

PACKARD ELECTRIC

Cablegram

Volume 41, Number 2

March, 1980

GENERAL BOOKBINDING CO.
81 100CSB 01 998 31 C 0002
QUALITY CONTROL MARK

Retirees attend Florida reunion

Packard Electric hosted its second annual Florida Retirees' Reunion Feb. 16 in Clearwater Beach, Fla.

The event was held at the Sheraton Sand Key Hotel and saw more than 350 Packard retirees and spouses attend, including 78 members of the Mahoning Valley GM Fellowship Club who made the reunion one of the stops on a 10 day bus trip through Florida.

Mary Jane Taylor, Public Relations manager, explained the reason for holding the reunion in Florida. "We've found that many of our retirees have moved to Florida, particularly the Clearwater area. Those who have settled there have not had the opportunity to attend our Warren reunions, so in effect, we take the reunion to them. I feel it's essential that we keep our retirees informed of changes in pensions and benefits, Social Security and the like, as well as what is happening today at Packard Electric."

(Continued on Page 3)



THE PROFILE of General Manager James Rinehart frames a slide of one of the new Packard plants in

Warren as he brings retirees up to date on the division's progress. For more photos, see Page 3.

Super system: *Data processing technology moves forward in Mississippi*

by Jeff Abernathy

A system totally new to the data processing world and to Packard Electric has been installed and is smoothly under way in Clinton. This innovation has accurately been coined "Super System" by its Packard designers and implementers.

The idea for such a system originated in Clinton in mid-1978 with the ultimate purpose of improving the record accuracy of inventories for

various suppliers that receive components from Packard, according to Burt Caldwell, systems analyst.

He stated that the system was installed to eliminate transposition error, weigh component parts accurately, calculate quantities and expedite manifesting.

"Obviously," Caldwell remarked, "any system meeting those requirements should be called a 'super system.'"

Personnel from the Methods and Systems, Data Processing and Material and Production Control departments in both Warren and Clinton initiated the procedures for the new project. Additionally, they retained a computer vendor for consultation as the system developed.

Directly involved with the various phase levels of the "super system" were Caldwell, Mike Maggiano, Jack Tomerlin, Ron Cannatti, Diane Berish,

Jeff Ostheimer, Joe Bednarcik, Larry Kuhns, Al Johnson and Ozzie Furano.

When the "super system" neared completion last spring, it had shaped up to be a unique combination of a mini-computer and an electronic weigh-counting scale.

Caldwell elaborated on its functions. "Using a magnetic scanner, the scale operator scans the magnetically-encoded label to pick up the component's part number, then scans a color chart to check colors for that part number and, finally, activates a scale to weigh the tub containing the components."

The scale then weighs and counts the material and transmits the piece weight, tare weight (weight of the tub itself), gross weight and the quantity to the computer, he said.

"Once a truck load of parts arrives, the labels are scanned and the computer compares the containers shipped to those received to insure both plants have accurate records," Caldwell explained.

Four suppliers now have the system since it was first implemented in Clinton in September.

Part of the success of the "super system" can be attributed to the debugging efforts it underwent in the lab in Warren, Caldwell pointed out.

"Consequently, the new system is working very well out in the field. By all indications of reports thus far, it is definitely proving itself to be exactly the type of system we hoped it would be . . . a super one."



AL RHODES, scale operator in Clinton, retrieves data from the recently installed "Super System" which was designed to improve the accuracy of

inventories of components. The system is a combination computer and scale which makes use of electronic technology.

News- -briefs

Retiree power

There are now close to 200,000 GM retirees and surviving spouses receiving benefits from GM, said Paul Pender, group vice president in charge of Operating Staffs. According to Pender, this number of people in the retirement benefits group is equal to about 30 percent of GM's current domestic employment, as compared to 10 percent in 1965. By the year 2000, the retirement benefits group is expected to equal about 60 percent of GM's average employment.

E pluribus unum

Working wives have become the rule rather than the exception. The Bureau of Labor Statistics reports that three of every five husband-wife families have two wage earners. The bureau noted that the number of such families increased by three million over the past decade. Other statistics from the government show that rising divorce rates have put women at the head of one of every seven families; 30.1 million children had mothers in the labor force, almost 20 percent more than in 1970; and 70.9 percent of single men and 62.7 percent of single women were working last year.

Russians coming?

