



By Rol Loy

Bowling League Forming Teams

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



Joe Chiappone, Clyde Locher, and Jim Jackson.

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

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

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

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

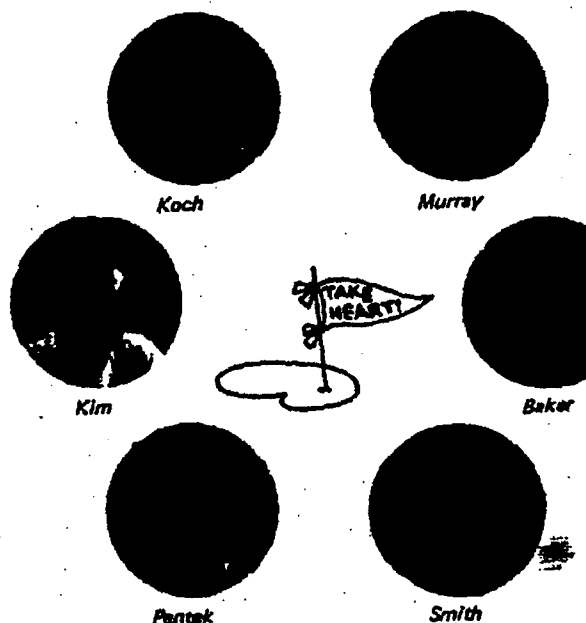
Dust off the old bowling ball and spend a night out with the guys. Sign up now and represent your department.

Golf League Finishes Season

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

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

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



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

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

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

VINYL CHLORIDE PROBLEM

Continued

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

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

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

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



Bill Layman dons respirator to open poly.



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

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

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

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

IN SUMMARY

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

Uniroyal Fields All-Stars

By Larry Sudbrook

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

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

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

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

Credit Union Raises Interest Rates

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

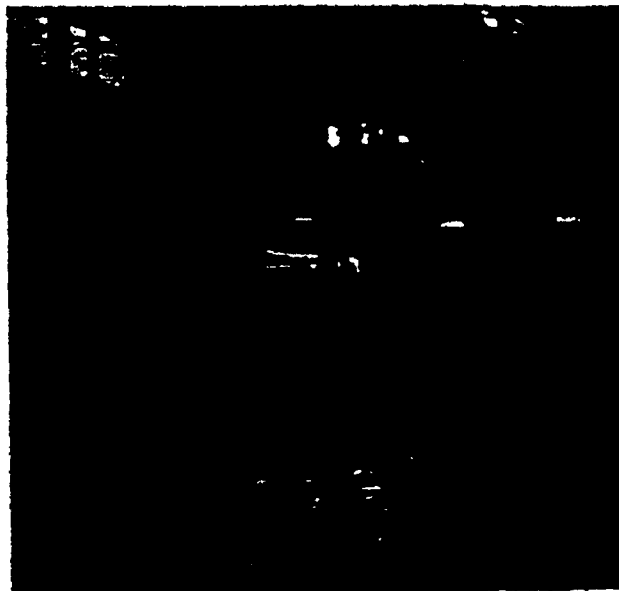
The Credit Union is open daily from 10:40 A.M. to 8 P.M. with membership open to all employees, their wives and dependent children. Once membership is established it is available for life as long as it is maintained.

Paracril Receives New Equipment

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

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

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



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

EEO/AAP

Jick Shearer

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

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

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

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

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

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

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

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

Equal Opportunity

A UNIROYAL POLICY

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

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

George A. Wilson
Chairman and President



remember when...



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

Safety Awards

Continued From Page 1.

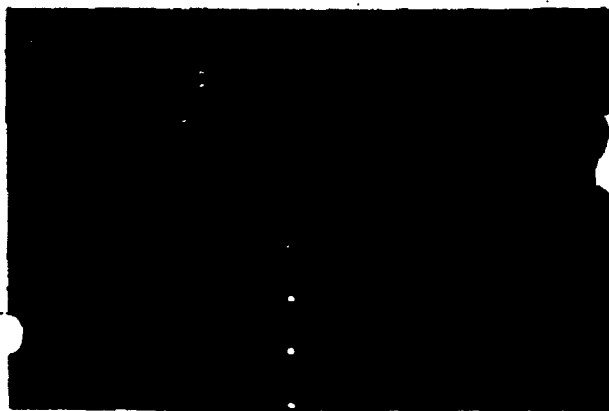
The Safety Award Program is organized in the following manner. All employees are divided into four different work groups. Drawings are held monthly, quarterly, semi-annually and annually for each work group that has not experienced a Lost Time or Near Serious injury in that time period.

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

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

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

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



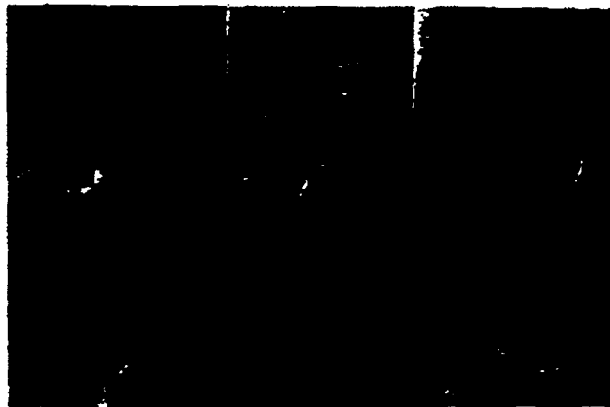
Herman Smith, John Brown, and Delmas Pringle have won \$100 gift certificates in the 1974 Safety Award Program.

Six Month Safety Goal Reached

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

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

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



Area Supervisors Al Schrauff, Rot Loy, Ray Mundie and Bob Starkey, fervently hope safety record can be continued.

Dividend On Uniroyal Stock Announced

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

Published By And For The Employees Of
UNIROYAL, INC.
Painesville, Ohio

Joan W. Calvin, Editor
Telephone (216) 357-7574 (Ext. 2311)

June/July, 1974

Safety Awareness Working In Paracril

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

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



Mike Bratt, Jim Kulane, and Dale Means enjoy coffee and donuts in celebration of 1000 days safe operation in Paracril.

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

1974 Photo Contest For Employees

Uniroyal World has announced its third annual employee photo contest.

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

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

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

Deadline is December 1, 1974.

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

KNOW YOUR BENEFITS Broader Opportunity To Win Uniroyal Scholarships

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

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

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

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

Salesroom Best Buys

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

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

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



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

