J. Ricard, EtCl Labor  
Willie W. Peak, M&C  
John P. Schlissel, Stores  
Robert E. Thornhill, Jr., Prod. Plan.  
Allain J. Arbour, Jr., TEL-Sod. M&C  
Lyman L. Kirby, TEL-Sod. M&C

### 5 Years

Wencil M. Stanek, Tech. Serv.  
Broadus M. Bryant, Ind. Eng.

## Two Employees Pass On Suddenly

Two employees died suddenly in late January. They were Galmorece Tate, warehouseman 1/c in Stores, and Ross Warnock, foreman in EtCl M&C.

### Galmorece Tate

Tate, who was 58 years old, died suddenly Jan. 26 while at work here. A native of Kentwood, he had been a resident of Baton Rouge for the past 16 years. His service began with the Company in 1943 when he was hired as a member of the Security Force.

He is survived by his wife, the former Violet Wilson; one son, Donald Tate of Baton Rouge, and five brothers.

Services were held at the Welsh

Funeral Home Jan. 29 with burial in the Amite Cemetery.

### Ross Warnock

Warnock died suddenly at the Baton Rouge General Hospital Jan. 26. The 41-year-old foreman had been an employee of the Company for the past 17 years. He joined the Company in 1941 as a mechanical helper 3/c, and was a foreman in EtCl M&C at the time of his death.

The body was taken to Welsh Funeral Home where services were held Jan. 28. Interment was in Green Oaks Memorial Park.

Warnock is survived by his widow, the former Naomi Schlaudecker of Baton Rouge, one son, two daughters, his parents, and two brothers.



When Clemmie Sanford retired, her friends and co-workers surprised her with parting gifts. Here George McKenney, supervisor of Laundry, Cafeteria, and Change-houses, gives her a lifetime Plant pass.



When Tony Norwood retires on March 1, he looks forward to some truck farming and "taking life easy." His active career here began in October, 1937. "It is the best job I ever had," Tony said.

## Sanford, Norwood Become Annuitants

Retirement leisure lies ahead for two members of the Labor Group. Clemmie Sanford, Cafeteria, became an annuitant on Feb. 1 and Tony Norwood joins the group March 1.

Clemmie Sanford, Cafeteria attendant, completed her career on Jan. 30. This brought to a conclusion her active work in the Cafeteria which began in 1946, two weeks before it was first opened.

"This has been a wonderful place to work," Clemmie said, "I have enjoyed the work here very much. I'll always remember the happy years I spent in the Cafeteria."

Clemmie was born in East Feliciana Parish where she lived until 1940 when she and her husband, Carter Sanford, moved to Baton Rouge. Carter died in 1953.

Now that she has "plenty of free time" on her hands, she plans to spend a large part of her time raising flowers and making a garden at her home. She lives at 118 N. 26th Street.

"I joined the Retirement Income Plan years ago," she said. "Now I sure am glad that I did."

Clemmie expressed deep appreciation to co-workers and friends who gave her gifts when she retired. "The people here are so fine," she said. "You just couldn't find better people to work with."

As the time for his retirement on March 1 neared, big Tony Norwood, Power area janitor, summarized his feelings about employment by the Company with a revealing statement.

"If I could live my life over, I'd hire in here as a young man and work here until I retired," he said.

Norwood speaks from years of industrial experience in several plants where he has worked since he grew up in the Baton Rouge area many years ago.

"This is the best job I ever had. I enjoyed working for the Company and wish I could work seven or eight years more," he said.

Born Feb. 20, 1894, in the country above Scotlandville, he went to work at Esso Standard Oil in 1914. In 1918 he went into the Army, serving 11 months overseas in France.

After the war he returned to Esso where he worked 12 years before he resigned to farm. Before he joined Ethyl he worked three years for Louisiana Chemicals. He was employed here in October, 1937, as a laborer.

He and his wife, the former Arzelia Montgomery, plan to spend their retirement time truck farming and "taking life easy" at their home on Edwin Street near Ryan Airport. They have approximately two acres of land at their home.

## Oliver Says Major Medical 'Is Wonderful'

"If it weren't for our Major Medical Plan, I wouldn't even have a fishing pole I could call my own," says Clyde Oliver, TEL Maint. pipefitter 1/c. "I'd be living in a tent."

"Mrs. Oliver has been in the Baton Rouge General Hospital since the week before Christmas. In that time she has undergone five operations and has used 22 pints of blood. She will be confined a good while yet."

"Already, Major Medical has paid \$2,820.14," Oliver continued. "And I will receive further benefits from it. The best way to describe it is just to say it is wonderful."



Clyde Oliver

## Nine Serve as 1959 Credit Union Directors



Members of the 1959 Credit Union board are, front row, left to right, Dick Phillips, treasurer; George Forbes, president, and J. B. Bingeman, vice-president. Back row, left to right: Bob Moles, clerk, O. R. White, V. M. Fontenot, and Gordon Spurgeon. Not shown are John Furr and C. O. "Tinker" Harrell.

## Classified Ads

### For Sale

Seven weeks old 1/4 Toy Manchester puppy. \$15. Phone EL 5-9788.

TV pipe antenna for Channel 6. \$10. Phone DI 4-2538, before 2 p.m.

Westinghouse Laundromat. 2 1/2 months old; Westinghouse Electric (110 or 220 volts) Dryer, 2 1/2 months old; 12 1/2 cu. ft. Goldspot refrigerator, one year old, and a Kenmore gas range, one year old. Phone WA 4-3935.

14-foot runabout boat; 25 hp. Wizard outboard motor, with hand controls and steering wheel; Skipper trailer. Phone EL 7-4623.

G. E. Mobile Muid portable dish-washer in perfect condition, no defects. Used approximately 24 times. Sells for \$199.95. Will sell for \$150. Contact Lucille McQueen, Suggestions Office, Ext. 8118 or 780.

Maytag (latest model) wringer-type washing machine with water pump. Phone EL 7-5536.

Brand new Volkswagen. Will sell cheap. Phone WA 4-2983.

14-foot Alumacraft boat; 1955 Gator trailer; 7 1/2 hp. Evinrude motor. All in perfect condition. Some extras. Phone DI 3-2464 after 4:30 p.m.

Storkline crib and woodproof mattress; one bathinette; four wood dinette chairs, painted. Phone DI 8-3896.

Baby bassinet, extra large size with mattress liner and hood. In perfect condition. \$15. Phone DI 3-5975.

Chambers gas stove. Two years old. Good condition. Riding saddle, three years old. Phone DI 3-2149.

1947 Dodge, 4-door sedan. Runs good. Make offer. Phone EL 5-0155.

14-foot Yellow Jacket boat; 25 hp. Evinrude motor and Gator trailer. Phone EL 5-8819.

1953 Chevrolet, 210 series, 2-door sedan. Fully equipped and in good condition. Phone Denham Springs 5-5710.

2-bedroom house near Our Lady of Mercy Catholic Church, 273 Bellewood Dr. \$13,250. Also, two lots in Magnolia Estates, Denham Springs, \$900. Phone WA 1-8450.

3-bedroom house in Belfair Subdivision. GI assumption or FHA loan. Fiberglass insulated, attic fan and floor furnace. \$14,100. Located at 4014 Washington Ave. Phone EL 7-2544.

4-burner gas stove. In good condition. \$15. Phone EL 7-3943.

Johnson electric 25 hp. motor with battery and all controls in perfect condition. Used very few hours. Looks like new. Phone DI 2-9610.

### Wanted

Motor for 1950 model Plymouth. Phone EL 7-7407.

Small chest type freezer, about nine cu. ft. in size. Phone DI 2-0242.

### For Trade

1955 Coldspot 15 cu. ft. chest type deepfreeze. Want a smaller deep freeze.

### For Rent

Two-bedroom furnished apartment at 4031 Lanier Drive. Utilities furnished. \$85 a month. Phone 66-4454.

## ELRA Names Board and Officers for 1959



These men have been elected to the Ethyl Laborers Recreation Association board of directors for 1959. Left to right, front row, they are Louis Watkins, business manager, Johnnie Grayer, social director, and Adolph Kelly, secretary. Back row, left to right, are Vencil Griffin, vice-president; John Hickman, president, and Augustus Clark, treasurer.



Robert Guy, administrator of the Baton Rouge General Hospital, and Stubblefield discuss the tiling for the heart movie "Stubby" has made. The films will be used for training in cardiovascular surgery.

## Films of Delicate Heart Surgery Valuable for Training, Education

E. M. Stubblefield, customer order supervisor in Production Scheduling and Distribution, has made a valuable contribution to training in cardiovascular surgery through his filming of open-heart surgery.

These delicate operations have been performed at the Baton Rouge General Hospital, one of the few non-university connected institutions in the South which has a heart-lung machine, thus making this surgery possible.

"Stubby's" contribution to training came when he received a request from Robert Guy, administrator of the hospital, to film several of these operations being performed by two local thoracic and cardiovascular surgeons. In all, he photographed two open-heart surgery cases and one diagnostic operation exposing a total of about 1,000 feet of color film.

"This certainly was a new and challenging experience for me," he said. "I dressed out for the operation, wearing a mask, robe and gown just as the surgeons did, and I stood immediately behind them to film their intricate surgery as the operations progressed."

"I don't think many people are fully aware of the excellent hospital facilities which make such operations possible in Baton Rouge," he said.

"The heart-lung machine, for example, actually performs the work of the human heart while the surgeons are repairing the heart itself. The patient's blood is routed through the machine while the heart surgery is in progress."

Already, the movie has been shown at a kickoff meeting of representatives of north Louisiana parishes in the Louisiana Heart Association and to a similar group in Thibodaux. It will be used for educational purposes among members of the medical and nursing professions and among laymen interested in heart surgery.

"This movie has been seen by several audiences of surgeons and by critical professional photographers," one of the surgeons who performed the operation said. "All of them have been high in their praise of the technical quality of the filming by Stubblefield. He is to be commended for this service."

"Stubby's" first active interest in movies began about 15 years ago.



Stubblefield uses this 16 mm. turret movie camera for his filming. The three lenses are wide angle, normal, and telephoto.

Since that time, he has invested liberally in equipment and has spent many hours learning and improving his movie-taking technique.

Now, he shoots with a 16 mm. turret-type camera with three lenses—normal, wide angle, and telephoto.

This request for movies by the Baton Rouge General Hospital was not the first he received. Some months ago, he made a film for them showing activities of nursing students. This is used to recruit students for the Baton Rouge General Hospital Nurses training program.

"Stubby" has shot film, too, for the ERA, church, and civic groups.

### Card of Thanks

I join other members of the family in expressing our heartfelt appreciation for the expressions of sympathy at the time of the passing of my husband, "Shorty." We are grateful to the Company and to the employees for this.

Mrs. Ralph A. "Shorty" Grass



The electrical shop in Central Shops is one of the areas where outstanding housekeeping makes the area exceptionally neat and safe. The Central Shops area has received high scores during inspections under the new Special Emphasis housekeeping program.

## Better Housekeeping Is Program's Aim

How is the housekeeping in your area? An inspection team, appointed as a part of the Special Emphasis housekeeping program of 1959, is inspecting your area twice monthly now.

The six areas are Offices and

### Contest Entry—

(Continued from Page 1)

derful. The parents, however, must consider space and safety before they give the go-ahead for the installation of the pool.

In a measure, the winning of this prize is an exceptional achievement for Mrs. Smith. A native of Germany she attended Von Seydlitz Women's College in Gnadentfrei in the state of Silesia. When Hitler began preparations for World War II, she came to the United States.

While the U. S. was at war with Germany, she was granted citizenship, an honor of which she is justly proud.

She and Martin were married in Detroit in 1945 and came to Baton Rouge in 1947.

Thus, a relative newcomer to this country, she has won second prize in a national contest.

Change House Area, TEL Area, Central Shops and Stores Area, Sodium Area, EtCI and VCI Area, and the Development Laboratory Area.

Inspectors of areas determine grades by starting with a base figure of 100. From this they deduct one point for each poor housekeeping practice separated by more than 10 feet.

One or more items in the following groups in a 10-foot area will cause a one-point deduction from the score:

(a) Litter, trash, paper towels, paper cups, newspapers, bottles, tin cans, buckets and gloves.

(b) Left over materials such as tools, bolts, nuts, pipe, flanges, valves, fittings, hangers, steel, gaskets, welding rods, sewer covers, scaffold sections, boards and other lumber, insulation, wire, cable spools, etc., which have not been properly and neatly stacked or stored.

(c) Poor grading, poor drainage, mud, holes, hot water boils, weeds, grass where grass should not be (as in shelled or asphalted areas), leaks of all kinds, abandoned foundations and supports. Stained concrete areas will not be included



Emile J. Troxclair, left, and Victor S. Price, center, both of TEL-Sod. M&C, are shown receiving checks of \$80 each. They shared an adopted idea for an improved maintenance method on cranes in the Sodium Area. Bill Morris, Sodium electrical foreman, right, made the presentation.



H. T. Hood, TEL-Sod. M&C, received an \$80 award



Myrna P. Tullier, Offices Services, received a \$55 award



B. T. Karns, Jr., and V. J. Maranto, both of Qual. Control, shared a \$60 award.

## Troxclair, Price Lead Suggesters

unless active leaks are causing them.

(d) Improperly stored or used equipment such as welding cable, burner's hose, water or steam hose strewn about in disorderly fashion, oxygen, propane or other cylinders improperly stacked. Trailers, tool boxes and other mobile equipment poorly placed in unsightly manner.