Satra Corporation reported it will build a \$1.5 million facility in the port city of Savannah, Ga., to complete the assembly of Soviet built Lada cars. The new import, expected to arrive in 1981, is currently being modified to meet U.S. government regulations. The Lada is selling for the equivalent of \$4,500 in England and West Germany.

Packard picnics

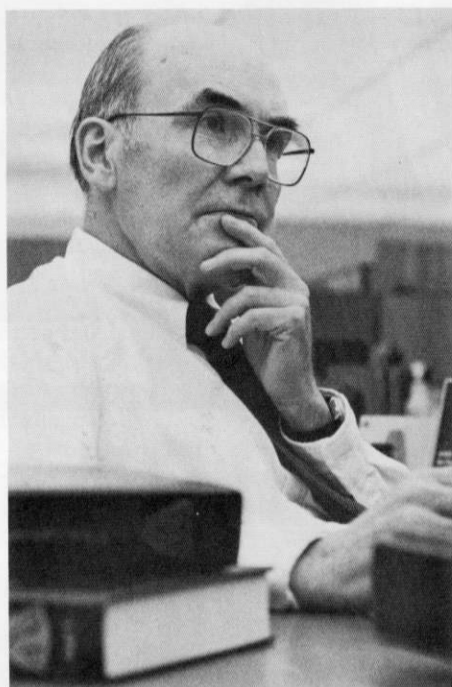
Employees at the Warren Operations of Packard Electric will hold their annual picnic this year on June 22. The picnic will again be held at Geauga Lake in Aurora and will be open to all Warren employees, retirees and their families. Clinton employees will hold their picnic in either September or October. Brookhaven's picnic plans are still being formed. Dates for the Mississippi plants' picnic dates will be announced as soon as plans are finalized.

Packard Electric Cablegram

Published for employees and retirees of
Packard Electric Division of
General Motors, P.O. Box 431,
Warren, Ohio 44486
An equal opportunity employer

Allan Csiky, editor
Michael Hissam, associate editor
Jeff Abernathy, Mississippi editor
Phone: 373-3029 PBX 3029
GM Network 8-531-3029

Automotive engineers honor Hatch



NORM HATCH contemplates an idea at his desk in Product Engineering.

A Packard employee recently received a certification of appreciation from the Society of Automotive Engineers for his work in organizing a technical advisory group for the SAE.

Norm Hatch, senior project engineer, received the award during the Society's convention in Detroit during February.

Hatch said the technical advisory group formed in order to give the United States a part in formulating international standards allowing items produced in the U.S. to be compatible in other markets around the world.

"We have to be in on the ground floor when it comes to international standards. Otherwise, our industry would have to adapt itself later to standards set by others," Hatch said.

The senior project engineer explained that the technical advisory group meets several times a year with representatives from more than 20 other countries involved with the International Standards Organization.

"We meet with the representatives from the other countries and we exchange ideas. From those meetings we develop international standards, some of which apply to products such as terminals," Hatch stated.

Working toward international standards does mean something for Packard employees, according to Hatch.

"Adoption of international standards for Packard products could mean a very challenging future for Packard employees. Already, we are selling ignition cable to Adam-Opel in West Germany, which in part was made possible by standards work we at Packard did in the past."

Hatch, a veteran of more than 30 years at Packard, has strong feelings about the American adoption of the metric system.

"I think it's long overdue. Here at Packard, we've used metric cable and metric drawings for the past several years without any serious problems..."

Census '80

April 1 marks start of population count

- The Twentieth Census of Population and Housing will officially begin on Tuesday, April 1, 1980.

- The census is expected to count approximately 222 million people and 86 million housing units.

- The Constitutional purpose of the census has not changed since the first census in 1790: to provide the basis for fair apportionment among the States of seats in the House of Representatives.

- Census data also are used to guide the distribution of billions of dollars in Federal funds to State and local governments and the distribution of additional billions of dollars in State funds.

- Every household in the U.S. will receive a census questionnaire in the mail on March 28, 1980. About 90 percent of the households will be asked to mail back their completed questionnaires. The remaining 10 percent — primarily those in sparsely settled areas — will be instructed to

keep their completed questionnaire until census takers pick them up.

- Those households that do not mail back the completed questionnaires as requested will be visited by census takers who will obtain the required information. Every one percent of the population that cooperates with the request to mail back the completed questionnaires will save taxpayers \$2 million in follow-up costs.

- A temporary work force of approximately 270,000 persons must be hired to check the returned questionnaires for completeness, carry out door-to-door interviews where necessary, and handle office tasks. Some 1.3 million people are expected to be screened and tested during the hiring process.

