



PACKARD ELECTRIC

Cablegram

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Idea speeds boxcar turnaround

Tradesmen split \$10,000 award

Two Plant 10 employees have become the latest winners of the maximum \$10,000 suggestion award.

Glenn Harshman, Dept. 910 electrician, and Bob Policy, Dept. 904 pipefitter, recently split the maximum award for a suggestion to modify the vacuum pump system which draws polyethylene compound from incoming railcars and distributes it to the 40-foot silos behind Plant 10.

According to Harshman, the vacuum pump and motor were overheating. "In fact," noted Policy, "a few burned up and melted the belts." Policy continued, "I understand the system hadn't worked right for a long time."

The employees noted that much of the time the pump was just "sitting there running, but not drawing any compound."

The employees used their collective expertise to change the exhaust on the pump and remove the air-flow restrictions. The suggestion resulted in

a great deal more productivity from the system. Policy pointed out that before the suggestion, it took two weeks to unload a boxcar full of compound. Now it takes four days.

Harshman said, "Now when it runs but doesn't suck, a light goes on. If there is no draw for five minutes, the system is automatically shut down."

The employees said they "just got tired of fixing the pump and began working on the award winning suggestion about 1½ years ago. Policy recalled, "it was cold in the winter and the pump was located outside under the silo."

"I climbed a few times, then I let the younger guys do the climbing."

Neither Harshman nor Policy are newcomers to the suggestion program. Harshman earned approximately \$3,000 on suggestions last year alone, while Policy earned \$400 in 1980 for another pump-related suggestion.



SUGGESTION AWARD WINNERS Glenn Harshman (left) and Bob Policy (right) go over their \$10,000 idea with General Manager W. Blair Thompson.

Diemakers, computers meet minds

by Joe Tori

Nearly everyone these days has been affected by computer technology, and Packard's tool and diemakers are no exception.

For some time now, the tool and

diemakers of the Dept. 552 toolroom have been utilizing computer programs to build dies for printed circuit production.

Dept. 552 houses two numerically controlled (NC) Bostomatic milling

machines. The machines, whose moves are controlled by a computer program, are used to cut printed circuit dies and any other tooling parts that require "circles and angles."

Ernie Miller, toolroom supervisor,

will tell you that the area is "the best at what we do."

"This area here in the 552 toolroom can produce printed circuit dies cheaper than any other source of which we are aware. One of the reasons is because people have taken it upon themselves to make the program go."

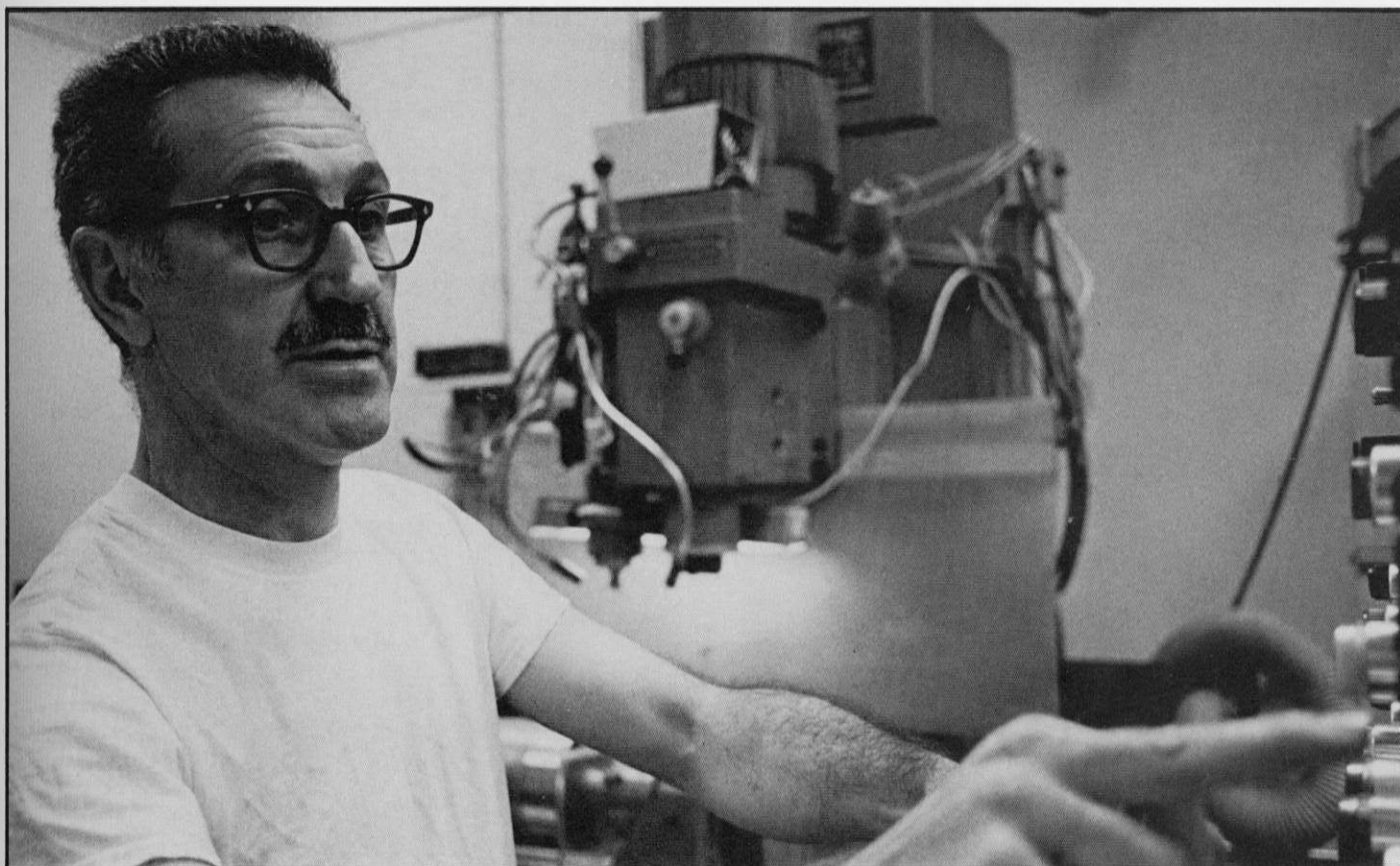
Bill Watson, tooling engineer for printed circuits, echoes that sentiment. "The Bostomatic makes a die more accurately and more quickly than I can purchase a die," he said. He said the Bostomatics offer the advantage of being able to revise existing tooling without building new tooling. "We can turn a revision around in one to four weeks. Outside it would take four to six weeks. Even if we only do two or three a year it really helps out."