"Good housekeeping is one practice that benefits all of us," Bill Strader, chairman of the Central Safety Committee, said. "It gives better working surroundings, greater safety, and more work efficiency."

Twenty-nine employees shared \$645 in Ethyl Suggestion System awards during the past month.

Leading the group were Emile J. Troxclair and Victor S. Price, both of TEL-Sod. M&C, who shared a \$160 award. Their idea concerned an improved maintenance method on cranes in the Sodium Area. This was Troxclair's third adopted award and Price's second.

Next was H. T. Hood, TEL-Sod. M&C, who was awarded an \$80 award. This was his third award.

V. J. Maranto and B. T. Karns, Jr., both of Qual. Control, shared a \$60 award. This was Maranto's second adopted award and Karns's seventh.

Myrna P. Tullier, Offices Services, received a \$55 award. This was her eighth adopted award, making her the leading woman suggester on the Plant.

Others receiving awards were:

### \$30 Award

Helen R. Martin, R&D.

### \$25 Award

G. J. Forbes, TEL-Sod. M&C.

### \$20 Awards

B. T. Karns, Jr. and H. P. Lemoine (Share), both of Qual. Control; D. E. Masterman and B. A. Barlow, both of TEL-Sod. M&C; S. K. Curry, TEL Op.; G. W. Curry, EtCI Op.; J. L. Baker and L. A. Guldry (Share), both of Security.

### \$15 Awards

C. O. Harrell, Qual. Control; O. J. Canbre and F. P. Holler (Share), both of TEL-Sod. M&C; Muriel E. Brooks, R&D.

### \$10 Awards

T. E. Chapman and C. A. Broussard (Share), and W. H. Underwood, all of Sod. Op.; C. H. New (3 awards), Qual. Control; A. J. Broussard, VCI Op.; J. A. Devall, EtCI Maint.

### Certificate of Award

E. J. Lorio, Safety.



Mr. and Mrs. Al Carr took first place honors as the best dressed couple at the Port Allen Knights of Columbus Carnival Ball, Feb. 7. They dressed as Southern gentleman and Southern belle.



M. H. Marix, administrative assistant, Finance, was king at the Krewe of Romany Carnival Ball held Jan. 24 at Ryan Field Auditorium. His queen for the gala affair was Miss Sally Bahan.



Mrs. Judson Oruso, Jr., was queen at the Krewe of Kaycee Carnival Ball held at the American Legion Hall Jan. 31. The king was Percy J. LeBlanc, a non-employee. Judson is assistant purchasing agent.

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Baton Rouge 1, La.

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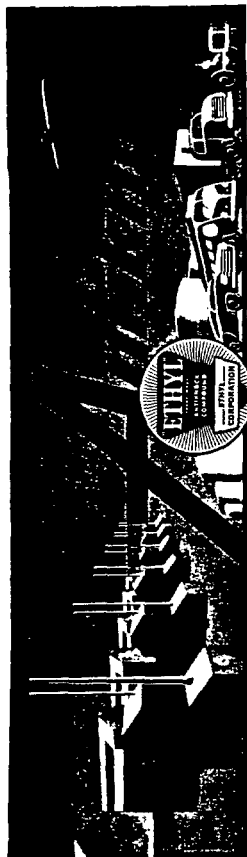
*Each Job Is Important!*



Hoyt J. Cragg, chemist in Chemical Research, is shown using a dry box in the performance of an experiment. His work, along with that of other research chemists, is important to the Baton Rouge Plant and to all of Ethyl Corporation.

It has been said of industry that when it stops progressing, it has started slipping backward already. The research performed by these skilled men and women is one of the progressive steps which leads to improved methods of manufacture for existing products and to new products which can be profitably made.

Just as Ethyl Corporation in the beginning developed from the laboratory experiments of determined men, so is its future geared to the continuing work of research specialists who seek new and better chemicals for the needs of tomorrow. Research means two things — security and progress — for the Company and its



Vol. 21, No. 3

Baton Rouge, La.

March, 1959

*With Employee Families —  
IT'S ACCENT on YOUTH!*



*(See Page 2)*

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See Page 2)

Just as Vinyl Corporation in its beginning experiments of determined men, so is its future geared to the continuing work of research specialists who seek new and better chemicals for the needs of tomorrow. Research means two things — security and progress — for the Company and its



Vol. XXI, No. 2      Baton Rouge, La.      February, 1959



In a highly competitive field, production efforts in the Vinyl Chloride Plant have been so successful that plant capacity was recently expanded. This Plant began initial operation in January, 1958; now its capacity is approximately double that of the original design. Teamwork, economical production, and good safety are among the things that have made this possible.

### He Knew the Pressure Points—

## Jackson Saves Young Son's Life When His Jugular Vein Is Severed

Is first aid training worth while? Ask Howell D. Jackson, TEL insulator 1/c, and he will tell you that it was worth the life of his son.

Accidents have a way of happening fast and unexpectedly. Such was the case when six-year-old David fell while carrying a glass jar to the car. A piece of broken glass severed his jugular vein.

Howell heard him scream and rushed to the boy. Blood spurted from the severed vein a distance of five feet.

With one swift movement, the father grabbed for the pressure point on the youngster's neck, stopping the flow of blood. David's uncle rushed the car to the Baton Rouge General emergency room while Howell held back the blood flow.

A clot had formed by the time they arrived, stopping the flow. In the operating room, it dislodged, and David began to bleed profusely again. Two quick transfusions replaced the loss as doctors worked to close the severed vein. Later he received the third transfusion.

David was sitting up in the hospital bed drinking juice and feeling fine the next day. Happy doctors said that, beyond any doubt, Howell's first aid had saved his son's life.

"One thing made it possible for my son to live," says Jackson. "It was the first aid training I received at the Plant. If I never need to use it again, it has already been the greatest training I ever had. If you haven't learned first aid, take training as soon as possible. You never know when you'll need it. I didn't, but I found out!"



Howell D. Jackson

### The Cover

Mr. and Mrs. Lonnie Graham and their six "foster children" give thanks for their blessings before they begin an evening meal.

The Grahams had no children of their own so they applied for youngsters placed in homes by the Welfare Department. Five children were brought to their home at one time, and then came the sixth. From that moment on life has been different and full at the Graham household.

For more pictures of family activities and the Grahams' story, turn to Page 3.

## A 'Baby' in '58, VCI Plant Doubles Initial Production

Yes, Sir, that's our baby—a healthy, bouncing, growing 1958 baby which literally outgrew its predictions and "britches" in a year's time. Born of foresight, planning, teamwork and cooperation and efficiently handled in infancy, it's primed to make a bigger showing in the years ahead.

Our 1958 baby is our new Vinyl Chloride Plant and it really is healthy, bouncing and growing—beyond most everyone's fondest dreams. In Jan., 1957 it was rubble and some steel girders. A year later in Jan., 1958, it went "on stream" to turn out the first vinyl chloride monomer. A month later—in February, our first commercial shipment was made.

### Capacity Doubles

Now this month, two years from the start of construction, the plant's capacity is approximately double that of the original design as a result of an expansion program and it is producing to supply a steadily increasing market as orders from our customers continue to increase.

It was born of foresight by men who saw an opportunity for the Company to use its "know how" and long experience in the production of chlorinated hydrocarbons to get in on the rapidly expanding plastics market with a new product.

It was born of the planning, teamwork and cooperation of employees in all departments of the Company—who worked together

to design, construct and equip this plant, to train the personnel to operate and maintain it, and to sell the product.

Here's what Harry O'Connell, who was Vinyl Chloride project manager, has to say about the expansion.

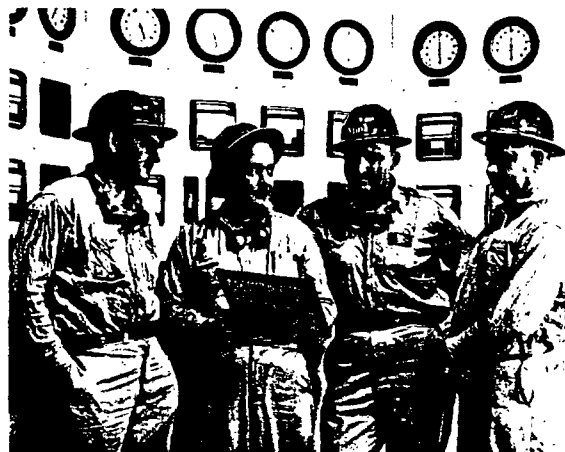
### It Was Team Effort

"The expansion of capacity was a real team effort. It was carried out very efficiently by Ethyl people in an extremely short period of time and at lower than expected cost. Furthermore, this teamwork allowed us to complete the expansion work with a minimum of production 'down' time. Some mighty good ideas and suggestions plus some hard work resulted in a darn good job."

Superintendent Bill Cline proudly said that, in his estimation, the success of the vinyl chloride plant from the beginning "has been an outstanding example of the results which can be obtained by effectively practicing the five plantwide objectives for 1959.

"In fact, in the Vinyl Chloride Plant construction, operation and expansion we have seen all five of our '59 objectives 'at work' even before they were announced," he said. "First, our safety was good—only five injuries of all kinds, none of them time-losing, have been reported by VCI Operations employees since the plant started up. Secondly, the communication (exchange of ideas) and cooperation

(Continued on Page 7)



Vinyl Chloride personnel are proud of the outstanding safety record they have maintained. Here four of them, C. W. Naul, J. A. "Red" Carr, Leon Sims, and Norman E. Slack, look at the Safety Achievement Award certificate the group recently received.



Richard T. McCraine  
ETCI Op.  
1941



John C. Creaghan  
Employee Relations  
1942-1944



Aubrey Chaney  
Finance  
1945



Ross Williams  
Employee Relations  
1946



Hubert Crook  
Finance, Houston  
1947-1951



Milt Stiles  
Finance  
1952

Nine of the ten men who have served as president of the Ethyl Employees' Federal Credit Union are employees of the Company today. They are shown in the photographs here. The tenth man, H. C. Deming, is no longer an employee. Their leadership, along with the boards of directors serving with them, has brought phenomenal success to the employee organization during its first 20 years.

## Credit Union's First Twenty Years Bring Phenomenal Growth, Expansion

On Feb. 9, 1939—20 years ago this month—the governor of the Farm Credit Administration granted the official charter to the "Baton Rouge Industries Federal Credit Union" the assets of which were listed at \$2,671.70.

Seven men had signed the petition for the formation of the Credit Union. They were Joe Gilbert, Joseph C. Marionneaux, Earl Trosclair, H. W. Hobgood, Paul E. Carroll, Jewell A. McCastle, and M. H. Marix.

On Feb. 9, 1959—20 years later—that same credit union, the name changed twice to its present "Ethyl Employees Federal Credit Union"—had assets of \$2,427,638.80. Behind it were 20 years of loans and savings service to its members as it has grown to become the largest Credit Union in Louisiana.

### Board Members Still Employees

Three of the seven members of the first board of directors—Joseph Gilbert, TEL Op.; Muriel F. McCoy and Robert Stephens, M&C, are still on the Plant, and two—Hubert Crook and Johnny Glynn—are em-

ployed at the Houston Plant. The first president, H. C. Deming, and Board member Harry Yientig, are no longer with the Company.

After operating as the "Baton Rouge Industries Federal Credit Union" for three years the name was changed to the Dupet Federal Credit Union. On June 1, 1948, its name was changed again—to its present "Ethyl Employees Federal Credit Union."

### Many Dividends Given Members

Ten employees have served as president during this 20 years of growth and all but its first president, Deming, are still with the Company. C. O. "Tinker" Harrell, who served for four years and Hubert Crook, with 5 years, have the longest service as president.

While serving its members through low cost loans and through systematic savings and investments

### Loan Opportunities

(All loans covered by loan protection insurance in event of death or permanent disability of the borrower, at no cost to the borrower.)

Money borrowed against member savings— $\frac{1}{2}$  of 1 per cent per month.

New car loans— $\frac{5}{6}$  of 1 per cent per month.

All other loans—1 per cent per month.

Title I FHA loans—(Just made available — contact Credit Union Office).

during its 20 years, the Credit Union has returned to members \$74,988 in refunds on interest paid and \$355,629 in dividends on share holdings.

At the end of its first year of business twenty years ago the Credit Union volume had reached \$4,229. In striking comparison, it loaned \$2,558,107.38 in 1958.

In 20 years there has been a 605 per cent increase in credit union business. This represents an average yearly increase of 30 per cent.

Through the years the motivating principle which has brought about this growth locally has been the motto of Credit Unions throughout the country: "Not for



C. O. "Tinker" Harrell  
Quality Control  
1952-1955



John B. Furr  
Employee Relations  
1956-1957



Richard E. Phillips  
Engineering  
1958

profit, not for charity, but for service."

This employee organization has made loans for worthy causes in the amount of \$14,583,661.88 during the first 20 years of its existence. They have been made to employees for a variety of reasons including medical and hospital expenses, purchase of new or used cars, home appliances, taxes, home improvements, Christmas expenses, closing costs on homes, consolidation of debts, vacations, purchase of lots, and many other reasons.

"As a service organization we have two primary obligations," says Richard Phillips, current president. "The first one is to make loans at low rates for worthy causes to employee members; the second is to provide facilities for systematic saving by members and to protect those savings invested in the Credit Union."

### Reflects Excellent Leadership

A survey of the Credit Union's business during the 20-year period shows that it has done an excellent job of both. Dividends were paid on investments each year except two. The number of loans over the 20-year period reached the surprising total of 49,699. Losses have been held to approximately one-half of one per cent.