- Approximately four out of five households will be asked to answer the 19 questions on the short version of the questionnaire. The remaining households will answer the longer ver-

sion with 46 additional questions.

Many people will answer the short version in 15 or 20 minutes, and the longer version may require 45 minutes or so, but individual times will vary.

- While Federal law requires everyone to answer the census, the same law assures that every person's answers to the census are confidential. Only Census Bureau employees, sworn to secrecy, may see individual census answers, and there has never been a proven case of a census employee divulging personal information from a census. Not even another Federal agency or the President can see individual census answers, whatever the purpose.

- American business firms, from local stores to multinational corporations, rely on census statistics when selecting new sites, evaluating product lines, analyzing trends, designing sales programs, and developing strategies for marketing and advertising.

Red Cross ads cite Packard employees

Andy Machak tells Bill Cosby: "A CPR-trained guard brought me back from the dead."

Andy Machak:
"Luckily, a guy with Red Cross CPR training works where I do. A security guard. Don Guarino. He saved my life, no foolin'!"

I'd checked tin-plating lines a hundred times before, but that day was different. A boom came around from behind and pinned me to a T-bar... I lifted me right off my feet."



Bill Cosby:
"That's a big ouch."

Andy Machak:
"Last thing I remember was trying to find a kill switch..."

Three days later — in the hospital — Don told me it took six guys to get me down; somebody said *no pulse or breathing*, and Don remembers saying, 'I gotta try anyway.'"

Bill Cosby:
"Sounds like you had them worried!"

Andy Machak:
"Well, I was clinically dead. Can't

believe it myself, Bill. But thanks to Don's CPR training, I'm alive... thanks to Red Cross, I'm alive."

Bill Cosby:
"CPR training can make the difference between life and death. Take it from Andy Machak. Help keep Red Cross ready."



A Public Service of This Newspaper
& The Advertising Council
It takes steady, trained hands to perform CPR.

Retirees attend Florida reunion

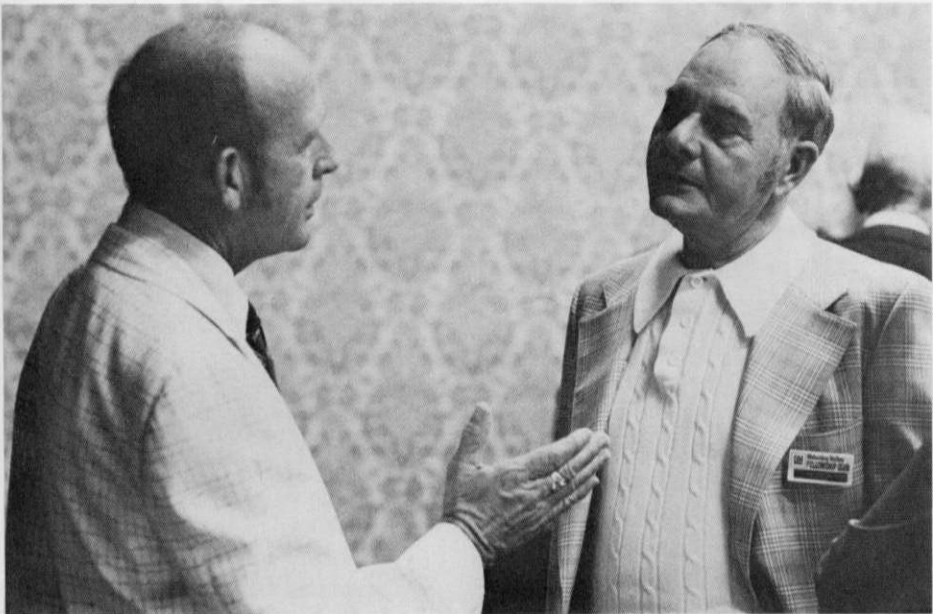
(Continued from Page 1)

On the program this year were James Dickson, supervisor of hourly benefits; Thomas Habel, salaried benefits supervisor and representatives from Blue Cross, Connecticut General,

