

the Wheelagram



Materials Cleaning Systems Division
Wheelabrator-Frye Inc.

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LOCAL 995 TO VOTE ON AMENDMENT FOR CONTRACT CONCESSIONS . . .

On Tuesday, February 23, members of U.A.W. Local 995 will vote to decide if they will authorize their Committee to sit and talk with Company representatives on amending the present contract.

Salaried employees have already been called upon to support the cost-slashing efforts. Office hours have been extended from 37.5 hours per week to 40 hours without pay increases. The employees have doubled up on duties — many combinations of jobs to get the needed work done.

Local 995 President Stan Bober has said, "Without hesitation, I suggest we offer **our** Company full cooperation and go into negotiations and mutually resolve some serious problems." At the same time, Dan White, Local 995 V.P., in a supporting statement said, "I am going to vote on February 23 to amend the contract." Dan went on to say, "There is one thing I am sure of, I know some people will be **MAD** at me for my decision. But I would rather have people mad at me and still working at Wheelabrator and bringing a paycheck home every week than mad at me and your not working at all." Bober feels that although he hasn't taken a vote, a majority of the Committee agrees with Dan and himself, as stated in his report in last Friday's special newsletter to Local 995 members.

Three weeks ago a letter was given to the Union Bargaining Committee requesting a reopening of the current labor agreement and to negotiate a replacement. The Union re-

jected the Company's request for a reopener but approved an election to amend the present labor agreement, even though the Company still feels that a reopener is the better way.

By yesterday, all members of 995 should have received at their homes a letter from the Company asking their help in its efforts to become competitive. Mishawaka's business levels and proposal activity are way down. The economy enters into the situation but the fact is that Wheelabrator in Mishawaka has lost a large chunk of the market share it counted on to help in economic lows.

We have a future in Mishawaka if we become competitive in each product line and stay competitive in each product line. The Sales Department tracks lost business and the reasons for the loss. Business is not lost because of delivery or quality — our business is lost on price. Price is set by cost. We have to attack this area and win or we'll lose more and more of our business. Ralph Sanford, Director of Industrial Relations, reminds us "No business, no jobs!" — and that affects all of us equally.

The record shows that Management and Labor in Mishawaka can work together and hopefully the members of Local 995 will vote on February 23 to permit their Committee to negotiate with the Company.

FROM THE EDITOR . . .

The question I've been asked most often during the past weeks is "When are you going to publish another *Wheelagram*?" I apologize for not announcing earlier the new publication schedule necessary under current conditions. The answer to the question, beginning with this issue, is monthly — the target date to be the fourth Friday of each month (the March issue will be in your area distribution boxes on Friday, the 26th).

The reduction in issues of *Wheelagram* is another effort to tighten our belts during this economic downswing; however, the other reason is time. As stated in this month's opening article, salaried employees are doing double duty — this editor is no

exception. In addition to the areas for which I've been responsible the past several years, I have been asked to assume additional duties.

I look forward to continued communication with all our employees — your comments, suggestions, ideas and news items. My telephone extension is 465. I've always welcomed your calls and look forward to your continued interest. If, for some reason, I'm not at my phone, please leave a message — I'll call you.

Del Tenney



THE BOYS IN ABRASIVES TALK IT OVER . . .
 Discussing abrasive manufacturing techniques with Sintoblator's **Tetsu Takahashi** (l) were (l to r) Plant II Manager **Don Rumpler**; Superintendent **Leo Paharik** and Abrasives Technical Director **Charlie Carlin**. Tetsu serves as Manager of Engineering at our Japanese sister company and visited our facility recently.

U.S. SENATOR VISITS M.C.S.D. . . . Last Friday, Senator **Dan Quayle** visited our facility. Quayle, a Republican, chairs the Employment and Productivity Senate Sub-committee, in addition to serving on the Armed Services, Budget and Labor and Human Resources Committees, as well as the Education and Labor Sub-committees. Engineering's **Monte Visser** photographed Senator Quayle and Wheelabrator employees he met while touring the plant.



ON THE CALENDAR . . .

February 23 U.A.W. Local 995 Balloting. 6:00 a.m.-6:00 p.m., Riverview Lodge (Union Hall), 515 East Madison, Mishawaka.

