



PACKARD ELECTRIC

# Cablegram

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Packard employees Larry Oswald, left, and Frank Ventura make repairs on locomotive parked at Miracle Station near downtown

Warren. Oswald and Ventura also worked on a train of a different scale at Miracle Station. Turn to Page 3 for details.

## Two years' effort pays off

# Machinist's idea earns \$10,000

Packard Electric machine repairman Bob Dorff spent his holidays a happier man compliments of the \$10,000 suggestion award he earned late last year.

Dorff, Dept. 511, submitted an idea concerning a special type of tool used with high energy ignition leads. That idea was good for the maximum award.

"When Packard went to the high energy ignition it was discovered that

the outside jacket of the cable was very sensitive and difficult to rework. In order to rework, the cable had to be stripped to a shorter length and wait for an order to ship it out. My idea made it possible to take off or strip off the bad terminal and still keep the production schedule," Dorff stated.

Dorff's tooling proposal called for the placing of the tool, in essence a miniature repair station, next to the cutters in the HEI area of Plant 3.

"The tool enables removal and retermination of the cable. By doing this at the cutters, it can save the space and time involved with moving what really becomes a lot of scrap. This tooling is the result of experimenting with the idea over the past two years.

"I hope it works out well. A lot of people supported me in my efforts. The department foreman at the time, Jim Davies, and the then area general foreman, Bill Schisler, were very

interested in the project. The present department foreman, John Freytag, Jr. and the general foreman, Don Gintert, are quite satisfied with the device," he said.

Dorff, a 31 year employee, remarked that he earned several other awards during his tenure at Packard, but said that "I never hit the \$10,000 award!"

In looking over his idea, Dorff noted: "It may not be perfect, but it is a good step in a better direction . . ."



Machine repairman Bob Dorff, left, and Plant 3 Manager Dick Nelson examine High Energy Ignition retermination tool. Dorff, designer of the tool, earned the maximum award of \$10,000 for his tooling idea, which in essence is a miniature repair station located in the HEI cutter area.

## Richard L. Huber becomes new Personnel, PR director

Richard L. Huber has been appointed director of Personnel and Public Relations, replacing Edward A. Hodge who was transferred last year to GM Espana in Zaragoza, Spain, General Manager James R. Rinehart announced Jan. 28.

Huber comes to Packard Electric from Cadillac Motor Car Division where his most recent assignment was assistant director of Personnel. The appointment is effective Feb. 1.

A native of Harrisburg, Pa., Huber was raised in Cleveland, Ohio, and graduated magna cum laude from Colgate University in Hamilton, N.Y. Huber also holds a masters in business administration from Michigan State University.

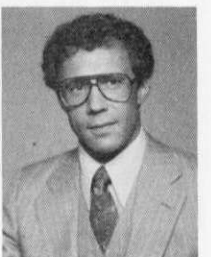
He began his career with General Motors in 1962 as a personnel assistant at Terex Division in Hudson, Ohio. He joined the GM Central Office Personnel Staff in the Employee

Benefits Section in 1966 and moved to the Corporate Policy Group in 1969.

In 1971, Huber was promoted to administrator of Executive Compensation and in 1973 to assistant director of Human Resources Management. Later that year he was promoted to director of Human Resources Management.

He moved to Cadillac in 1976 as director of Salaried Personnel and was promoted to assistant director of Personnel in June, 1979, the post he held prior to joining Packard Electric.

In his assignment at Packard, Huber will be a member of the Executive Committee and will report to the general manager.



Huber



# News- -briefs

## Winning touch

Jeff Abernathy, editor of the **Wiretapper**, the bi-weekly publication for Packard's Clinton plants, recently won two awards from the Jackson Chapter of the International Association of Business Communicators (IABC). Abernathy's coverage of the United Way campaign was given the "Best Graphic Illustration" award, while the **Wiretapper** received an honorable mention in the category of "Best Newsletter, One-Person Publication."

## Numbers game

Fortune magazine, in a tongue-in-cheek-item, recently reported that GM had the "good taste" to report a third quarter profit decline of about \$500 million. The magazine warns GM to watch out for the recovery period due to the natural laws of mathematics. Decreases may not exceed 100 percent and GM's profit drop was about 96 percent from \$527.9 million to \$21.4 million. A recovery back to the \$527.9 million would be a profit increase of 2,367 percent. "The barrooms would be demanding blood, and we shudder to think of the punishments that would be proposed in the Oval Office," the magazine commented.