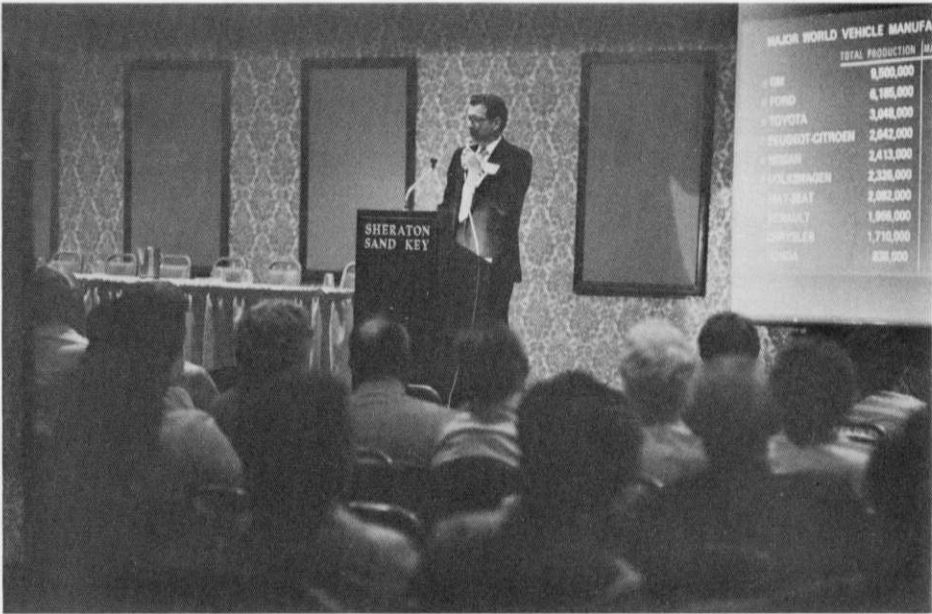
Metropolitan, Ohio Medical Indemnity and the Social Security Administration. The representatives were available to answer specific questions, and presented material outlining changes in benefits for retirees.

Robert Van Wingerden, general sales manager, highlighted the afternoon with a slide presentation on Packard Electric's plans to enter world markets. After dinner in the evening, the

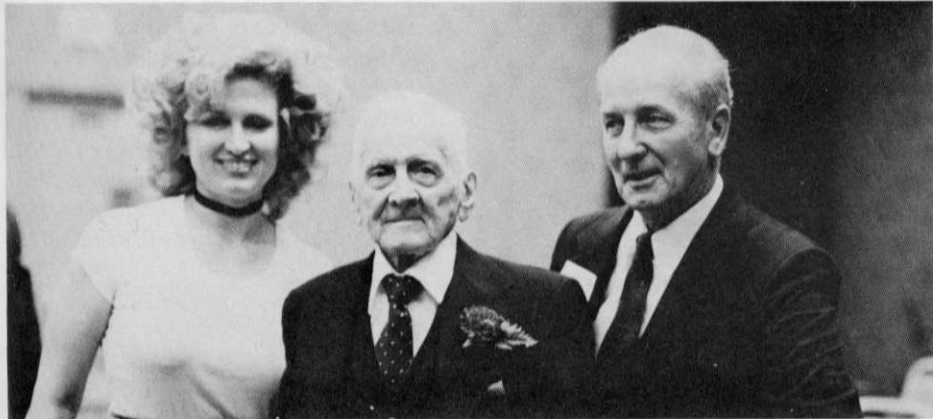
guests saw a film about Packard which Public Relations produced and heard remarks by James Rinehart, general manager, who outlined the expansion that has taken place over the past year.



GORDON GRANT, Social Security representative, left, explains a point to **Malcolm Orr**.



PACKARD'S STRATEGY for developing world markets is explained by **Robert Van Wingerden** at the Clearwater reunion.



93 YEAR OLD Neal Irwin again took honors at the reunion as the oldest retiree attending. Irwin is flanked by daughter **Joyce Cole**, and son, **Neal**.

Employee country performers take music to Ohio prisons

Two Packard employees recently led a group of other country music performers on a tour of Ohio prisons as part of an effort to spread the goodwill of country music.

Mike Guesman, Dept. 1274, afternoon turn, and Dick Gearheart, Dept. 1434, dayturn, arranged and performed in a tour that included stops at the London, Marion and Mansfield correctional institutions.

Guesman, who is also president of the Warren-based Country Music Songwriters and Entertainers Association, said the idea of touring prisons came to him after meeting several of the country stars who perform during the year at the W. D. Packard Music Hall in Warren.

"I talked to many of them about how to get started in the country music business. One idea they gave to me was to play at prisons.

"No one else seems to want to play at such places. We decided to give it a try and I contacted the Secretary of State, in Columbus, for permission. He gave us the okay and we packed up my group, 'The Nighthawks,' Dick's group, 'The Southern Reunion' and some other performers for the weekend bus rides to the prisons," Guesman recalled.