In a large measure, the successful history of the Credit Union is a reflection of its excellent leadership.

Officers, including the president, treasurer and other members of board of directors, give freely of their time and abilities. They do without any pay. Their contribution of this effort is solely for the benefit of people who need to borrow or invest money in the employee organization.

### Was a "Part Time" Business

In the beginning, the Credit Union was so small that its transactions were handled as an extra duty by one of the officers. Now,

five people are on the paid staff to administer the continuous flow of business.

They are M. J. McGurk, assistant treasurer — manager; Carroll Flateau, assistant treasurer—assistant manager; Geraldine Bates, chief clerk; Gloria Temple, clerk typist; and Doris LeBlanc, clerk typist.

Members of the 1958 board of directors were Phillips, president; George J. Forbes, vice-president; R. H. Moles, secretary-treasurer; R. L. Ferchaud, clerk; J. B. Furr, V. M. Fontenot, C. O. Harrell, G. L. Spurgeon, and O. R. White.

## Classified Ads

### For Sale

Johnson electric 25 h.p. motor with battery and all controls in perfect condition. Used very few hours. Looks like new \$300. Phone DI 2-9610.

Silvio Soprani Accordion. Phone EL 5-8261.

16-gauge Remington automatic Sportsman 48 shotgun, with polly-choke, \$65 or trade for a 20-gauge automatic shotgun in good condition. Phone WA 1-8255.

Puppies, Fox Terrier pure breed, 5 weeks old. \$25. Phone WA 1-9494.

Three-piece gray mahogany bedroom suite. Matching mattress and box springs. Like new \$200. Phone EL 5-1370.

### Wanted

5-gal. Butane bottle. Phone EL 5-5027.



Member of International Council of Industrial Editors

The purpose of The Antiknock is to report how Ethyl people at the Baton Rouge Plant work together, inform employees about the Company—its products, progress and problems—show the activities of employees and their families, and promote an appreciation of the American Way of Life.



The Credit Union Board of Directors has announced the appointment of Mrs. Geraldine Bates as chief clerk. This advancement, the Board points out, will improve services to members. Mrs. Bates will relieve M. J. McGurk of some routine interviewing duties.

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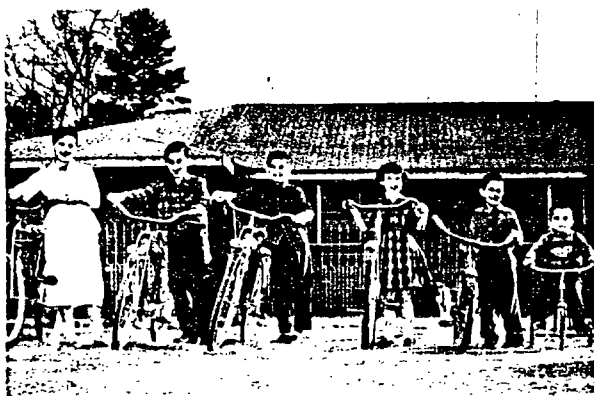
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For Christmas, each of the youngsters received a bicycle. Left to right, they are Joan, 13; Raymond, 12; Ronnie, 10; Sherry, 8; Bobby, 6; and Richard, 3. Actually, Richard received a tricycle because he is not large enough yet to ride a bike.

## Six Youngsters Reared by Grahams Under Welfare Foster Home Plan

The six youngsters waited in the yard for their "Dad" to come in from work. Joan, 13; Raymond, 12; Ronnie, 10; and Sherry, 8; who are the oldest, called out a warm greeting as he drove up. Bobby, 6, and Richard, 3, ran to their "father" to give him a hug around the neck.

"Dad" is Lonnie Graham, a pipe-fitter 3/c in TEL-Sod M&C. He and Mrs. Graham are rearing the six under the foster home program of the Livingston Parish Welfare Department. Part of the cost under this program is paid for through this agency.

They entered the venture five years ago. Prior to that time, their home had been a relatively quiet place because they have no children of their own. This changed suddenly in April, 1954, when the five older children who are brothers and sisters arrived at one time. The sixth came later. They found



Joan, who is studying piano, also enjoys playing the organ in her home. She thoroughly enjoys music.

### Takes New Post



Effective, Jan. 28, John E. Gonce, who was supervisor of Vinyl Chloride Operations, assumed the duties of acting superintendent of Planning, reporting to A. B. Horn, director of Manufacturing Planning and Coordination.

a home where foster parents give guidance, love, and discipline. The Grahams, in turn, have enjoyed the pleasure of the youngsters in the household.

"This has been a cooperative undertaking," Mrs. Graham said. "The children help me in the house and help Lonnie with the garden and other outside work. Another nice thing about them is that the larger ones help with the smaller children."

Lonnie pointed out that the boys and girls have regularly assigned duties. Raymond and Ronnie take care of the wood supply for the fireplace. It is their job to see that an adequate amount is hauled from the woodpile to the side porch. They also feed the pigs.

Joan helps with the housework, in the kitchen and in other parts of the attractive seven-room brick home. Sherry helps with the dishes.

Bobby and Richard are too small to have regularly assigned duties but are eager to help in any way they can.

Mrs. Graham explained that her days are full now keeping up with



The large children help out with the little ones. Here, Joan is shown putting on Richard's shoes. The three-year-old likes to "help" the older children as they do their assigned work around the house.

the housework, supervising the children while her husband is at the Plant, and keeping their clothes neat and clean.

"It has been a gratifying experience, though," she says. "We dread the day they will grow up and leave."

In the meantime, the foster parents are doing an excellent job of giving the youngsters a well-balanced life. All of them, except the youngest, attend school regularly

where they maintain good averages.

Joan is taking piano lessons, too, and thoroughly enjoys this opportunity to learn music. At home, she plays the organ.

Graham's employment at Ethyl began 11 years ago. Since that time, he and Mrs. Graham have bought 20 acres of land in the country north of Denham Springs, erected a beautiful brick home, and given this foster family the benefit of their blessings.



Bringing in the wood for the fireplace is the duty of Raymond, center, and Ronnie, right, but Richard likes to "help." Here they are shown loading the wheelbarrow.



Caring for the six children takes a lot of family planning. Mr. and Mrs. Graham work together to provide adequately for the youngsters. Here, they are shown discussing some of the necessary buying that must be done regularly to keep the family going.

## Survey Shows That Employees Missed Over 34,000 Work Days During 1958

Employees missed 34,172 days of work during 1958 at the Baton Rouge Plant. A recent survey brought out this figure despite the all out campaign against absenteeism in 1958.

"We improved our attendance record in 1958," Resident Manager Wallace F. Armstrong said, "but this figure clearly indicates the need for a continuing campaign against absenteeism in 1959."

Of the 34,172 days lost during last year, 29,657 of them were because of disability. Therefore, 4,515 days were lost because of other causes. They included such reasons as illness in the family, personal business, jury duty, military leaves and transportation difficulties.

Employees missed 1,857 days be-

cause of deaths in their families; and family illnesses caused 657 days of absences.

Personal business was listed as the reason for 682 days of absences.

Fifteen days were lost by employees taking military physical examinations. In contrast, 299 days were missed by employees on military leave.

Employee Relations Manager W. J. Henry points out that some employees have outstanding records.

"After checking the personnel records," he said, "we find that quite a number of employees have worked the last three years without any absences whatsoever. For them, this is a record of which they can be proud, because it attests to their dependability as employees."

## Good Health Habits Help Attendance



Al Kirkwood



Henry F. Hooper



Minnie P. McCart



Lynwood Sharon



Henry B. Morrison



Delos J. Hubbs



Irwin H. Head



Leo F. Devall

## They Hold Outstanding Records!

Congratulations are in order for the employees listed below. They have missed no time whatsoever during 1956, '57 and '58.

Many other employees have attendance records "almost as good." They have worked for years without missing a single day because of personal illness. However, they have been absent for other causes such as illness in the family, death in the family, military leave, jury duty, and other causes. They have done an excellent job of attending regularly, too.

However, in checking the personnel records for the past three years, these people whose names are listed below, hold the honor of missing no time whatsoever for any cause.

Gladys M. King, Employee Relations

Frank Johnson, EtCl Labor

Jimmie Lawrence, EtCl Labor

Lamar V. Coco, EtCl M&C

Lynwood R. Sharon, EtCl M&C

Leo F. Devall, EtCl Op.

Joseph C. Sicard, EtCl Op.

Hubert A. Barbay, Finance

Minnie P. McCart, Finance

Irwin H. Head, Power

Henry F. Hooper, Security

Albert James, Sod. Labor

Maxie C. Jones, Sod. Op.

Delos J. Hubbs, Stores

Arthur McDempsey, Stores

Wellon Pierre, TEL Labor

Howard Minor, TEL Labor

Norman C. Blackwell, TEL-Sod. M&C

Al Kirkwood, TEL-Sod. M&C

Henry G. Leach, Jr., TEL M&C

Henry B. Morrison, TEL Op.

Lloyd E. Porta, TEL Op.

William A. Yoes, TEL Op.

Shown above are some of the employees who have missed no time whatsoever during 1956, '57, and '58. If you ask them why they have this outstanding record, they can give you no one specific answer, but from all of them you learn that their health habits are good, that they like their work, and that they get an adequate amount of rest. All of them feel that the job at the Plant is a responsibility they are obligated to fill, and this they have been doing. They are proud of their record.

## Absences Cost Money!

Employee absences from the job are an important factor in the operation of the Plant at the lowest possible cost. That's the reason why one of our major Plantwide objectives for 1959—No. 3—is better attendance on the job this year.

A look at the upper left story on this page explains why, despite considerable improvement over 1957, we still have a long way to go. Actually four per cent of the scheduled days, while it seems low, is 34,172. Studying the picture further we can see that disability-

caused absences makes up the biggest majority of these lost days, 3.4 per cent of all days scheduled or 87 per cent of all absences.

"Look," you say, "I don't enjoy being sick or disabled. I cannot help it if I can't come to work!"

Right, and the Company does not expect any one to come to work when he is not able. It has set up the Accident and Sickness Benefit Plan to protect our pay when we cannot work. On the other hand, the Company has a right to expect each of us to practice good health habits—and good safety at home—so that we can help keep disability absences to a minimum.

Let's make Objective No. 3 a success in 1959. Let's keep ourselves as fit as possible in order to be on the job and help keep absentee costs as low as possible this year!

## Whose Eyes?

If you haven't identified them by now, here they are. Top row, left to right are the eyes of Davis Bunch, EtCl Op., Pat A. Park, Process Design, and B. L. Sandoz, Sodium Op. Second row, left to right are Wilma Loudon, Manufacturing, John M. DeLage, TEL-Sod. M&C, and J. M. Jones, Quality Control. Third row, left to right, are Albert Dixon, Security, Roy Covington, Sodium Op., and Lulline Moss, Purchasing.

"As we emphasize eye protection during February, why don't you resolve to be more careful," Fred Hamilton, chairman of the Special Emphasis Committee of the Central Safety Committee, said. "Always follow safety instructions for your job. Think of the safety hazards involved before you start an assigned task and take the precautions necessary to protect yourself."

## These Eyes and All Others on the Plant Need Protection!



Are these your eyes? Your helper's? Do they belong to your friend who works in the office with you? The answer is given elsewhere on this page, and as you look at it to see just whose they are remember that Special Safety Emphasis for February will be on eye protection. Regardless of what you do on the Plant, there are basic safety rules to follow for your eye protection. Know those rules and use them so that your eyes will not suffer.

ETC 26596

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## JETS See Engineering in Action During 'Big Brother Day' Here

Five JETS are much more familiar now with the duties and demands of engineering and chemistry professions. On Dec. 30 they were guests here on "Big Brother Day," which was arranged by the Louisiana Engineering Society, sponsor of the Junior Engineers Training for Schools in this parish.

The students from Istrouma and Baton Rouge High Schools who spent the day on the Plant were Fred Alexius, Berry Swarts,

search and Development Laboratory.

At 11:30 a.m. the students met their "big brothers" and lunched with them in the upstairs dining room of the Cafeteria.

After the meal, each of the youths went with his "big brother" to observe him as he worked during the afternoon. At 3:15 p.m. the day came to an end when the students were returned to their homes.

The future engineering students were enthusiastic in their approval of the educational day given them through the cooperation of the Company and the Louisiana Engineering Society.

"We are happy that we can cooperate each year with the Louisiana Engineering Society in the JETS visits," states Jim Huguet, Chemical Engineering, who coordinated the scheduling and the program for the students. "We here at the Plant are interested in encouraging the selection of engineering and science as a career by our high school youth. We want to help in the training of engineers who can serve the rapidly expanding industry of our state."

"Furthermore, the Company always is active in support of education as indicated by our fellowship program, our backing of the Louisiana Academy of Science and other educational endeavors."

### New Assignments

Organizational changes involving three employees in the Manufacturing Department were announced on Jan. 21 by Wallace F. Armstrong, resident manager.

Harry L. Hinnerstz moved from assistant superintendent, Ethyl Chloride Operations to Production Planning as assistant superintendent.

Merlin M. Koenecke moved from supervisor in TEL Operations to Ethyl Chloride Operations as assistant superintendent.

Herbert Olson moved from supervisor in Ethyl Chloride Operations to TEL Operations as supervisor.



W. R. Fulgham, assistant engineer in Process Engineering, is advisor for the Istrouma High School JETS club.

George Hillard, Wilson Grice, and "Butch" Kendrick.

Their "big brothers" were John Clarke, Tom Leeper, Clyde Geddes, Dick Phillips and Charles Hunt.

