



UNIVIEW

PAINESVILLE

VOLUME 4 - NUMBER 3

PUBLISHED FOR THE PEOPLE OF THE PAINESVILLE PLANT

Painesville Plant Suffers Loss Fran Moses Passes Away



F. L. Moses

On Sunday, June 6, the Painesville Plant was "stunned" with the sudden death of its factory manager, Fran Moses. Mr. Moses, 54, suffered a heart attack at his home on Saturday, June 5, and passed away Sunday at the Lake County Memorial Hospital in Painesville.

Fran came to the Painesville Plant in November, 1970, transferring from the Baton Rouge, La. plant where he had also been serving as Factory Manager. After joining Uniroyal in 1942 at the Naugatuck

Chemical Plant, Fran held various technical assignments at the Naugatuck and Baton Rouge plants, until his promotion to Factory Manager at the Baton Rouge facility.

Born in Sumner, Missouri, Fran spent his boyhood in Missouri and Iowa, later attending Iowa State University where he received a B.S. in Chemistry and did his graduate study.

Fran is survived by his wife, Teresa and two daughters, Barbra, 18, and Elizabeth, 14.

From all employees of the Painesville Plant, may we express our deepest sympathy to Fran's family.

Products on the Move

Sales of Marvinol resins have continued to exceed production output through May of this year. This has resulted in a decrease of the Marvinol inventory by over 5 million pounds, from January 1 to June 1, 1971.

Paracril sales and production continued about the same through March, April, and May with the inventory level remaining stable.

Sales of Marvinol and Paracril have been good due to increased production in the automotive industry, coated fabrics, and footwear. Increased production at other Uniroyal facilities also contribute to our product's sales and production.

Inventory levels of each of our products must be maintained to assure product availability to our customers' and to satisfy any increases in demand for the product.

Higher Taxes Devour Increased Income

"A family of four with an income of \$10,000 in 1970 will have an income of \$16,000 in 1980", according to research conducted by the National Chamber of Commerce.

That's the good news. Now the bad news:

"However, although this family will have an increase of 60 per cent in income", the Chamber reports, "there will be an increase in federal, state and local tax payments of 100 per cent." The Chamber points out particularly the rapid rise in state tax collections in just the past year. For example, state income taxes on the income of individuals rose 22 per cent from 1969 to 1970.

Ohio Employees Affected

And what's happening to Uniroyal tax-paying employees who live in Ohio? Between 1957 and 1969, according to Tax Foundation, Inc., state and local

taxes per person more than doubled in thirty-eight states, including Ohio. Although Ohio was low on the list (36th) for percentage increases, it still managed a 105% increase going from \$149 per capita in 1957 to \$306 per capita in 1969.

What's Ahead For 1971?
Take a Look!



NEW PLANT MANAGER

Benton R. Leach has been named Factory Manager of our Painesville Chemical Plant.

Mr. Leach joined Uniroyal Chemical in 1955 and has held a number of supervisory posts at the Naugatuck Plant, including that of production superintendent of the synthetic rubber plant. He also worked with the Kralastic product/process development group and, until his recent assignment to Painesville, served as research and development Manager of colloidal products.

A native of Front Royal, Virginia, Mr. Leach (known as Ben) graduated in 1952 with a B.S. in Chemistry from Virginia Polytechnic Institute. Before joining Uniroyal, Ben served two years in Army ordnance.

The Painesville Plant welcomes Ben, his wife Betty, and two children, Susan and Jeff, and extends its best wishes in his new position.



URL 20369



Factory Manager

Dear Fellow Employee:

I am very happy to have become a part of the Painesville plant organization. There is a lot that I must learn about your products and operations but I am looking forward to this.

Fran Moses was a friend of mine for more than twelve years. He was most helpful to me over this period in many ways when I was participating in the introduction of new products to the Baton Rouge plant operation. Fran was always a gentleman and is sorely missed by all of us. My only regret is that the opportunity which is now available to me at Painesville had to come in this way.