## Chevy boss sees rebound

Chevrolet General Manager Robert D. Lund sees a recovery in sales of full-size cars in the coming months as buyers become more aware of their relative fuel efficiency. Lund said with gasoline prices at a dollar a gallon, a 1980 Caprice could make a coast to coast 2,800 mile journey for only about \$15 more than a Chevette. The Caprice with a V-6 engine and automatic transmission has an EPA mileage rating of 26 mpg, while a four cylinder Chevette is rated at 30 mpg. On the hypothetical trip, the Caprice would consume 108 gallons of gas, the Chevette about 93. Lund feels the extra roominess, comfort and luggage space is worth the \$15 additional fuel cost.

## Many unhappy returns

Americans feel that more than half the tax dollars they send to Washington are wasted, disclosed a recent Gallup Poll. Just about every group in the survey felt that 52 cents of every federal tax dollar was wasted when asked the question, "Of every tax dollar that goes to the federal government, how many cents would you say were wasted?" The poll showed that citizens believe 29 cents of every dollar is wasted at the state level, and that 23 cents goes down the tube in local government.

## Packard Electric Cablegram

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# Clinton, IUE begin contract talks

The International Union of Electrical, Radio and Machine Workers (IUE) has won the right to represent hourly employees at Packard's plants in Clinton and the next step involves negotiating a local contract between Packard and newly formed Local 698.

Employees in Plants 21, 22 and 24 cast their ballots Dec. 6, 1979, but the votes were held by the National Labor Relations Board (NLRB) pending an appeal of a complaint filed by an anti-union employee group called PEAU (Packard Employees Against Unions), headed by employee Steve Reinhart.

With denial of the appeal, the stage was set to count the ballots Jan. 7. The tally put the IUE on top by 711 to 654, a 52 percent majority. A simple majority was necessary to install the

IUE as the bargaining representative. Under Mississippi law, Packard Electric will operate an "open shop" with union membership optional for employees, according to Doug Burke, personnel director for the Mississippi Operations.

Burke noted that the NLRB had certified the election and that articles had been signed by the parties bringing the Clinton local under terms of the national agreement between General Motors and the IUE, setting the stage for the opening of local contract talks.

Burke and Gordon White, divisional manager of Labor Relations and Safety, will head the Packard negotiating team, while Mike Bindas, shop chairman of Local 717 in Warren, has been given a special

assignment by the International Union to assist the IUE bargainers. Local talks were slated to begin Jan. 30 in Jackson.

Once Packard and the IUE reach agreement, the contract is subject to a ratification vote by the Local 698 membership.

This was the third attempt to organize hourly employees in Clinton, and the first under terms of GM's neutrality agreement pertaining to the corporation's position on union organizing efforts.

In previous organizing efforts, held in 1974 and 1975, the IUE was not the only union vying to represent hourly employees. Since then, the United Auto Workers (UAW) withdrew its organizing effort.

Any Packard employee who feels he or she might fit into the above categories and would like to be considered under the affirmative actions program should contact Lytle at ext. 2786 (373-2786).

Clinton employees may contact Shirley Mapp at ext. 265, while Brookhaven employees may call Linda Smith at ext. 209.

Lytle explained that information received from individuals would be kept confidential, except for managers and supervisors who may be informed of work restrictions or accommodations.

## Packard Electric supports affirmative action

Packard Electric's affirmative actions staff continues its attempts to identify employees who may have handicaps or who are either disabled veterans or veterans of the Vietnam Era.

Henry Lytle, affirmative actions personnel representative, explained that Packard's policy is to make reasonable accommodation to the limitations of qualified disabled veterans and qualified handicapped persons and to extend employment opportunities to those groups, as well as to veterans of the Vietnam Era, taking into account the needs of the business, financial cost and expense.

# Plants achieve first harness production

Production of wiring harnesses expanded during the past year to five additional plants owned or operated by Packard Electric or staffed by Packard-trained supervisors, according to production records.

That expansion of harness producing locations will continue during 1980 with the addition of Warren branch plants in Austintown and Cortland.