For the youngsters a busy and educational day started shortly after 8 a.m. when they arrived at the Plant.

S. G. Henry, director of Community Relations, spoke to the group in the M&P Conference Room. He gave a vivid picture of the size and interrelation of Baton Rouge industries.

Following this, the JETS toured the Plant and the Chemical Re-

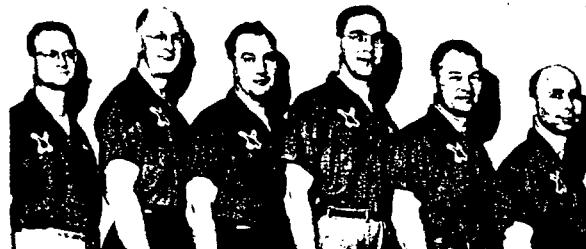


Visiting JETS look at the electron microscope in Chemical Research as Claude Arceneaux, left, explains its operation. Left to right are Arceneaux, Fred Alexius, Berry Swarts, George Hillard, Wilson Grice, and "Butch" Kendrick. They visited many other areas during their day at the Plant.



Fred Alexius, center, and "Big Brother" John Clarke, right, discuss research activities with Dave Campbell in the laboratory. Visiting JETS were assigned "big brothers" with whom they spent the afternoon observing them as they performed their duties at the Plant.

## Engineers Take Bowling Honors



Winners of the first half in the ERA Men's Bowling League were the Engineers. They clinched the first place with 43 wins and 21 losses. Team members, left to right, are Harry Triche, captain; Ralph Hollaway, Charles R. Hamlin, Julius LeBlanc, Eric Breidenbach, and Carlo Polito.

## Hunt Nets Four Bucks for Lanier, Friends



A. S. Lanier, left, who is a rigger 1/c in Construction, and two non-employee friends, Henry Corcoran and James E. Morrison, display the deer they killed on a recent hunt in the Lake Verret area.

## ERA Members Elect 1959 Board

ERA members balloted heavily Jan. 20 to elect board members for 1959. Fifty-seven per cent of the membership voted, casting a total of 1,322 ballots.

Board members elected are:

### Office

Jeanne Clements, Pauline Parrish, Bill Croissant, and Ralph Doerner.

### TEL Stores and Shops

John S. Gaudin (write-in).

### EtCl Stores and Shops

Charles "Prof" Mathis.

### Sodium Operations

J. G. Chiek and Clyde Harris.

### Chemical Res. and Dev.

Bob Curry and Jim Westbrook.

### Miscellaneous Services

Archie Triche.

### EtCl Maintenance

Jimie Bishop and Mickey Owens.

### TEL Operations

Ivy Landry, M. D. Kilroy, Frank Wilklow and Edwin C. Jackson.

### EtCl Operations

B. T. Wilson and J. J. Bessey-lance.

### Sodium Maintenance

Gene Cothorn.

### TEL Maintenance

A. J. Bourgeois, Willie Disch, and A. J. LeBlanc.

In commenting on the large ballot cast, ERA President Joe Polito expressed the opinion that this was the case because of the hard work of the election committee and because, for the first time, ballot boxes were set up at the Plant gates.



Annuitants who were guests here Dec. 23 are shown above. They are, left to right: M. C. Bailey, Scott A. Kleinpeter, James C. Sparks, Isaac Hotard, Leo Blank, Edward J. Melon, Dearis P. Anthony, John A. Graziano, James A. Davis, Robert B. Kennedy, Joseph E. Babin, Dan Read, George A. Wells, Ralph A. "Shorty" Grass, John B. Stewart, Sam Pizzillo, Paul Accardo, H. B. Hunt, Calvin J. Courtney, John A. Worsham, Benjamin F. Rogers, and Joseph R. Breaud, Sr. Grass passed away two days after this picture was made.



Willie Hurst, left, the only member of the Labor Group who has retired, was a visitor. Here he is shown talking to Grant Clark in the Cafeteria.

## Annuitants Visit Old Friends Here; Enjoy Annual Dinner in Their Honor

Twenty-two of the 35 Plant annuitants were guests on the Plant on Dec. 23. They attended the annual Company dinner given in their honor.

Annuitants visited friends in the change houses and offices before the special meal in the Cafeteria.

On hand to dine with them were top company officials who extended warm greetings to these former employees who have retired from active service.

Willie Hurst, the only employee from the Labor Groups who has joined the ranks of the annuitants, was a guest Dec. 22. He visited former co-workers in the change house and ate with them in the Cafeteria.

The annuitants are benefiting now from their participation in the Retirement Income Plan. They receive regular monthly retirement checks as a result of their investment in the Plan during their active employment.

Participation in the Retirement Income Plan by active employees at the Baton Rouge Plant is now 95 per cent.

In 1958, fourteen employees joined the ranks of the annuitants. They included Leo Blank, Sam Pizzillo, John V. Schmitt, George A. Wells, C. T. Addison, Peyton C. Mahoney, Luther E. Hammack, Paul Accardo, A. J. Helouin, Jr., Franklin F. Woody, Laurence Bruce, John A. Graziano, Scott A. Kleinpeter, and James A. Davis.

Two days after the dinner for annuitants, friends of Ralph A. "Shorty" Grass were shocked to learn of his sudden death in New Orleans at the home of his daughter. "Shorty" had been a guest at the annuitants' dinner.

He was the latest of four annuitants who have died since their retirement. Others were Euclide Landry who passed away Dec. 19, 1956; T. I. Arnold, Aug. 1, 1958; and Mrs. Edna Burns, Nov. 12, 1958.



Members of top supervision dined with the annuitants in the Cafeteria. This picture shows Resident Manager Wallace F. Armstrong greeting them as he enters. Immediately behind Armstrong is Dr. R.C.A. Bock, Medical.



A. D. Hubbs, Employee Relations, makes the arrangements each year for the annual dinner. He is shown here welcoming the annuitants in the Cafeteria prior to the meal.

## Twenty-nine Get Suggestion Checks

Twenty-nine employees shared \$905 in Ethyl Suggestion System awards during the past month.

Leading the group were Jasper A. Oliver and Sidney J. Breaux, both of TEL-Sod. M&C, who shared a \$405 award. Their idea concerns an improvement in chlorine car handling. This was Oliver's and Breaux's fifth adopted suggestion.

Next was Wallace Rivett, Jr., TEL-Sod. M&C, who was awarded a \$170 award, for his adopted idea

concerning an improved operating method on the Plant. This was Rivett's first adopted suggestion.

Others receiving awards were:

### \$30 Awards

Myrna P. Tullier, Offices Services; J. L. Reynolds (former employee) and H. W. Scruggs, EtCl Maint., (Share).

### \$25 Awards

C. W. Hendrick (former employee); A. C. Spinks, Power; J. T. Spinks, Sod. Op., and E. H. Ory, TEL-Sod. M&C.

### \$20 Awards

B. B. Garner and J. J. Fontenot, both of TEL-Sod. M&C.

### \$15 Awards

R. J. Anderson and W. A. Domke, both of TEL Op.; J. L. Reynolds (former employee); J. C. Hebert, EtCl M&C; G. D. Smith and H. J. Goudreau (Share), both of EtCl Op.; H. A. May and G. F. Neill, both of TEL-Sod. M&C.

### \$10 Awards

J. W. Bowden, TEL Op.; Myrna P. Tullier (2 awards) and Sandra H. Devall (2 awards) (Share), and Bobby R. West, all of Offices Services; L. R. Freeman, EtCl Maint.; J. P. Schissel, Stores.

### Certificate of Award

F. W. Frey, R&D.



Sidney J. Breaux, second from left, and Jasper A. Oliver, third from left, recently shared a \$405 suggestion award for their adopted idea on an improvement in chlorine car handling. Making the presentation at right is Homer Y. Ridgell, Sodium Maint. foreman, and observing at left is Arcade J. Parker, Sodium Area Maint. engineer.



W. P. Rivett, Jr., at right, TEL-Sod. M&C, was recently awarded a \$170 suggestion award for his adopted idea concerning an improved operating method on the Plant. Presenting the award is Sodium Maintenance Foreman J. D. Cockerham.

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## Four Men Complete Twenty Years Service



Glenn S.  
Grigg,  
TEL Op.



Joseph E.  
Langlois,  
TEL Op.



James B.  
Luker,  
Ind. Rel.



Fred C.  
O'Rourke, Jr.,  
ETC Op.

Four employees at the Plant joined the 20-year group last month and received their 20-year awards. Fourteen received 15-year awards, 18 received 10-year awards, and 2 reached the 5-year mark during January.

### 15 Years

John J. Thompson, Jr., TEL Op.  
Clay A. Chauvin, ETC M&C  
John J. Koch, Finance  
Nemours F. Rayne, ETC M&C  
Frank W. Bryant, Jr., Power  
Fred A. McKee, Finance  
Elmo F. Rogers, ETC M&C  
Howard Williamson, TEL Op.  
John C. Martin, Stores  
Claude J. Arceneaux, R&D Services  
Robert H. Moles, Finance  
Dennis W. Cain, TEL Op.  
J. B. Franklin Stubbs, TEL-Sod. M&C  
Pierre J. Landry, Stores

### 10 Years

Osbert R. McRight, Stores  
Connie B. Mary, Ind. Eng.  
Hazel F. Cave, Ind. Eng.  
Francis C. Kelley, TEL-Sod. M&C  
John K. Simmons, TEL-Sod. M&C  
Enlie D. Delaune, Mech. Eng.  
William A. Saxon, Sod. Op.  
Francis M. James, Qual. Control  
Bolos J. Mansur, Qual. Control  
Dan B. Farthing, Sod. Op.  
Daniel I. McDaniel, Jr., Sod. Op.  
Louis W. Delubaye, TEL-Sod. M&C  
Jesse F. Kleinpeter, TEL-Sod. M&C  
Wordy A. Normand, TEL Op.  
Earl H. Rachal, Finance  
William A. Rolston, Jr., Stores  
John T. Arnold, TEL-Sod. M&C  
Charles R. Bergeron, Proc. Des.

### 5 Years

Robert W. Geiger, Business Research  
June D. D'Abadie, Prod. Plan.

## Vinyl Chloride—

(Continued from Page 1)  
of employees of various Plant groups has been outstanding. In the third place, VCI Operations employees led all Operations and Maintenance Groups in attendance for 1958 with only 1.5 per cent of the days scheduled lost through absences.

"Fourth, the vinyl plant is clearly an example of improved products and processes and the successful search for new Company products to supplement 'Ethyl' antiknock compounds. Fifth and finally, cost control has received constant attention as shown by low maintenance costs, low production costs and lastly, low expansion costs."

### Example of Company Policy

"I think the Vinyl Chloride Plant is an outstanding example of two primary company policies being fulfilled," Clarence Neher, director of Business Research, said. "In the first place, the Vinyl Chloride Plant is a very successful example of the Company's constant search for new products and new fields in which to use our experience and knowledge. This study of new products is being vigorously pursued and will be continued to be studied in the months and years ahead."

"The growth of the infant of a year ago to twice its original capacity is the evidence of the excellent work that has been done by all," Resident Manager W. F. Armstrong said, in discussing the new addition to the Company's business.

"Our Vinyl Chloride Plant tells the competition story as clearly as any example I have seen. The efficient handling of our vinyl chloride business has permitted us to keep production and investment costs in line with the original estimates which we used to justify entering into the business."

Armstrong said it had been recognized at that time that the vinyl chloride business was very competitive and "we determined not to enter the business unless we were

prepared to stay in it."

"Now, as we have seen, by controlling all of our costs and producing a high quality product, we have been able to enter into and expand our sales in a highly competitive field that already has several vinyl chloride monomer producers," he stated. "As long as we are able to continue to operate as efficiently as we are now doing, we feel certain that we can compete in this market indefinitely."

Frank Padgett, manager of Vinyl Chloride Operations, added: "The market for this product has had a steady growth and we believe it will continue. The Company hopes to continue to increase our share of the market through production of a top quality product at the lowest possible cost so that our monomer can be sold at a price that will be competitive and yield the Company a fair return on our investment."

Yes, our 1958 baby, "born" of intelligent planning and efficiently managed, is primed to go ahead.

A "bunch" of fellows here at the Plant have helped make this possible.

## —DECEASED—

### Ralph A. "Shorty" Grass

Ralph A. "Shorty" Grass died suddenly Christmas morning at the residence of his daughter in New Orleans.

A former electrician 1/c in TEL-Sod. Maint., he had retired Aug. 1, 1957. Grass had joined the Company in 1937 to work in Construction; he transferred to Maintenance in 1939 and was an electrician 1/c when he retired.

Religious services were held at the Sacred Heart Catholic Church Dec. 26 with interment in St. Vincent de Paul No. 3 Cemetery in New Orleans.

He is survived by his widow, the former Myrtle Coig, two daughters, and six grandchildren.



## Schafer Happy to Have Insurance

By John I. Schafer

Vinyl Chloride Operator 1/c

Medical and hospital bills mount in a hurry. This is especially true when there is some prolonged illness in the family that necessitates hospital and surgical treatment.

My wife was under a doctor's care during 1958. Numerous trips to the hospital, examinations, X-rays and laboratory tests made the bill mount in a hurry.

In fact, I was surprised the other day when talking to Jack Creagan in Employee Benefits, to find that my benefit plans—Basic and Major Medical—had paid out a total of \$2,105.56 in a twelve-month period.

In my league, that is a sizeable sum of money to pay out of your pocket. That's why I'm happy to have the excellent insurance coverage provided Ethyl employees in our benefits program.