We can only look to the future, therefore let me say again that I am happy to be here and will look forward to meeting each of you in the near future.

Ben

B. R. Leach

THINGS HAVE SURE BEEN SLOW HERE LATELY. HOW MANY HOURS DID YOU WORK THIS WEEK?



SEVENTY



SEVENTY!



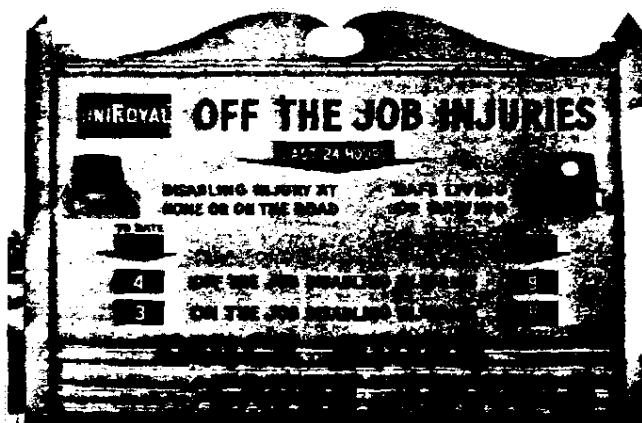
YEAH. TWENTY ON THE JOB, AND FIFTY ON THIS DAMN TIME SHEET.



DATE: 8/1/71

Published by and for the employees of Uniroyal Inc., Painesville, Ohio Plant. Robert Douglas, Editor. TELEPHONE: (216) 357-7574 Ext. 231. August, 1971

Off-the-Job Accidents Take Heavy Toll



Pictured above is the off-the-job safety sign at our Plant, which constantly reminds our employees that safety practices are just as important away from the plant as they are within the plant.

Why try to emphasize this point? One very good reason is because last year's statistics for Uniroyal, Inc. on off-the-job accidents tell a grim story. The toll throughout our Company was pretty heavy. There were more than enough days lost (51,634) to operate our Laredo Proving Ground, or the Warsaw, Indiana, plastics plant, or the Geismar, Louisiana, chemical plant for a full year.

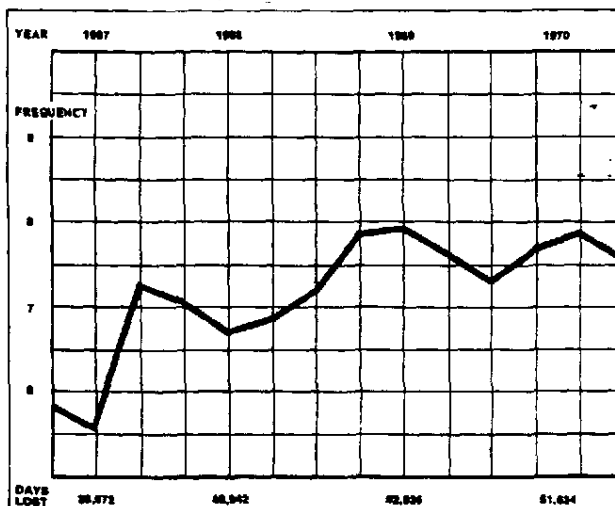
Grimmer still, eighteen Uniroyal employees lost their lives, a great loss to their families, as well as to Uniroyal. As usual, vehicles and falls accounted for most of the losses — 64% to be exact.

AT PAINESVILLE

In 1970, nine (9) off-the-job injuries occurred at our Painesville Plant, resulting in 250 days lost of work. Again, this is not only a financial loss to both the employees and to the plant, it is also a painful and burdensome experience for the employee and his family.

This year, from January 1 to June 1, the plant has experienced 5 disabling injuries, totalling 103 days lost of work. These accidents have been caused by sports events, falls, and the use of power tools.

Remember, your safety at home is as important as your safety in the plant — to both you and the company. Check for any unsafe conditions in your home. Practice all safety precautions in your work around the house. And, even though recreation is a lot of fun, don't over-do it and play it safe.