Among plants producing a Packard wiring harness for the first time were

Thomas Road, GM of Ireland, Limited, Hubbard, Plant 24 and Rio Bravo Electricos.

Thomas Road, the first of the Warren branches to begin operation, made its first harness last March 26.

GM Ireland, Limited, located near Dublin, became a part of the Packard family on April, 1.

Plant 24, Clinton's newest facility, saw its first harness produced on June 25.

Hubbard, Plant 42, recorded its

initial harness production on Aug. 3.

Rio Bravo Electricos, not far from Ciudad Juarez, Chihuahua, Mexico, ushered in the new year with its first harness which was built on Jan. 14.

Packard-Warren branches at Austintown and Cortland will mark their initial harness production this year as each plant opens for engine control business, bringing to seven the number of additional Packard related sites entering the harness business since early 1979.



General Motors' Chairman of the Board Thomas A. Murphy and Packard Plant 24 Manager Talmadge Portis chat with two Plant 24 employees during Murphy's recent visit. Speaking that day to Clinton employees and area business leaders, Murphy predicted a turnaround in the economy and the resumption of strong growth by the middle of 1980. Murphy, who will retire after this year, reiterated that GM is

proud to be a part of the Mississippi business community. GM has its Packard Electric plants in Clinton and Brookhaven and also its Delco-Remy plants in Laurel and Meridian. The ever-optimistic Murphy urged his Mississippi audiences to look forward in the 1980's with "the same desire and dedication that drove our forefathers onward at the beginning of our nation."



# Packard inventor holds 10 patents



Allan Van Slyke, left, component engineer, explains details of prototype mold for convenience center connector on future "J" car to Donald R. Dedow, director, Product Engineering.

Packard component engineer Allan Van Slyke recently received a plaque noting a special accomplishment — his tenth patent as an employee of this division.

That milestone, the tenth patent, placed Van Slyke at the top of the list of active employees with the most patents, according to Donald R. Dedow, director, Product Engineering.

Van Slyke, a Southington resident, attributed his success to "being in the right place at the right time."

"Working on different projects brought me into situations where I create different things. Right ideas at the right times were also very important, but I can only say that those ideas 'just happened.' There are situations in this type of work that require new ideas and in my case they helped lead to the patents," he said.

Although he has a list of patents, Van Slyke noted that the next few years will pose a real challenge to engineers at Packard who work on ideas that may lead to a patent, which will protect

Packard and General Motors in future projects.

"When I first started working here 29 years ago, our first harnesses were simple in design. Today they are very complicated. Component parts going on them are getting to be even more complicated. Much of this is really the work of our people to meet the needs of today's harnesses."

"One thing that is very important is that our harnesses are far more reliable than ever before. Looking ahead, there will be real challenges because the harnesses will have to be even more reliable because of the way they will be distributing different energy levels," Van Slyke explained.

Dedow added that "this is a great accomplishment for Van Slyke."

"I definitely agree with him that the challenges are there. The job ahead is even greater than what it has been. Our engineers realize that they can always improve what we have."

"We are now getting into the '80s, a

time for smaller cars. Our engineers have to come up with new ideas to accomplish energy distribution in a much smaller space and also be able to use new technology," Dedow remarked.

The international market situation is one area that Dedow feels will provide some of those challenges for Van Slyke and other Packard engineers.

"We used to build just for the American market. In the future, we are going to design products for the world market. We were fortunate in that some of our ideas for the United States were used by the rest of the world. Now, we will be designing ideas for products usable in all countries, which greatly expands our markets."

"I really hope Mr. Van Slyke will go for another 10 patents," Dedow declared.

Van Slyke added his own thoughts about future patents:

"I'll be trying for another 10. I hope to have a few more years around here and I'm going to keep trying."

## Revamp old train station

# Warren employees help create youth center

Donations of time, efforts and skills by several Packard employees helped provide youngsters in the Warren area with a place where they could meet in a positive atmosphere.

The place is Miracle Station, formerly the Penn Central railroad station, near downtown Warren.

This structure is used primarily during warmer seasons, but it buzzes with activity during winter as volunteers work to improve it.

Frank Ventura, midnight turn tool room foreman, and Larry Oswald, tool room employee, are two of the Packard employees who contributed in the effort to transform what had been an eyesore into an attractive complex along East Market Street.