Gearheart admitted that his first reaction to the idea of touring Buckeye prisons was one of shock.

"My first reaction was 'Gee, what would I do in prison.' But, country

performers always have been among the first to outreach their services to persons who need help. The more we talked about it, the more we figured that was a meaningful cause."

Gearheart, who plays guitar and sings, explained that some meetings he had with country performers at Packard Music Hall had a bearing on the music used for the prison concerts.

"Many of them also toured prisons and the ideas they gave us helped us come up with a program which proved to be more than suitable.

"We really did not have to put in an exceptional amount of time rehearsing since we play out most weekends and were quite familiar with the songs we used for prisons," Gearheart said.

Guesman reflected on the reactions to the groups' music by the prison audiences.

"They gave us standing ovations. There were times that we went in to do an hour show and wound up doing two-and-a-half or three hours. Now it seems like we are booked into 1985. Marion wants us back and we'll be ready to go."

Speaking of travelling, Gearheart filed no objections.

"I'm ready to go out on the road. The reception from each place has been rewarding. We've received hundreds of letters from the prisoners and those letters back to us tell us that what we did was appreciated. That is important to us . . ."

Retirees' corner —



Dominic Petrarca
Dept. 1148
19 years



Frank Nelson
Dept. 53
28 years



Grannis Lazier
Dept. 1069
30 years



Walter Suzells
Dept. 1371
30 years



Mary McGough
Dept. 1127
32 years



Ralph Hall
Dept. 1374
30 years



Roger Peck
Dept. 153
39 years



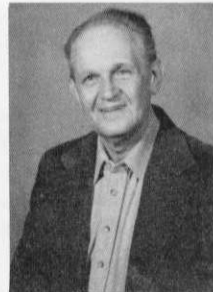
Lee West
Dept. 315
30 years



Harry Peck
Dept. 552
14 years



Stephen Gulacy
Dept. 947
22 years



Arne Salo
Dept. 1055
30 years



John Coen
Dept. 1221
32 years

Brookhaven rejects representation

Packard employees at Plant 23 in Brookhaven voted against union representation in an election held March 12.

The vote tally was 242 against representation and 155 for with 16 votes contested. The International Union of Electrical, Radio and Machine Workers (IUE) was the only union attempting to secure representation for Brookhaven's

hourly employees.

Earlier this year, employees in Plants 21, 22 and 24 in Clinton had voted for representation and negotiations are continuing toward a local agreement between Packard Electric's Mississippi Operations and IUE Local 698.

The Brookhaven election was the first attempt to organize Plant 23 which employs 444 hourly people and has been in operation since Jan. 1977.

Plant 14 employee boosts daughter's recording efforts

"Mrs. Cefalu, we're sorry, but your daughter has only a few months to live . . ."

That news ten years ago changed the life of Packard employee Mary Colleen Cefalu of Dept. 1452.

That same prognosis also marked the beginning of a battle for survival for her daughter, Colleen, then 13, a victim of Ewing's sarcoma which is a form of bone cancer.

Today, Colleen appears to have won that battle to live and is embarking on a recording career.

The battle cost Colleen a leg, but not determination.

Mary Colleen Cefalu did not give up, but said she shared determination and inspiration with her daughter through the trials of chemo-therapy and rehabilitation.



COLLEEN CEFALU in a pensive pose. The employee's daughter is hoping for success in the music world.

"We always remained optimistic, no matter what. She said that God always had a purpose for everyone and that singing was one of the purposes that he had for her. She gave me strength which I then returned to her," she recalled.

Colleen's desire to improve her singing skills led to the stage, but by way of an unusual route, according to Mrs. Cefalu, a Struthers resident.

"Many times I would take her from the hospital bed to a singing engagement. She would sing at churches, weddings, benefits and sporting events. One of the most memorable performances occurred when she sang 'The Star Spangled Banner' at a Youngstown Hardhats pro football game. Nothing ever held her back."

Mrs. Cefalu mentioned that she and her daughter received support from others at Packard.

"All my co-workers and foremen were very encouraging. Local 717 helped us . . ."

Colleen's recording career began last summer when she recorded a love ballad, "Love Can Be," and a country song, "Why Speak of Love," both on the Diablo label, Mrs. Cefalu noted.

"The record has received airplay on stations around the Mahoning Valley and elsewhere. We know that more recording sessions are planned, although we are waiting for further results on the first record."