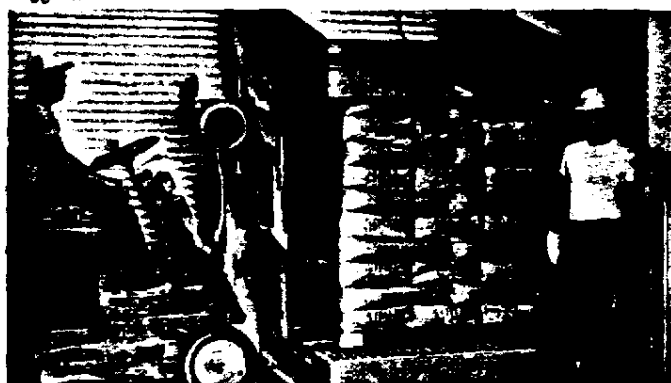
What's New in the Plant

In order to improve operations, reduce costs, meet competition, and best serve our customers, the Painesville Plant is continuously implementing new procedures and equipment. In this issue of the UNIVIEW we are going to look at 'what's new' in the Traffic Department.

New Pallet Compressor

A new pallet compressor for Plastisol resins has been installed in the Area 1 Finishing building. The new unit is capable of compressing the pallet load by 'squeezing' the air from the bags of resin. By doing this, the pallet load is reduced in height and stabilized in shape. This enables us to increase and improve the efficiency of Plastisol resin storage through the use of triple stacking of the pallets.

The compressing operation will be performed by the Finishing 1 baggers.



Pallet of plastisol resin is placed in the new compressing unit by Ed Anderson, warehouseman, while Dick Poling, Bowen 2 helper, stands by to begin operation.

3" Wood Pallets

The use of 3" wood pallets was put into effect in April, replacing the old 4" pallet. The inches refer to the height between the base and top of the pallet. Through this reduction in the size of the pallet, the plant will realize a cost savings of over \$20,000 per year. The change in pallet size does not effect the usage of the pallet, and the load size per pallet will remain the same.

Transportation of Materials



Jack Crislip, warehouse supervisor, inspects pallets of plastisol resin which are now compressed for triple stacking.

Piggyback shipments and improved routing of shipments are on the increase which result in improved shipments of material to our customers and cost savings to the plant. It is estimated that these improvements will result in an annual savings of \$25,000.

These are just a few of the improvements made to help increase the efficiency of our operations at Painesville. By implementing such improvements, our plant can remain competitive in the market, resulting in increased sales, improved profits, and assured job security for our Painesville employees.

You, John Doe, Can Help Choke Out Pollution



Ecology is the new national cause, brought to everyone's attention by the rapid deterioration of our air and water supplies, and by scientist's dire warnings of natural calamities soon to happen. Local, state and national governments are stirring to action, slowly but certainly. Corporations and plants such as Uniroyal, in Painesville, are spending millions of dollars to eliminate industrial sources of pollution. They will continue to spend millions in the future until the problem is under control.

But you, John Doe, have a stake in this effort, too. What can you do to help? Plenty, and it won't cost you millions either.

We know from ecologists that phosphates are lethal to lakes and rivers because they feed lush growths of algae which decay and strip the water of its oxygen. So, in your home laundry, use only low phosphate products. There are plenty of them around. Speaking of phosphates, did you know that some water softeners contain up to 75% phosphate? Use them sparingly.

Conserve water wherever you can. Don't let the tap run uselessly. Don't drown your lawn. Run clotheswasher and dishwasher only when full. A gallon or two saved each day in every household is a heck of a lot of water.

Try to create less trash by reusing plastic and glass containers, say for storing leftovers in the refrigerator. Carry a permanent type shopping bag to the market and you won't collect stacks of paper bags. Return all bottles to stores, whether returnable or not. Most stores will accept them and send them back to the bottler for reuse. Avoid products with excess packaging, such as cartons around bottles or tubes.

Be careful how you use pesticides. Read the labels and use only those that are less dangerous and short lived. The same goes for weed-killers. Use those that aren't harmful to animal life.