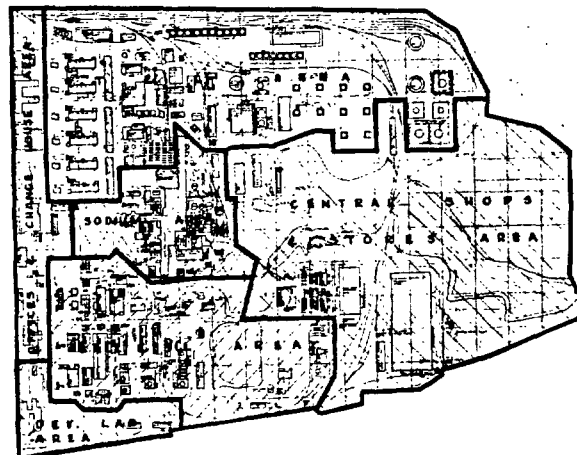


## ERA Hunting Contest Winners Get Awards



Top hunters in the ERA Hunting Contest are left to right, Lou J. Snyder, R&D, Chairman of the ERA Wildlife and Fisheries Committee; S. B. O'Neal, TEL-Sod. M&C, winner of the duck category with one weighing 3 lb. 9 oz.; Roy S. Broussard, TEL Maint., winner of the deer contest, with a 15-point buck; Hiram K. Martin, Office Services, winner of the squirrel contest, with one weighing 2 lb. 4 oz. and Wesley L. Pickett, Finance, who was the second place winner in the deer contest with a 14-point buck.

## Map Shows Housekeeping Areas in Contest



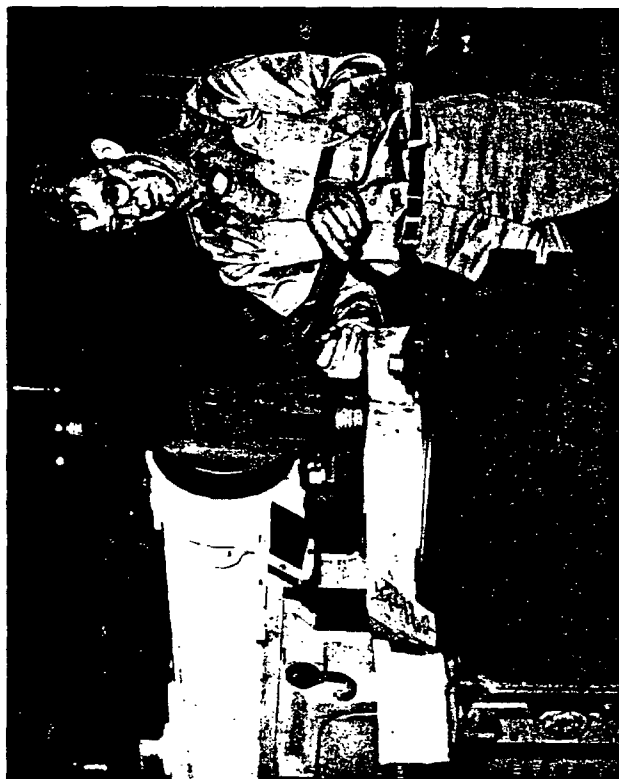
Housekeeping is marked for improvement on the Baton Rouge Plant now that the competitive housekeeping contest has been set up and put into operation. The map of the Plant, shown above, outlines the different areas that are competing for housekeeping honors. Each employee is urged to do his part to keep his area as neat and clean as possible.

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Baton Rouge 1, La.

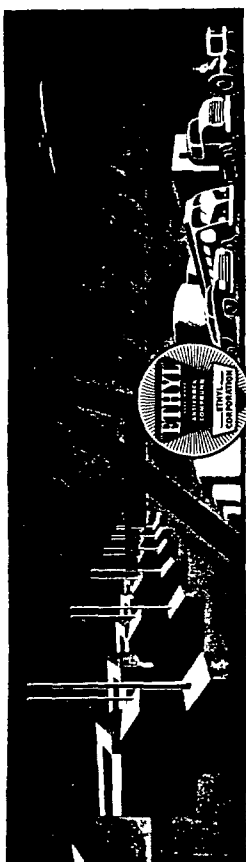
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*Yes, Your Job Is Important!*



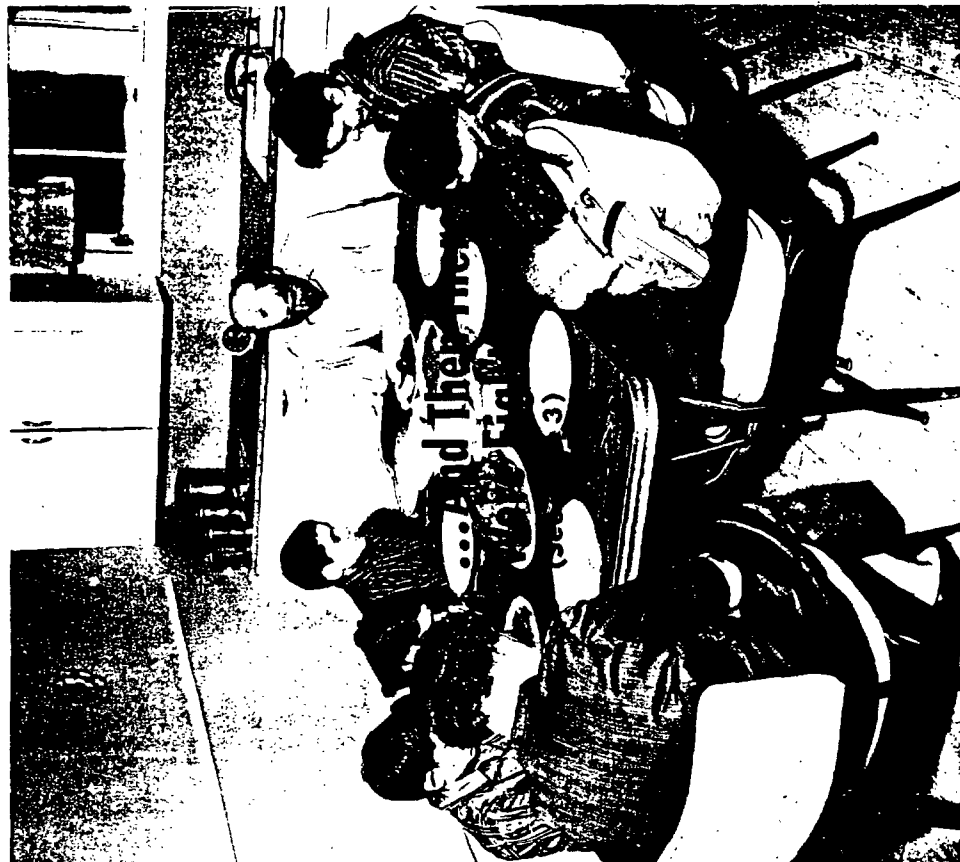
Yes, your job is important, and this is the first of a series of pictures showing the importance of various jobs on the Baton Rouge Plant. William "Red" Kennison, machinist 1/c, in TEL-Sod. M&C, is shown operating a modern shaper. He and other machinists are needed to keep the Baton Rouge Plant operating efficiently because it is to them that precise machine work is assigned when repair must be done. Their experience, training, know-how, and sincerity must go into each job they perform so that the end result is a machine part that fits and works. If they failed in this, production could not long continue. In the American system of free enterprise, profits which provide our livelihood come from economical production.



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Baton Rouge, La.

February, 1959



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# Five Objectives Form Guiding Policy for All of Us

## Every Employee, Every Job Is Involved in Cooperative Plan For Successful Year on the Plant

To build a house or construct a building, you need a set of blueprints. When you take a trip, you plan your route in advance with a road map. If you operate a successful business, you plan ahead. A set of objectives or goals serves as the blueprint or road map by which you chart your course.

Our business is operating the Baton Rouge Plant activities successfully for the Company. The primary objective or guiding principle for us here is, and has been, to carry out each function so that the Company and the Plant will continue to produce products and render services which will enable us to meet competition, realize a profit, and maintain leadership in all endeavors.

### What's Our Course?

If we are to do a good job in accomplishing that objective—if each of us is to gear his activities to that goal—then we too need to chart our course during this year by means of a set of objectives or guides.

If we know what those objectives are, each of us can do a better job whether it be in Employee Relations, Research and Development, Manufacturing, Purchasing and Traffic, or Engineering. For, regardless of how you look at it, operating the Baton Rouge Plant successfully is a team effort of all employees in all departments—an effort that is backed up by our Sales force, our research people at other locations, and by the leadership and planning of Company executives and their departments in New York.

To find out what we are shooting for in 1959—to get a blueprint of objectives for the year—The Antiknock staff asked the heads of each department on the Plant to tell us what, in their estimation, should be the 1959 objectives for all employees on the Plant to help accomplish our goal.

While we cannot control the nation's economy which seriously affected the Company's business last year, we can, by doing our share to make the Baton Rouge Plant a successful and profitable part of the Company's operation, be assured that we are doing everything we can to provide for the security of ourselves and our families in the years ahead.

### We Asked Department Heads

We talked to the heads of all departments represented on the Plant—to Wallace Armstrong in Manufacturing, to George Beste in Research and Development, to Clarke Burdick in Engineering, to Chuck Colvin in Purchasing and Traffic and to Bill Henry in Employee Relations. While each of these groups has its own department plans and specific objectives for the year ahead, we asked for objectives which all of us could adopt as the guiding principle for us to follow in each of our jobs in 1959—in other words, Plantwide objectives.

They came up with a five-point blueprint or guide for the Baton Rouge Plant in 1959. If we can work toward our primary goal with the five Plant objectives in mind, then we will have made great strides in carrying out our assigned function of operating the Plant successfully for the Company.

Here are those objectives which they believe are most important for 1959.

## Objective No. 1

Objective No. 1 is to improve our safety performance, both on and off the Plant during the coming year. That may sound odd when you consider that in 1958 we had the best safety year in the history of the Plant with only five time-losing injuries and a sizeable reduction in minor and precautionary injuries from previous years. However, Plant activities cannot be carried out successfully nor can employees do the best job unless they work safely. We must work toward the goal of preventing all injuries at the Plant.

Our biggest safety challenge in 1959 is whether we can carry our improved Plant safety home with us and reduce the large number of off-Plant injuries which are not only causing unnecessary suffering but are causing great loss of time from work. Information supplied by employees in the eight months between April 14 and Dec. 14 shows that there have been 83 off-Plant injuries which have resulted in loss of time from work.

A study made of the non-fatal off-Plant time-losing injuries shows an average of 10 days of absence from work has resulted from each injury. Therefore, it is clear that a sizeable portion of the 28,975 days employees have missed because of disability is accounted for by these non-work time-losing injuries.

The Central Safety Committee plans to inaugurate a program whereby we can all work together to bring about a reduction of off-Plant injuries in 1959. Each of us, for the sake of his family and himself, should cooperate in this program.

## Objective No. 2

Objective No. 2 is better communications and cooperation in 1959. This involves letting others know what we are doing and working together as individuals and as groups. This article outlining the five objectives to guide us in working together toward a common goal in '59 is in line with management's intentions of keeping employees informed about Company plans, policies and problems. It is hoped that this will be a two-way street and that employees will keep management advised of their problems. Remember also that the vehicle by which employees can pass on ideas for making the Plant operations more efficient and safer already exists in the Ethyl Suggestion System which offers cash awards for ideas the Company can use.

In the matter of cooperation or teamwork, or whatever you want to call it, the real need is working together for the common good. Put another way, it's practicing good human relations—of following the Golden Rule of treating others as you would like to be treated. The pride that a group takes in its accomplishments and in doing a good job is fine and is the result of good individual cooperation and a desire to get the job done. The Plant has always had a considerable number of those groups who work well together and produce top-notch results. There is a place for even more of this kind of pride in group accomplishments, but let's extend that same spirit to the Plant as a whole. The same pride can extend to the entire Plant when groups and individuals cooperate with each other or work together on a Plant team to get the job done—on these five objectives or any other goal that might be assigned to it.

## Objective No. 3

Objective No. 3 is better attendance on the job in 1959. The Company has stated on numerous occasions that it does not expect an employee to work when he is not physically able. It has provided the Accident and Sickness Plan pay and other benefit plans for the protection of the income for disabled employees and their families. While a reduction of off-Plant time-losing injuries will certainly help us in reducing our disability rates, it is the further responsibility of the employee to keep himself as physically fit as possible and to arrange his personal business in order to be on the job regularly except in cases of personal illness, death in the family, or other real emergencies which force him to miss time.

In 1958 up to Dec. 24, 33,947 man-days have been lost through absences of employees. Of this number 29,454, as pointed out above, resulted from disability. Improved attendance not only will help us in the operation of the Plant, it will go a long way in helping us to achieve Objective No. 5—control of costs at the Baton Rouge Plant.

## Objective No. 4

Objective No. 4 is improved products and processes. While the research employees and those in engineering are working on this every day and are keeping the Baton Rouge Plant research and engineering work abreast of competition, each employee can contribute to this objective through studying ways to do his job better. Quality products, produced in the most economical way, puts you a jump ahead of your competitor in any business. In our business we must always be on the lookout for better and more economical ways to conduct our present manufacturing and maintenance work. In addition, research and engineering employees must continue to look for additional products and efficient ways to produce them. We added a new product, vinyl chloride, last year. We certainly hope we can add more this year and in the years to come!