"Jim Friend of the Warren City Schools had an idea to change the station into a community type outreach program oriented mainly toward youth. This would be a place of happiness and fun in a Christian atmosphere. It was and continues to be funded by private contributions. However, in order to make the building ready, and this was 1977, those of us from Packard became involved in the transformation effort," Ventura said.

Oswald added that the task to transform the building was formidable. "You name it, it had to be done."

Roofs had to be patched and walls had to be built. Our group from Packard was involved in virtually all phases of the job. It was gratifying that other people in the community also contributed material to help us in our work," he said.

Both Ventura and Oswald explained that the process of transforming the station was not completed in one year, but is really still happening.

"Each year there has been a lot of construction work and each year it has advanced. Now, we figure we are 80 percent complete in terms of the structure itself," Ventura said.

"Each one of us has a special skill and it is a good feeling to see these skills make this place very attractive," Oswald reflected.

Other projects now in the planning stage for Miracle Station include the addition of two train cars now in Summit County, according to Ventura.

Oswald said that watching youngsters use the building "is a very beautiful sight."

"It seems to make it all come together. You can see the smiles on their faces. It is really a good place for them to go and not just a hangout."

Other Packard employees who worked on the Miracle Station project include Joe Propri, Walter Hilderbrand, Ralph

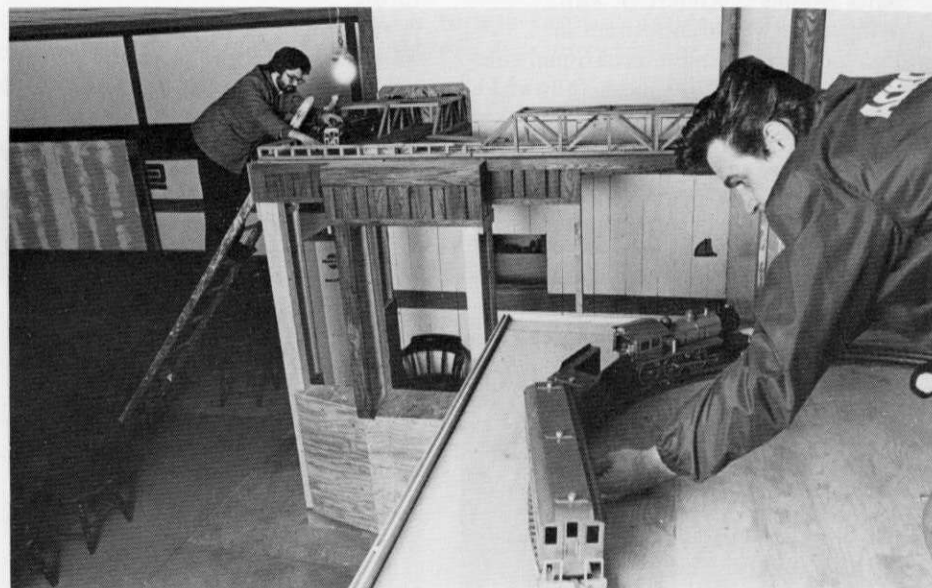
Moran, George Kissinger III, Les Double, John Stano, Mark Bianchi, Ron Kitzmiller, Harold Metzler and Richard Mallory.

Oswald also noted that other employees can assist the Miracle Station project by supporting the station's ongoing ecology drive.

"Any old newspapers or magazines may be deposited by the orange and

black trailer on the station site. Each evening, volunteers put them away and they are subsequently recycled. Funds realized from the recycling effort help to maintain the Miracle Station programs.

"Any employee willing to help with the Miracle Station project is more than welcome to do so. All they have to do is contact Jim Friend at the Warren City Schools," Oswald said.



Packard tool room employees Frank Ventura and Larry Oswald, foreground, make adjustments to model trains which run above theater area of Warren's Miracle Station.

## Before . . .



The old Penn Central Station, near downtown Warren, as it appeared several years ago prior to its transformation into Miracle Station. At that time, the inside of the building was also in shambles.

## After . . .



Miracle Station as it appears today. Packard employees donated time and skills in the continuing effort to provide area youth with a recreation and crafts center. That effort to improve Miracle Station continues.



# Packard employes increase use of tuition refund program

Packard Electric hourly employes in Warren and Mississippi dramatically increased their use of the General Motors Tuition Refund Plan during 1979, according to Milly Wilson, Employee Development secretary, who coordinates the program for Packard.