Dr. Philip Leighton of Stanford University has calculated that one automobile consumes as much free oxygen as about 1,000 people. Its waste gases must be diluted by an air mass sufficient to meet the needs of five to ten million people. One Car!

Use the family chariot sparingly. Walk or bicycle for those short trips, it's better for you anyway. When you do use your car, use lead-free or low lead gasolines. Most cars today have a PCV valve, that's a pollution control valve. Check it often to be sure it's working properly and keep your carburetor clean. A clean carburetor burns fuel more efficiently and creates less pollution.

Support legislation which you feel will help to restore America the Beautiful and the Healthy. Our resources in land, water and air are not infinite, we must conserve them for future generations.

You can help, starting today.



URL 20371

UNIROYAL

Employee Communications Policy

The success of Uniroyal depends heavily on constructive and satisfying relationships between human beings—its employees at all levels. Accordingly, we must maintain a constant, two-way flow of information:

1. From management to employees, who require relevant information about the company to work more effectively toward its goals.
2. From employees to management, who must be guided by employee needs, motivations, opinions, reactions and ideas to manage most effectively.

It is the policy of Uniroyal to foster such a beneficial, two-way flow of information by:

1. Regularly and promptly transmitting timely communications to employees about:
 - Plans, goals, products, programs and progress of the company, particularly as they affect employees as individuals.
 - News and comment from outside the company that are likely to affect the progress of the company and its employees.
 - The economics of our business and the business system in which we operate.
 - Additional information as necessary to capture the interest and fulfill the needs of employees.
2. Being forthright and truthful and as candid as possible in all our communications.
3. Actively seeking information from employees through:
 - Daily conversations.
 - Opinion surveys.
 - Interviews with employees.
 - Question-and-answer features and letters to the editors in company publications.
 - The company suggestion system.
4. Recognizing that a reasonable and adequate expenditure of man-power and money on employee communications will be repaid many times over through more efficient performance.

Responsibility for implementing the company's employee communications policy rests with all Uniroyal managers, because adequate employee communications is an essential element in effective day-to-day management. Specific responsibilities include the following:

1. Plant and office managers are responsible for establishing and maintaining effective oral, written and visual communications at their locations.
2. The Employee Communications staff has the responsibility to:
 - Interpret and disseminate this policy.
 - Plan and develop appropriate communications programs.
 - Prepare and distribute publications and other media as necessary.
 - Provide special services and guidance to individual plants and offices.
 - Review, measure and evaluate the progress of employee communications periodically and report its findings to local and corporate management.

George R. Vila
Chairman and President

Uniroyal Management Club



Mr. Walter Piper (left) and Mr. Norm Graziano serve Management Club officer's wives their share of the wine during the cocktail hour. (left to right) Berbra Subrick, Sandy Douglas, and Blanche Obelenus.

'A Loaf of Bread; A Cup of Wine; and Thou'

What could be more enjoyable than a fun-filled evening of 'food, wine, and thou'? Members of the Uniroyal Management Club will tell you that such a combination is hard to beat—especially following their April meeting featuring a wine-tasting dinner.

At what is said to be one of the most enjoyable events of the year, over 70 club members and their wives gathered at the Bavarian Inn restaurant for a delicious and filling smorgasboard dinner, which was amply supplemented—before, during, and after—with a wine-tasting program. Hosting the event was Mr. Walter Piper, President, and Mr. Graziano, Sales Representative, of the Little Mountain Distributing Company, which contributed the various wines.

The evening was off to a good start with a cocktail hour, at which time various cocktail wines were served. For you connoisseur's and those who missed the names that night, these wines included Meier's Cocktail Sherry and Turinet Aperitif.

During the dinner, wines that were served included Grenoche Rose and Superieur (Red) Wine.