## Objective No. 5

Objective No. 5 is continued emphasis on cost control. This is the one that each of us can and must keep uppermost in his every day job. In our jobs, in the things we buy, in the tools and materials we use, and in countless other ways there may be opportunities for reducing our costs of operating the Baton Rouge Plant. Nothing is more important in keeping the Baton Rouge Plant competitive than for each of us to practice cost control—in every job and every activity.

That's our road map or blue print for 1959 at the Baton Rouge Plant. Those five objectives are what management feels should receive the cooperative efforts of all of us. If we have improved safety on and off the Plant, if we accomplish better communications and cooperation, if we have better attendance, work toward improved products and processes, and if we can keep our collective thumbs on cost, then we will have done a good job in operating the Baton Rouge Plant successfully for the Company. When we do that we will have done our share toward providing for future security for us and our families.

## They Tell Why 'Little Things' Mean a Lot to Employees

Many employees on the Baton Rouge Plant have been the recipients of kind and generous help from fellow employees. These "little things," if they may be called such, have meant a lot to them. These acts show the spirit of brotherhood that exists among employees. They provide a warm and revealing picture of the concern shown for the individual employee and his well-being by his

co-workers and his supervision at the Plant.

On this page are what some of the employees who remember acts of kindness that have stood out in their years here have to say about these acts. All were happy at the opportunity for making the statements as another means of showing their appreciation to their fellow employees.



"On Oct. 29, 1957, lengthy hospital treatment began for me," said Alton Juban, TEL Sod. Maint. pipefitter helper 1/c. "I was confined for a period of approximately 11 months. Needless to say, there is a lot of worry for a man during a period such as this, and if it were not for the consideration of his co-workers as well as the kindness of the Company, it would be much harder to recuperate. In my case, for example, my co-workers paid my house notes for me while I was disabled. I am confident that had it not been for their kindness I would have lost my home. That is the kind of thing that makes working with such a swell group of fellows one of the outstanding pleasures in life. I do want to recognize also the help I received from the First Baptist Church in Denham Springs."



"In September of 1954," says James D. Ashmore, TEL operator 1/c, "I decided to attend classes at LSU under the Korean Veterans' Educational Program. Four years later, I was fortunate enough to get my degree. This certainly would not have been possible without the help and cooperation of the men with whom I worked as well as the foremen and supervisors in TEL."

"Before I enrolled at LSU, I talked to my co-workers and foremen who assured me that they would help as much as possible by swapping shifts when necessary so that I would not miss classes. They did this cheerfully and happily for four and one-half years. This kindness, consideration and help is something that I will never forget about my job here."

"In 1952 my wife had returned from the hospital after an attack of polio," Hiram May, instrument mechanic 1/c, said. "At that time I worked in Central Shops. Mrs. May had to have the car to go to the hospital every day for physical therapy treatments. I couldn't find a ride from the vicinity of my residence to Central Shops, but I could find one to the Main Gate if I could trade jobs and work in the TEL Area. Without being asked, Norman J. Wilton walked up to me and offered to make the trade. I will never forget this kindness which meant so much. It was a 'little' thing that was 'big' in my case."



"I was off ill from the fourth of March to June 9 last year," states Mercerese Rabb, stenographer in the Safety Office. "During that time I received a total of 183 letters and cards, mostly from co-workers at the Baton Rouge Plant. In that I was confined to bed out of town where personal visits were hard to make, these letters and cards meant more than the senders will ever know. Actually, I found myself anxiously waiting for the mail carrier every day just to get the mail and read it. Quite a few did go up to see me (I was in New Roads) and their visits were certainly appreciated too. This was a sincere expression of warm friendship which I hadn't even anticipated."



**Objective No. 2 for 1959 is better communications and cooperation.**

"Several months ago my niece, Debbie Bonaventure, had to undergo very serious heart surgery," says Charles H. Patton, Jr., TEL Maint. machinist 1/c. "She had a rare 4-B positive blood which is difficult to find. We knew that during this surgery she would need about eight or ten fresh pints of blood. We ran a request for help in *The Daily Bulletin*, and the response from employees was excellent. We had more donors than we needed. Debbie has completely recovered, thanks to the generosity of these men who gave blood and to the Company for making our needs known to them. We shall always be grateful for this help."



"In 1956 I started attending Southern University to study electronics," said Morris Sholes, TEL laborer 1/c. "At that time I was working shift work and would have had to miss classes when working days if I hadn't been successful in swapping shifts. Isaac Henley swapped with me the entire time I was attending these classes. The foremen certainly helped me arrange these swaps so that I could continue the classes."

"I hope to get my degree at Southern in about a year and a half from now. I couldn't have gone very far without the help I received out here. It is something I will always remember and appreciate."

Hardy Wells, Sr., TEL Maintenance electrician 1/c and a past president of the ERA, said: "When we began the development of the ERA Center on the Old Hammond Highway, I was asked to take charge of the electrical distribution for all the facilities there. This type of work necessitated the use of many expensive tools, and heavy equipment such as tractors and crane cars. The Company loaned this equipment for use at the Center. This was done in the true spirit of cooperation, and it saved the Ethyl Recreation Association many hundreds of dollars. This equipment was used not only for the electrical work, but for the entire development of the ERA. That stands out in my memory as one of the 'little things' that meant a lot to many ERA members."



C. A. "Pops" Aucoin, EtCl Maint., has headed drives among Allied Oil Workers personnel for years. "When you have a drive on the Plant such as the United Givers," he said, "It takes the teamwork of management and wage-roll employees to put it over. The Company has always given its full cooperation to any drive that is conducted on the Plant. Men are assigned as necessary to contact other employees, office space and facilities are provided, and other cooperation is given when requested. The Company has been generous also in allowing employees to take up collections at the gates for sick employees who need help. These may be 'little things' but they mean a lot to the community and to employees."



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## Our Good Safety Record Can Improve; Help of All Employees Needed in '59

By Carroll Hebert,  
Safety Supervisor

If we take the liberty of comparing our safety campaign to a football game, it might be said that, like LSU's Tigers a lot of times last fall, we got the ball and we headed to the goal line to win the game. The ball was safety, the goal line represented good safety performance, and the game was the best safety record in the entire history of the Plant.

Continuing that same comparison, however, we had to cross that goal line to win. If we had fumbled excessively, slipped, given in to the opponent's defensive play, taken our ability for granted, or become over confident the final score may not have been in our favor.

In fact, the letup of our safety efforts in early December substantially decreased the final score. True enough, we still set a new safety record by a substantial margin, but it would have been much better if this rash of major injuries had not occurred.

What is this outstanding safety effort? In 1958, as of Christmas, we had five major or time-losing injuries on the Plant as compared to 17 the previous year. Up to 1958, the best year in the history of the Plant was 1955 when the total number of major injuries was 11. The worst year was 1947 when the total number amounted to 40.

There are other measurements of

safety which must be applied, however, before the complete picture of safety accomplishment is brought into sharp focus. These include a comparison of sub-major, minor, and precautionary injuries.

As of Christmas last year we had had six sub-majors. In 1957 at that time, we had had only three.

There was a reduction in minor injuries. The 1958 score stood at 1,132 as compared to 1,462 at the same time the previous year.

The reduction in the number of precautionary injuries shows that there had been 716 on Dec. 15, 1958, as compared to 832 on the same date in 1957.

Good safety accomplishment is rewarding and gratifying. The reward is the decrease in suffering, loss of productive effort, and worry by the employees who avoided injuries. The gratification lies in the accomplishment through the teamwork and determination of all employees.

However, I believe you join me in the conviction that so long as our record is not perfect, we must continue our efforts to improve it. Working together in 1959 we can set an even better record than we did last year. Right now is the time to start. The 1959 effort must continue through Dec. 31 without letup. Remember one of the five objectives of the Plant for 1959 is improved safety on and off the Plant. Let's reduce those injuries both at work and at home!

## Club Gives Toys, Cash for Needy Children



The Ethyl Management Club Toys For Tots Committee is shown in front of the table laden with gifts from members for needy children in the area. Left to right are Ernest C. Diamond, chairman, M. T. Jeansonne, Henry W. Britton, and Jewel A. McCaslie. A total of 152 presents and \$200 in cash were donated, Diamond reports, at the Dec. 17 meeting of the club.



New officers for the Ethyl Management Club were installed at the December meeting. Left to right, they are Art Decker, secretary, Aubrey Chaney, treasurer, Lotis White, vice president, Luther Beeson who was installing officer, and Duke Hartsfield, president.

## Company Entertains Students in New York



Here Istrouma students are shown at a meeting of the Trusteeship Council of the United Nations. Among the group were numerous sons and daughters of employees of the Baton Rouge Plant. The Company acted as host to the youngsters during part of their stay in the city.

On Nov. 28 when 37 student members of Mu Sigma Honorary Fraternity of Istrouma High School were visiting in New York City, Ethyl Corporation acted as host.

Russ Kerr and Harry McGraugh of Public Relations escorted the group to the United Nations, the New York Stock Exchange and on a sightseeing tour of lower Manhattan.

Mrs. V. A. Turner, French teacher at Istrouma, and Miss JoAnn Odom, daughter of D. C. Odom, M&C, were chaperones for the group. Miss Odom is a music teacher at the school.

Mrs. Turner, in writing a letter of appreciation to the New York Office, stated, "I wish to thank Ethyl Corporation for a most pleasant and enjoyable trip. Ethyl was a wonderful host."

## Well Planned Safety Program for '59

Baton Rouge Plant employees will participate in 1959 in a well-planned four-part safety program to guide their safety activities throughout the year, J. F. Hamilton, Chairman of the 1959 safety program sub-committee of the Central Safety Committee, reports.

The first part of the four-part program provides that the monthly Safety emphasis programs on specific safety subjects, used in 1958, will be used again in 1959. These programs will include distribution of adequate and timely material to be used in safety meetings including such subjects as safety in the home, injuries to the outdoorsman, eye protection, protective clothing and equipment, hand tools,

danger and caution tag procedure, traffic safety and disaster control.

It is also planned to have some part of each safety meeting devoted to first aid training. A qualified first aid instructor will teach this.

The second part of the program tentatively provides for recognition of improvements in safety. Those groups who show an improvement, based on the Safety Group index rating, for the first half of 1959 and again for the entire year, will be given appropriate recognition in 1959.

Housekeeping inspections and competitive housekeeping ratings for the different areas form the basis for the third part of the proposed 1959 program. A competitive system has been developed on this.

The fourth part of the program provides for special foremen training sessions in industrial safety to better equip them to carry out their part in administering an overall successful Plant safety program in 1959.

## — RECENTLY DECEASED —

### William S. Beall

William S. Beall died Dec. 16 at the Baton Rouge General Hospital. A resident of 902 Park Blvd., the 50-year-old employee had joined the Company in 1942 as a painter helper 3/c. He was a painter foreman in EtCl Maint. at the time of his death.

Funeral services were held at 3:00 p.m., Dec. 17 at Welsh Funeral Home with Dr. John W. Melton and Rev. Dan Goodwin of Midland, Tex., officiating. Burial was in Greenoaks Memorial Park.

The deceased is survived by his widow, Mrs. Adele Atkinson Beall, one son, three daughters, three sis-

ters, two brothers, and one granddaughter.

### Robert T. Smith

Smith, a laundry operator 1/c, died Oct. 5 in Liberty, Miss.

He had joined the Company in October, 1945, to work as a laundry operator 2/c.

Funeral services were held at the Bethel Baptist Church in Liberty with burial in the cemetery there.

He is survived by his widow, Elizabeth Jenkins Smith, one son, three daughters, and his mother.



Member of International Council  
Industrial Editors

The purpose of The Antiknock is to report how Ethyl people work together, inform employees about the Company—its products, progress and problems, show the activities of employees and their families, and promote an appreciation of the American Way of Life.  
J. T. Stephenson . . . . . Editor

## Twenty-Five and Twenty-Year Awards Given



S. A. LeCroy, second from right, receives his 25-year watch and pin from Resident Manager Wallace F. Armstrong, right. On hand also to congratulate LeCroy, on Dec. 11 when he reached the 25-year mark, were L. H. Stephens, left, and Chester Holmes, second from left. LeCroy is a supervisor in Quality Control.

### 20-Year Awards



Zelton J.  
Stringer,  
Sod. Op.



Eddie L.  
Fairchild,  
M&C



George B.  
Noland,  
EICI Op.



Jerry T.  
Adams,  
EICI M&C



Urban A.  
Callais,  
TEL Op.



John C.  
Holden,  
M&C



Clyde L. Ward,  
TEL-Sod. M&C



Aey E. Walker,  
TEL Op.

Harry W. Wheeler, Medical, heads the field of those celebrating long service anniversaries. He joined the Company in Dec., 1928, and completed 30 years last month.

Next in celebrating long service is Sylvester A. LeCroy, Qual. Control. He joined the Company in Dec., 1933, and completed 25 years last month.

Nine other employees rounded out 20 years of service, 11 completed 15 years of service, 6 completed 10 years and 3 reached the five-year mark last month.

#### 15 Years

Percy W. Trotter, Chem. Res.  
Victor Latons, TEL Op.  
Lawrence E. Early, EICI M&C  
Rose W. Pitcher, R&D  
Arthur W. Conerly, TEL-Sod. M&C  
Frank M. Butler, TEL Op.  
Conrad L. Mire, Stores  
Lawrence J. Lambert, Sod. Op.  
John D. Ott, TEL-Sod. M&C  
Samuel H. Correntino, TEL-Sod. M&C  
James E. Schmidt, TEL Op.