WFI Credit Union Nominations Close. Credit Union members interested in serving as either board members or credit committee members should contact **Lucy Seider**, Export; **E. Ridehour**, Stockroom; or **L. Krueger**, Tool Room. Two vacancies in each of the positions needed to be filled.

February 25, Volleyball for Employees and Their Families. 7:00-9:00 p.m., North Side Elementary, 616 East McKinley, Mishawaka.

February 26 Spring Dance Monies and Reservations Deadline. (Dance particulars listed below.)

February 27 WFI Credit Union Annual Meeting. B.K. Club, 721 South West Street, Mishawaka. Social hour 6:30-7:00 p.m., Polish-style dinner to follow. \$5 per person.

March 1 Julianna Club Scholarship Applications Due. This scholarship is awarded to a high school girl graduate who is (1) daughter of any Wheelabrator employee of the Mishawaka plant or office, or (2) Wheelabrator girl or woman employee of the Mishawaka plant or office. Applicant must be entering her Freshman year. Interested parties should contact our Personnel Department.

March 13 Spring Dinner Dance. This annual event sponsored by the Athletic Association will be held at St. Patrick's Hall, 308 South Scott, South Bend. 7:00 p.m. Dinner, 9:00 p.m. Dancing. \$15 per couple for employees; non-employees \$20 per couple.



During Senator Quayle's visit he met with top management. (l to r) Division President **Joe O'Callaghan**; **Jim Schroeder**, Executive V.P. & General Manager; Senator Quayle; **Jack Trant**, Vice President-Administration. Topics of discussion included our business environment and conditions. While discussing our product line he had an opportunity to view the model of our closed-cycle submarine cleaning system, designed specifically for the Trident program.

NEW ASSIGNMENTS . . . Congratulations to:



Bill Cousineau
Metallurgical Engineer
Abrasives and
Components



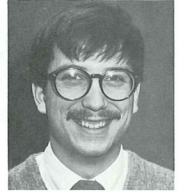
Maurie McCally
Manager-
Abrasive Products



Bill Murphy
Assistant Manager
Abrasive Products



Diane Price
Secretary-
Parts Sales



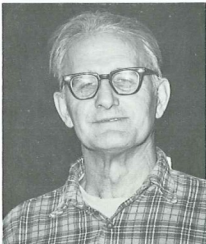
Monte Visser
Draftsman-
Engineering

RETIREMENTS . . .

Our best wishes for long and happy retirements to the following employees who retired from company service during the months of December and January:



James Brady — Plant Laborer-Plant 2, 26 years.



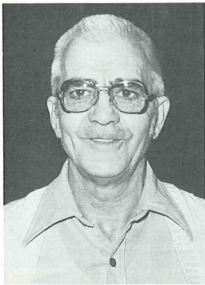
Walter Ellrich — Assembler-Assembly, 28 years.



Kenneth Henry — Assembler-Assembly, 16 years.



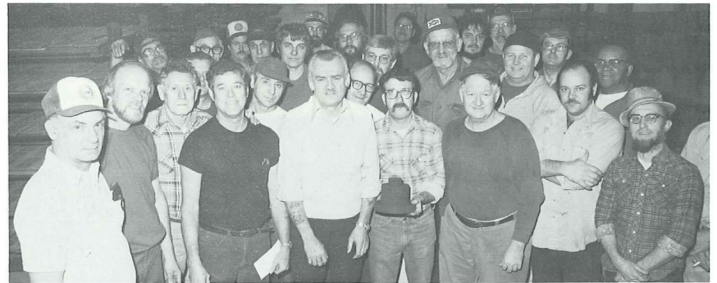
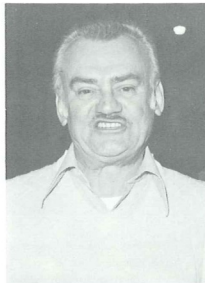
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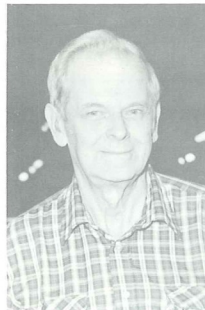
Robert Lynch — General Order Filler-Stores, 17 years.



Charlie Moon — Shake Out-Foundry, 26 years.



Joseph Rexson — Coremaker-Foundry, 26 years.



Fred Ruff — "A" Layout-Steel Fab, 41 years.