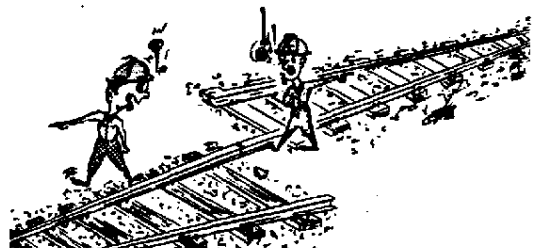
Each of the wines is suited for a particular dish (i.e. meat, fish, or fowl) and is used to enhance the taste of the meal.

After dinner, Mr. Piper spoke to the group about various aspects of the wine business. For each of the wines served, he explained their origin, taste, and proper usage. Mr. Piper then explained the distributing end of the business, which included the supply and demand of wines, wine sales, and the growth of wine consumption in the American home.

The evening concluded with the sampling of two more after-dinner wines. These included Beccaro Vin Santo and Beccaro Cream Marsala and are used as after-dinner drinks or with desserts.

With such a program, "what could be more enjoyable than a fun-filled evening of food, wine and thou"?

COMMUNICATIONS



URL 20372

Sports at a Glance

GOLF

Bob Douglas, John Kohli, Bill Nellies, Jr., and Dick Poling, members of team 5, captured the Golf League Team Championship by defeating team 2's Andy Kakas, Willie Messenger, Ralph Crouser, and Roland Loy in a play-off match.

The league has begun the Round-Robin Tournament with 28 league members competing for the individual championship.

BASEBALL

Uniroyal's baseball team finished in 5th place in the Lake County Industrial Slow-Pitch League. The team, hampered by shift schedules and injuries, completed the season with an 11-10 record. Leading the team in batting were George Kico and Frank Dolce.

Uniroyal Adds to Relaxation



The latest way to lounge around — in a pool, lake or ocean or on a boat deck, beach or city rooftop the new Sunfloat, by the Sunfloat Company of Cincinnati, Ohio offers a soft way for easy living using Ensolite, a product of Uniroyal, Inc. The float rolls up into its own handy carrying case, and does away with short-lived floats and air mattresses which must be inflated and are easily deflated by a puncture. Punctures or tears will not affect the Sunfloat's buoyancy. Ensolite, used in its manufacture, is the same material used for flotation in life vests. Other types of Ensolite are used for safety padding in football helmets, padding beneath artificial turf at sports stadiums and for thermal and sound insulation in aircraft.

JUST A REMINDER . . .

New addition to the family? Congratulations. Did you add your new addition to your hospitalization plan? Stop into the I.R. Department and see Ruth Rayer and do so as soon as possible.

Change in Address? Telephone? If so, be sure to notify Joan Calvin in the I.R. Department.

Looking for something enjoyable to do with the family? Give some thought to visiting Sea World. Employees report that it is great fun for the entire family. Discount tickets are available from the I.R. Department.

MUSIC IN THE MAKING

Uniroyal Products at Work



Uniroyal's Kralastic ABS plastic, a product from our Painesville Plant, is taking the wood out of woodwinds!

Kralastic is an extremely versatile material with applications ranging from truck bodies to milady's luggage; airplane parts to your home telephone. Now, it has invaded the world of music.

It all started recently in Elkhart, Indiana, when Selmer, Inc., makers of fine musical instruments, introduced their Bundy Resonite clarinet. Made of Uniroyal's Kralastic SR 1601, the Bundy Resonite has revolutionized the woodwind industry and Selmer, Inc. has made more than 500,000 since.

The dimensional stability of Kralastic and its acoustical properties are ideal for making fine musical instruments. It is very lightweight and extremely durable which makes it a favorite with high school and college bandmasters.

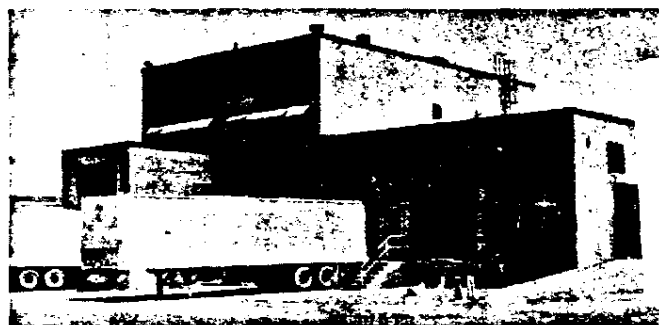
Kralastic keeps instrument tone better since it absorbs very little moisture from the air, and resists expansion and contraction.