One strategy used by Mrs. Cefalu apparently was the key to the success of her daughter:

"As a parent, I made myself available to her when she needed me. I gave her the encouragement. What she accomplished came from her own personal drive and ambitions . . ."

Check your records

U/C benefits may be taxable

Packard employees who received unemployment compensation during 1979 should be aware of changes in Internal Revenue Service regulations concerning income tax liability for that compensation.

Rollie Woods, IRS spokesman, Cleveland IRS Public Affairs Office, noted that the Revenue Act of 1978 "changed the law so that individuals may have to include some or all of their unemployment compensation they received in 1979 in their gross income for the year."

"Prior to that act, individuals did not have to include unemployment compensation they received during the year in their gross income," he noted.

The **Cablegram** interviewed Woods and asked him to explain these changes, which will affect employees' 1979 tax returns.

Cablegram: "What types of unemployment compensation are affected by this law?"

Woods: "Unemployment compensation generally includes any amount received under an unemployment compensation law of the United States or of a state. Workmen's Compensation from injuries is not unemployment compensation."

Cablegram: "What about supplemental unemployment compensation from company-financed plans?"

Woods: "Supplemental unemployment benefits received from company-financed funds are not considered

unemployment compensation for purposes of this new law. However, these types of benefits are considered to be fully taxable as wages for Federal Income Tax purposes."

Cablegram: "What portion of an individual's unemployment compensation will be taxable?"

Woods: "It will be the lesser of either: number one, their total unemployment compensation; or number two, half the amount, if any, by which the sum of their adjusted gross income exceeds what we're calling the 'base amounts'."

Cablegram: "What are the base amounts?"

Woods: "For the single taxpayer, the base amount will be \$20,000. For married couples filing a joint return, the base amount is \$25,000. For a married individual filing a separate return, that person's base amount will be zero dollars."

Cablegram: "How will taxpayers know the exact amount of unemployment compensation they received during the calendar year 1979?"

Woods: "Unemployment compensation totaling \$10, or more, during the year, will be reported to the Internal Revenue Service by the respective agency that made the payments. Taxpayers will also receive a copy of Form 1099-UC which will show the total unemployment compensation paid to them during the year."

Packard probe —

QUESTION: General Motors President Elliott Estes recently told Japanese officials that GM is against trade restrictions on imports and that establishment of Japanese auto plants in the United States would be "a step in the right direction." How do you feel about that?

Carla Padula
Dept. 4535

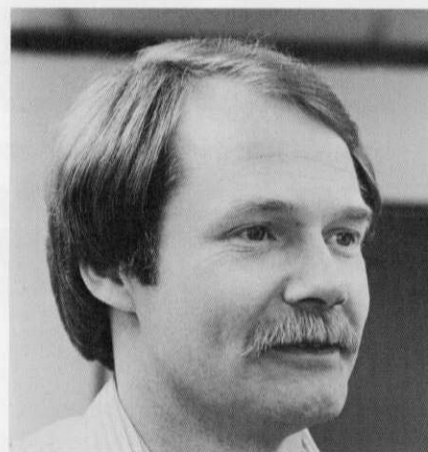
"Keep America beautiful: keep Japanese cars in Japan."



Padula

Tom Goodman
Dept. 4171

"It's a fact of life that Japanese cars are going to be built and sold. If they're going to be sold in this country, they should be built in this country."



Goodman

Clarence Hostutler
Dept. 4174

"If they sell their cars in America, they should build them here and use American products in their cars."



Hostutler

Joan Weaver
Dept. 4414

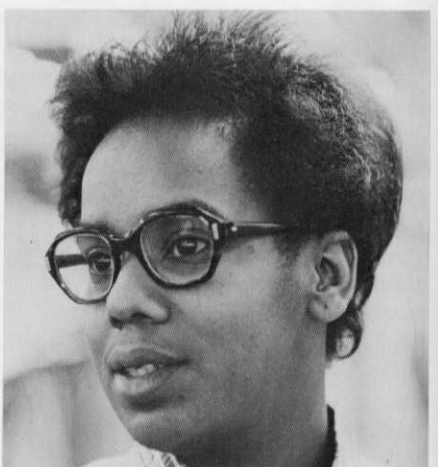
"Japanese cars sold in America should be built in America by Americans."



Weaver

Patricia Austin
Dept. 4103

"I don't have a problem with them building plants here as long as we get the jobs."



Austin