#### 10 Years

Lloyd T. Averett, Stores  
Hilton V. Carter, Jr., Stores  
Dempsey D. Williams, III, Tel-Sod. M&C  
John M. Beysseler, TEL-Sod. M&C  
John T. Clarke, R&D Services  
William A. Caraway, TEL-Sod. M&C

#### 5 Years

Betty M. Davis, Proc. Des.  
Albert L. Friedrichs, Ind. Eng.  
Joseph D. Houghton, Prod. Plan.

One of our prime objectives for 1959, No. 5, is to continue to emphasize cost control on every job and in every activity.



Mack Hilton,  
TEL Labor

## Completes 30 Years



Harry Wheeler, Medical, was the recipient of a 30-year service award during December. His Company service goes back to December of 1928.

## Benefits Plans 'Saved The Day'

By Lena Langlois,  
Patents Stenographer

My husband, Joseph, who is an employee in another industry, does not have major medical coverage. However, I carry major medical for the family—my husband, two children and myself—as well as basic hospital and surgical coverage for all of us.

Joe underwent a delicate and expensive heart operation recently. Nurses around the clock added to the already high hospital and surgical expenses. Fortunately, my Major Medical is paying \$786.87 on this case and the Basic Hospital and Surgical Plan is paying \$575. It is wonderful to have this insurance coverage when a large hospital and surgical bill comes along.

The Benefits Office personnel have told me also that in the event of further expense on this case, Major Medical will pay seventy-five per cent of the bill, until the policy has paid out a total of \$10,000. We don't anticipate needing this, but it is excellent protection.



Lena Langlois

## One Glance Aside Caused Near Tragedy

By Frank K. Taylor,  
Laundry operator 1/c

While this doesn't concern any serious accident to me, it is a report of one that was almost fatal to one of my children. It may prove helpful to others preventing a similar accident.

I had fixed a bird-bath in our front yard to attract birds to our home. However, the driveway in the yard had a hedge bordering it which required careful awareness of safety. Without looking carefully you might not see children playing on it as you turned in from the street.

When I came home after work one day, I saw a beautiful blue jay perched on the bird-bath. I had waited nearly three years for such a sight, and I took my eye off the driveway approach. At that instant when the car's hood was at its highest angle as it went up the curb, it happened. Before I knew it, I had run over my little three-year-old boy. A bucket of gravel he was playing with was what saved his life. When I heard the bucket scraping underneath the car I slammed on the brakes. I then heard the child's weak cry.

I was almost too shaken to get out to investigate, but it had to be done. I found that I had stopped the car just before the rear right wheel had rolled over his head!

I got the little fellow out and looked him over, thinking surely the worst had happened. His mother and I rushed him to the emergency room of the hospital where both the doctor and elapsing time eased the tension that had built up. X-rays revealed no fractured bones, and the overnight stay in the hospital let us know that internal bleeding wasn't likely.

The lesson to be gained here, I think, is that our responsibility for driving safely never permits even a moment for satisfying emotional desires. The sight of that blue jay will live a long time in my memory, but the near tragedy of running over my son will live even longer.



Frank K. Taylor

## Kehoe Retires

Dr. Robert A. Kehoe, medical director for the Company since its formation, retired Dec. 1. His headquarters were in Cincinnati, Ohio, but he was well known on the Baton Rouge Plant where he had visited many times.

The procedures for the safe manufacture, blending, distribution and use of tetraethyl lead antiknock compounds are based largely on his recommendations, and it has been under his over-all supervision—from the medical standpoint—that the outstanding record of safety in connection with our principal product has been achieved.

In addition to his Ethyl position, Dr. Kehoe also has served at the same time as head of the Department of Preventive Medicine and Industrial Health at the University of Cincinnati and as director of the Kettering Laboratory of Applied Physiology there.

Named to succeed Dr. Kehoe is Dr. Karl Kitzmiller and Dr. Frank Princi has been named associate director. Dr. Kehoe will continue as medical consultant to the Company.

## Letters From Grateful Citizens Praise Ethyl's Latest City Map

A hearty and warm response from citizens in the Baton Rouge area has indicated their appreciation for the latest issue of Ethyl's Baton Rouge map.

The letter to employees, suggesting that they serve as the Company's representatives in making the first distribution of the new map, said, "Each time your friends and neighbors refer to their copy, we hope it will serve to remind them of Ethyl's interest in the development and betterment of our community."

Subsequently, in sending copies of the map to over 2,000 business and professional people in Baton Rouge, Resident Manager Wallace F. Armstrong said, "We produce these city maps primarily for the use of the people of Baton Rouge who have a continuing need for information about our community. We at Ethyl Corporation are very happy to make this free map available for the eighth consecutive year as an expression of our interest in the growth and betterment of Baton Rouge."

The many letters that have been received from grateful recipients give ample evidence that the maps are accomplishing their purpose. The letters which have been received represent practically all types of businesses, professions, churches, and civic organizations in the greater Baton Rouge area.

The excerpts from some of the letters given below are typical of the responses received from many individuals and organizations in the community:

"Certainly this is a wonderful gesture on the part of Ethyl to provide this service to the community and its citizens." Jack S. Burk, Barnard and Burk, Inc.

"Ethyl is to be commended for this fine public service to the people of Baton Rouge." James T. Means, Jr., Louisiana Tax Commission.

"Our employees were very grateful and happy to receive the latest edition of Baton Rouge maps." John B. Fox, Plantation Pipe Line Company.

"The Baton Rouge Chamber of Commerce has sent us a copy of your latest Ethyl map of Baton Rouge. We find the map very complete and informative and are pleased to have it in our files." L. Kemper Williams, Williams, Inc.

"I am grateful for the fine new map of Baton Rouge." Theo F. Cangeli, Attorney, and President, LSU Board of Supervisors.

"The Ethyl Corporation can be proud that they provided such an excellent map for the people of Baton Rouge." Richard W. Petrie, Louisiana Motor Transport Association.

"Operating an average of 25 trucks per day in this area, you can well imagine what these maps mean to us." Fred J. Grace, Fred Grace Building Materials, Inc.

"In view of the growth and size of our City and Parish, I think this map is a real contribution to the convenience of our citizens and I am sure this view is shared by many others." M. J. Wilson of Breazeale, Sachse, Wilson and Hebert.

"I want to thank you for the maps you sent me from Ethyl Corporation. They will help us greatly in the work of our church." Dr. Dana Dawson, Jr., First Methodist Church.

"We'd like to compliment and thank you and your fine company for the public service rendered through your publication of the excellent map of Baton Rouge." Paul L. Gaston, Jr., Hammond-Baton Rouge Brick Co.

"You and your company are to be commended on performing a fine civic duty for Baton Rouge in providing these maps." Robert E. Bowlus, insurance executive.

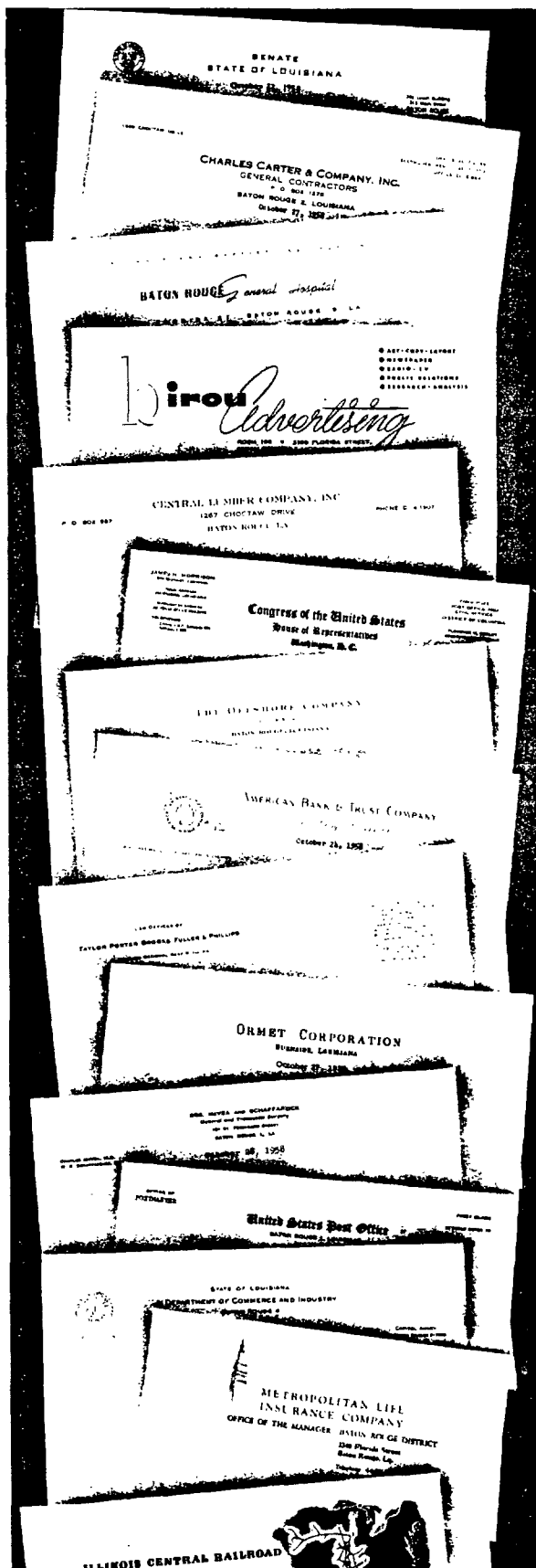
"We get to meet many newcomers to this area, and they always make favorable comments on your map." Mickey V. Elliott, Gulf Supply Co.

Letters of appreciation and commendation have come from the organizations shown at right and many others.

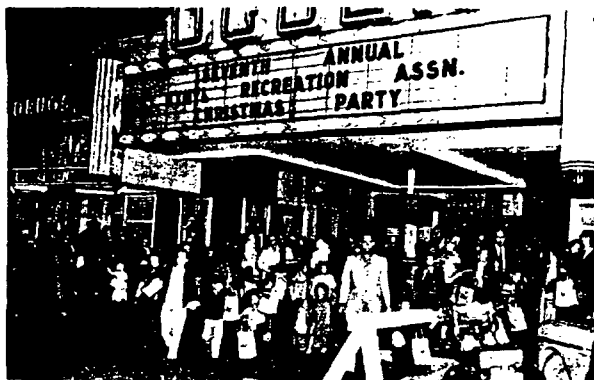
## Outstanding Safety Effort Is Recognized



Safety Supervisor Carroll Hebert, right, is shown receiving the Louisiana Safety Association Certificate of Award from the Association president, S. M. Sharp. This was given as a result of the Baton Rouge Plant's outstanding safety performance during an Association contest from Oct. 1, 1957 to Sept. 30, 1958.



## Annual Christmas Party Thrills Youngsters



Here one of the crowds leaving a performance is seen at the exit of the Ogden Theater. Large crowds attended the Seventh Annual Ethyl Recreation Association Party.



Santa was a welcomed visitor at each of the performances. He is shown here commanding the rapt attention of all the youngsters as he walks down the aisle of the theater. Ernie Carr and Don Parks donned the costume for this part of the show.

Four happy, enthusiastic audiences of youngsters were thrilled at the Seventh Annual Ethyl Recreation Association Christmas Party.

Contributing to the success of the production were James Webb with his puppets, Herb Kraemer with his feats of magic assisted by "Mr. Glockenspiel," who in real life is Ed Cox, "Jo-Jo, the Clown," played by Edwin Jackson, and "Buckskin Bill" Black, popular local TV star.

Beautiful Christmas Carols sung by the Weller Avenue Baptist Church choir under the direction of Hugh Canterbury started each performance.

Santa made surprise visits at all

performances. His part was capably taken care of by Ernie Carr and Don Parks.

"I want to thank the performers and especially are we grateful to the committee and other volunteer workers who made the party a success," said Margie Hannaman, chairman for the event.



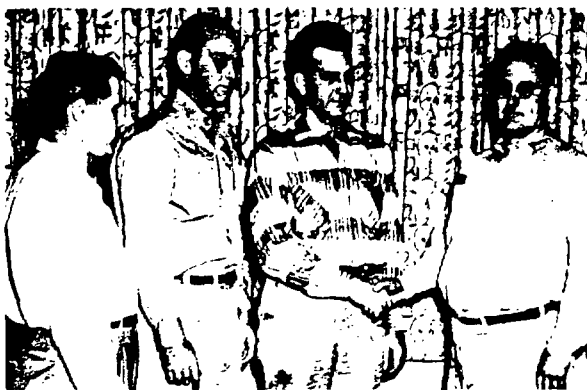
This giant Christmas card in the CR&D Laboratory was one of several whereby employees expressed greetings to co-workers and at the same time made possible a contribution to the orphanages in the city. Muriel Brooks is shown affixing her signature.

## A Good Idea!

Several Plant groups expressed their Christmas greetings to co-workers by signing a giant Christmas Card in their areas and at the same time made cash contributions which went to charitable organizations in the city.

The idea behind the plan is that employees sign the giant card rather than send individual greetings to co-workers and contribute what individual cards would have cost.

CR&D employees raised \$159 which went to the three Baton Rouge orphanages. Engineering employees turned over \$87 to the local Goodfellows organization, and the Factory Ledger Group in Finance raised \$16 which went to the Goodfellows.



Shown, left to right, at presentation ceremonies held in Resident Manager Wallace F. Armstrong's office are J. L. Guillot, mechanical supervisor, Francis M. Hagler and Clyde Rogillio who received the joint award and Foreman J. B. Hammond who made the presentation.