A Bundy clarinet is a precision-built instrument, so the superior dimensional stability of Kralastic has special importance. Proper tone depends upon the proper placement of the tone holes along the body of the clarinet. The size and shape of the tone holes in relation to the bore dimension also affect tonal quality. The slightest change in these factors throws the clarinet out of tune.

Except for the extrusion of the Kralastic, the same production techniques are used for making both wood and plastic clarinets.

The Kralastic is extruded into mirror-smooth parts which form the clarinet body. The bore is molded to a precise size with a high polish. Then, a special drum locates the tone holes in the body and a precision machine drills the holes with absolute accuracy. If any of the holes is the least bit out of line, the delicate touch of the clarinet will be destroyed.

(Continued)



Painesville's Compound facility where Kralastic ABS plastics are produced.

URL 20373

JESSE CRIM TRANSFERS



Jesse Crim, Industrial Relations Manager, has recently been transferred to the Chemical Division's Naugatuck Plant. He had been at Painesville since October, 1968.

Jesse joined Uniroyal in June of 1947, at the Mishawaka, Indiana plant following his graduation from Purdue University. In the fall of 1947, he was assigned to the Washington, Indiana plant as Industrial Relations Manager. Before coming to Painesville, Jesse was I.R. Manager at Santa Anna, California, serving in the plant for the past fifteen years.

Many of Jesse's friends and well-wishers honored him at a going-away party held at the Bavarian Inn Restaurant in Painesville. Participating in the event were the late factory manager Fran Moses, Bob Holman, Walt Iliff, Dick Tweedie, Local Union President, Ken Coss and I.R. secretary Joan Calvin. The high-light of the evening came when emcee Bob Douglas led a group of singers (?!) — Ken Coss, Walt Iliff, Steve Hritz, and Mike Ondercin — in a "specially" arranged farewell song to the tune of "I've Been Working On The Railroad", in appreciation of Jesse's love for music. Jesse was presented several gifts as tokens of appreciation and best wishes from all his friends.

We would like to extend our best wishes to Jesse, his wife Helen, and sons, Tom and Robert, on his new assignment at Naugatuck.

Neil Melore Named Industrial Relations Manager

Neil Melore has been named Industrial Relations Manager effective June 1, 1971. Neil replaces Jesse Crim who recently transferred to the Naugatuck Plant.

Neil is not a newcomer to Painesville, since he worked here for three years as Employee Relations Supervisor. He joined Uniroyal in 1964 at the Naugatuck Plant as an Industrial Engineer, following the completion of his graduate studies at Columbia University. Neil was then transferred to Painesville in 1965. In 1968 he was re-activated into the Army, and served in Viet Nam. Upon his discharge, Neil returned to the Naugatuck Plant in the Industrial Relations Department, serving there until his recent promotion and move to Painesville.

We would like to welcome Neil back to Painesville and wish him success on his new assignment.



Continued from page 5

Selmer craftsmen, many of whom are professional musicians, assemble the parts of the clarinet. Each instrument is assembled by only one person who is responsible for the quality of the finished product.

Selmer can't teach the youngsters in the band to play the clarinet, but they do the next best thing by putting a well-made instrument in their hands.

IS YOUR
WIFE
A MEMBER?

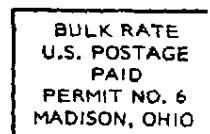


If not — why not?

You really should open an account for all your family members who are eligible. Then they will be entitled to all the credit union benefits — high earnings on savings — life insurance based upon age and amount in savings — low-cost loans — loans for every purpose.

BUYING A NEW CAR?

Then buy "smart" with a new car loan from your friends at your own member-owned credit union. Let us help — that's what we're here for!



URL 20374