"During 1979, 574 hourly rated employes in both Warren and Mississippi received refunds for 1,002 courses. That compares to 317 employes taking 706 courses during 1978," Wilson enumerated. "In 1979, seven employes earned engineering degrees, five earned business degrees, three in liberal arts and one in science.

The tuition refund plan for hourly employes covers specified course areas, Wilson said.

"These courses must either lead to a degree, assist an employe on his or her job or be part of a skilled trades program."

## Feb. 16 in Clearwater

# Florida retirees' reunion set

Final preparations are being made for the Feb. 16 Retiree Reunion scheduled for the Sheraton Sand Key Hotel in Clearwater Florida.

Mary Jane Taylor, manager of Public Relations, said 375 retired Packard employes and spouses have made reservations to attend the second Florida reunion.

Registration for the day's activity begins at 1 p.m. at the Sheraton, with the program beginning at 2. General Sales Manager Robert G. Van Wingerden will brief retirees on Packard's emerging international role in the automotive business, followed by presentations by benefit representatives for salaried and hourly retirees. Representatives of insurance carriers will also be on hand to answer specific benefit-related questions, as will a representative of the Social Security Administration.

Refreshments will be served beginning at 5 p.m. with dinner scheduled for 6.

After dinner, General Manager James R. Rinehart will address the group with information on what is happening with Packard Electric and where the division is heading in the future.

According to Taylor, retirees will have plenty of time to renew acquaintances during the course of the day, as well as receive up to date information on pensions and benefits.

## Retirees' corner —

 <p><b>Gene Prommersberger</b> Dept. 177 28 years</p>	 <p><b>Tom Costantino</b> Dept. 1171 34 years</p>	 <p><b>Helen S. Rood</b> Dept. 83 30 years</p>	 <p><b>Mary K. Czoka</b> Dept. 818 25 years</p>
 <p><b>Freda J. Toth</b> Dept. 1111 30 years</p>	 <p><b>Sanford C. Rinda</b> Dept. 911 10 years</p>	 <p><b>H. Earl Clark</b> Dept. 53 33 years</p>	 <p><b>Helen K. Ondo</b> Dept. 1433 30 years</p>
 <p><b>David G. Harris</b> Dept. 952 21 years</p>	 <p><b>Joseph Lombardi</b> Dept. 1263 16 years</p>	 <p><b>Olga B. Atkins</b> Dept. 1266 30 years</p>	 <p><b>Dorothy Wenckowski</b> Dept. 1347 30 years</p>

# Packard probe —

**QUESTION:** Now that Packard's Clinton, Mississippi plants will be represented by the IUE, what are your expectations for the future?



**Steve McDaniel**  
Dept. 2116

*"It'll help out with our little problems."*



**Alberta Foley**  
Dept. 2111

*"I believe that the people will be represented in a good way and that people working at Packard will benefit and that everything will work out okay."*



**Foley**

**Steve Reinhart**  
Dept. 2267

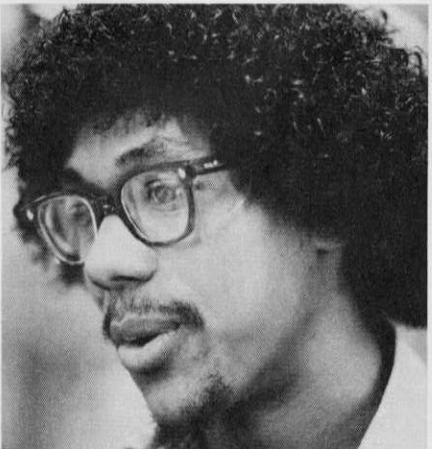
*"I expect all the animosity between the people to be gone and people will join hands and start working together, and I expect the union to work."*



**Reinhart**

**Jim Cooper**  
Dept. 2116

*"I'm very optimistic since we voted in the IUE. I believe we'll be getting better treatment from our supervisors. I expect conditions throughout the plant to be better and more fair to employes."*



**Cooper**

**Adelbert Earl Mosley**  
Dept. 2134

*"It is my deepest wish that all people would join hands and get together to work harmoniously for the best relationship attainable for both Packard and Packard's employes."*

**Mosley**