## Big Award in Time for Christmas Goes To Hagler and Rogillio

Christmas came two days early for two Sodium Maintenance employees. On Tuesday, Dec. 23, Clyde Rogillio and Francis M. Hagler, both of Sodium Maintenance, were presented equal shares of a \$1,030 suggestion award, the second largest to be awarded to Plant employees this year.

The award was for a joint idea on an improvement in the Sodium operating area of the local plant.

The awards were presented to Rogillio and Hagler at ceremonies by their foreman, J. B. Hammond. Among those attending the presentation ceremonies were Wallace F. Armstrong, resident manager, William J. Henry, manager of Employee Relations; John C. Klock, manager of Maintenance and On-Plant Construction and J. L. Guillot, mechanical supervisor.

Their \$1,030 award is the fourth largest to be awarded to employees here since the Ethyl Suggestion System was inaugurated in 1954. Other top awards included one of \$3,085, the largest for the entire company, awarded last May to Richard A. Kinney, also a Sodium Maintenance employee; a \$2,070 award to William Touchtone, a sheetmetal mechanic, TEL Sod.

M&C, and a \$1,085 award that went to Roosevelt P. Dupuy, Jr., EtCl operator.

The award to Rogillio and to Hagler brings to \$15,205 the amount paid out by Dec. 24 to local Plant employees for their suggestions which have been adopted by the Company during 1958. Since the system was inaugurated in June, 1954, successful ideas have brought \$59,520 to Ethyl employees here.

"It is practical ideas like that of Rogillio and Hagler and those submitted by other employees that enable the Company and the Plant to meet competition through improved methods," Resident Manager Armstrong commented, in congratulating the two on their award.

Rogillio lives at 2766 Juban Avenue and has been employed here since April 18, 1944. Hagler lives at Baker and has been working at the Plant since March 4, 1949.

Objective No. 1 for 1959 is to improve our safety performance both on and off Plant.

## — CLASSIFIED ADS —

### For Sale

TDC 35-mm Color Slide Projector. Combination viewer for showing slides on a frosted glass in daylight or on a screen at night. 200 watts. Complete with carrying case. Cost \$100. Will take \$30. Call EL 5-6200 after 4:30 P.M.

Baby equipment as follows: 1 bathinette, 1 baby jumper, 1 genuine Baby Butler, all shined up. 1 baby chair seat. Phone DI 8-3896.

Puppy, 1/2 Chihuahua, seven months old. \$15. Phone EL 5-5891.

Boy's 26" bike. Good condition. Phone DI 2-5529.

Aluminum Duracraft 14-foot bateau-type boat. 36" bottom, 18" sides, 18 h.p. Evinrude motor with electric starter. Fully equipped. Trailer with loading winch. Battery included. WA 1-9372 after 5:00 p.m.

Sunbeam Shavermaster Razor. Only one year old. Used only a few times. \$10. Cost \$30. DI 4-2538 after 4:00 p.m.

Ford '37 Fairlane 500 four-door sedan. Light gray and white. Has Fordomatic,

radio, heater, plastic seat covers, and white sidewall tires. New Oct., 1957. 15,600 miles. \$1,795. Phone EL 5-1354 after 4:00 p.m.

Whirlpool automatic washing machine. Excellent condition. \$75. L. M. Decker, DI 3-8352.

Bell & Howell 8 mm turret-type camera. Just like new. Screen, 4-bar light. Cost \$411 for camera alone. Will sell all for \$235. E. G. Adams, WA 1-2738.

Maple bedroom suite, complete. In good condition. \$45. Phone DI 3-3870.

### Will Swap

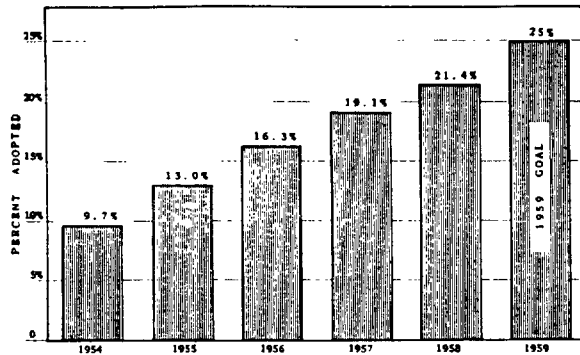
New .22 Hi-Standard automatic pistol for shotgun. Will pay difference if necessary. H. A. Petree, Phone DI 4-4657.

### For Rent

One-bedroom unfurnished apartment at 543 N. 8th Street. Phone DI 2-5240.

Two rooms, 1 with private bath; 1 with semi-private bath. Quiet neighborhood, ideal for shiftworkers, or working girls. 3067 Charlotte Drive in Oakcrest Subdivision. Phone WA 1-9671 after 7:00 p.m. and all day Sundays.

## Steady Increase Shown in Adopted Ideas



This graph shows the annual increase in adopted awards at the Baton Rouge Plant. The goal for 1959 is 25 per cent. You can help by submitting your ideas.

By R. L. Day,  
Suggestion System Supervisor

Do you have a \$5,000 idea? None has been dropped into the suggestion box yet! One of the objectives of the local Suggestion System Office is to receive a suggestion of sufficient merit to bring a \$5,000 award. The largest made thus far was a \$3,085 award to Richard Kinney, Sodium Maint.

However, there are other goals which, if they become realities, will benefit many employees and the Company. For example, we hope for and are working to get even more participation by a greater number of employees during this year. Thirty per cent of the employees submitted suggestions in 1958, 22 per cent in 1957, and 21 per cent in 1956. We urge all employees to "join the team" and submit their ideas in 1959.

Another goal is the continuing improvement in the quality of sug-

gestions submitted. The word "continuing" is used because the quality has shown a marked yearly improvement since the Suggestion System was inaugurated. In 1954, for example, 9.7 per cent of the submitted suggestions were adopted; in 1955 this figure advanced to 13 per cent; in 1956 it had risen to 16.3 per cent; in 1957, to 19.1 per cent, and in 1958 to 21.4 per cent. A goal for this year is 25 per cent adoption. The adoption rate depends entirely, of course, on the applied thinking of suggesters.

We'd like to point out that even though fewer suggestions were received in 1958 than 1957, the number of awards increased. Through November of 1957, for example, 397 awards paying a total of \$8,190 had been made. Through November of 1958, 401 awards totaling \$13,410 went to employees, even though there were slightly fewer suggestions submitted.

Naturally, too, we'd like to see the size of the average awards continue to increase. In 1957 it was \$21.50. In 1958 it had advanced to \$34.12. With better quality suggestions, it can go higher than this.

Another objective is speedier investigations of suggestions that have been submitted. When the employee turns in an idea, he or she wants to know as quickly as possible whether or not it can be accepted. The Suggestion System office always has given this priority attention and will continue to increase its efforts to provide the quickest investigations possible.

In 1957, for example, the average time to finalize a suggestion was 100 days. This had been reduced in 1958 to 50 days. Our goal is an average of 30 days!

If you have an idea which you think may improve your job or be of value to the Company, write it down on a suggestion blank and submit it. It will receive quick, careful and thorough consideration. We need you and your ideas in 1959!

H. C. Lewis,  
TEL-Sod M&C,  
received a \$40  
award.



## Award Checks Add to Their Christmas Fund



Bill Jordan, center, Maint. Planning, was recently awarded a \$115 suggestion award for his adopted idea on a better method of stocking Company products at our storage terminals. Observing the presentation at left is H. O. White, Prod. Plan. superintendent, while at right, M. K. Hardy, Prod. Plan. supervisor, presents the award.



H. O. Wells, Sr., TEL-Sod. M&C, on left, was recently awarded a \$150 suggestion award on his adopted idea on an improved design in the operation of elevator controls in the TEL Buildings. Making the presentation is Jewell McCarstle, TEL Maintenance foreman.

## Suggestion Checks Go to Twenty-Seven

In addition to Clyde Rogillio and Francis Hagler, 27 other employees shared \$580 in Ethyl Suggestion System awards during the past month.

Leading the group was H. O. Wells, Sr., TEL-Sod. M&C, who received a \$150 award. His adopted idea concerned an improved design in the operation of elevator controls in the TEL Buildings.

Second largest award went to W. H. Jordan, Maint. Planning, who was the recipient of a \$115 award, for his adopted idea on a better method of stocking Company products at our storage terminals.

Next was H. C. Lewis, TEL-Sod. M&C, who received a \$40 award. This was his third adopted suggestion.

Others receiving awards were:

**\$30 Awards**

B. Talbot and R. L. Seab (Share) both of R&D; G. B. Noland, EICI Op.

**\$25 Award**

J. T. Dempsey, TEL-Sod. M&C.

**\$20 Award**

W. A. Dornke, TEL Op.

**\$15 Awards**

L. E. Truax, TEL Op.; L. C. Calmes, Security; Norma B. Bickford, R&D; P. J. Gautreaux and S. Herbin (Share) and H. A. May, all of TEL-Sod. M&C; Lois Whitaker and Mary H. Durham (Share), both of Finance.

**\$10 Awards**

R. O. Clark (former employee) and P. E. Glindmeyer (Share), TEL-Sod. M&C, and T. S. Rely III, S. Herbin, G. L. Spurgeon and D. E. Masterman, all of TEL-Sod. M&C; W. H. Jenkins, Sod. Op.; A. J. Johnson, TEL Op.; V. D. Devall and J. L. Reynolds (both former employees).

## Tops among the Ladies

Women employees have benefited from the Suggestion System too, the Suggestion Office reports.

In fact one of them, Alma Carter, has been the recipient of six awards. Lorraine Martin has received five checks for adopted ideas and Sandra Devall and Myrna Tullier have received four each. Receiving three award checks were Norma Bickford, Tirzah Cook, Melva Cranford, Irma Lee Eller and Lucille McQueen.



Alma Carter



Lorraine Martin



Sandra Devall



Myrna Tullier

## Grazianos Express Their Gratitude

The following letter is one which, we feel, all employees will like to read. It arrived too late to use in the December issue.

"Please let me express through your medium my gratitude to my fellow workers for the wonderful retirement party that was tendered me on my retirement, Nov. 30. Sincerely, my wife and I are at a loss for words to express our happiness upon seeing the large turnout of our friends who came to wish us luck. Surely, it was splendid of them to give us such nice presents.

"Although we had been looking forward to my retirement, we did not realize how generous our friends would be to us, not only in a material way but also in their

expressions of good wishes. The sincere expressions of Wallace Armstrong, John Klock and Steve Henry and others have left me with a feeling of nostalgia. It is a blessing to leave a swell Company under these conditions, and to a man of my age it is a comfort.

"It is so important to me that my innermost wish is that every young man working there at present may live to enjoy his retirement age under similar conditions.

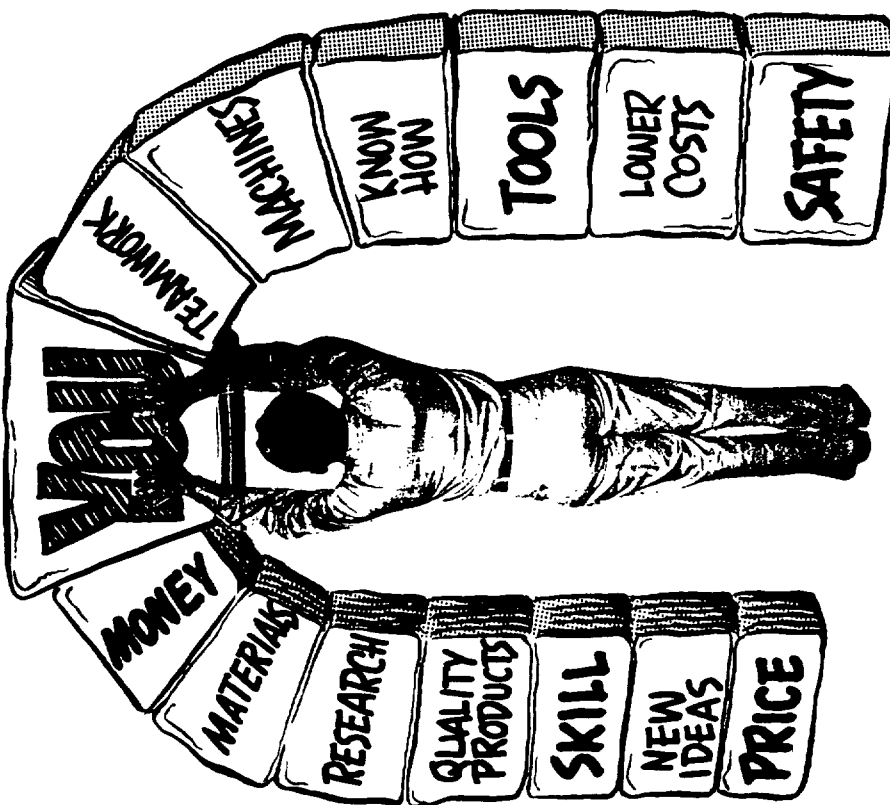
"Believe me when we say 'A thousand thanks to all of you,' and please call on us if we can be of any service.

Sincerely,  
John Graziano,  
Mrs. John Graziano"

Edyl Corporation  
P. O. Box 341  
Baton Rouge 1, La.

Form 3547 Requested

*You Are The Keystone!*



Many factors contribute to the archway of successful operation of the Baton Rouge Plant, but squarely in the keystone position is THE EMPLOYEE. Through his efficiency, resourcefulness, ability, and loyalty, the other factors are bonded together to give profitable operations—a team effort. Remove any one of the “stones”

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