Watson continued, "The area is unique because of the people that are there. Those guys wanted to do it and prove that they could build the tools here. The attitudes of the guys in that toolroom are really different. They just like to do the job, do it themselves and get a little praise for doing it. They are like a confident engineer."

Miller noted, "All the tool and diemakers associated with the program need to know how to operate the Bostomatic equipment in here, because they generate many of their own programs. They are trying their best to help the printed circuit area pay off."

Miller continued, "The rest of the programs are extremely complex and

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BOSTOMATIC TRAINEE Ron Gizzi, Dept. 552 tool and diemaker, makes adjustments on the control panel which instructs the Bostomatic milling machine what moves to make.

News- -briefs

Brookhaven union vote

The hourly-rate employees at Packard's Plant 23, in Brookhaven, Mississippi, have exercised their legal right to vote against union representation by a vote of 234 to 131. By their vote, the employees have demonstrated confidence in our present working relationship.

First quarter profits

In the first quarter of 1981 General Motors continued the gradual recovery begun in the final quarter of 1980. Chairman Roger B. Smith and President F. James McDonald reported Monday. The net income of \$190 million achieved in the first quarter of 1981 represented the second consecutive quarter of profitable operations, and exceeded earnings in the first quarter of 1980 despite lower volume. "This improvement is encouraging and reflects intensive efforts to reduce costs," the two executives stated. They emphasized, however, that the "current earnings are well below the level which must be achieved to fund a substantial portion of the unprecedented capital expenditures forecast for the 1981-84 period."

GM divisions combine

General Motors' Rochester Products and Diesel Equipment Divisions will combine effective May 1, reported GM president F. James McDonald. The new division will be known as the Rochester Products Division and will continue to have its headquarters in Rochester, N.Y. It will function as part of the Electrical Components Group, reporting to GM vice president Donald J. Atwood. Richard G. LeFauve, who has been general manager of the Diesel Equipment Division, will be the general manager of the new division. Thomas E. Husted, general manager of Rochester Products Division, becomes special assistant to Atwood until July 1 when he retires.

Retirees reunion

Due to budget cutbacks brought on by the current economic situation, the summer retirees reunion will not be held this year.

Cablegram mailing

Due to budget cutbacks brought on by the current economic situation, **The Cablegram** will suspend mailing indefinitely. However, additional copies of **The Cablegram** will be available in Packard's Public Relations department located in the Administration Building on Dana Street.

Packard Electric Cablegram

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New federal tax regulation affects Sickness and Accident benefits

Recently enacted federal legislation requires General Motors to report each year to the Internal Revenue Service the amount of Sickness and Accident (S&A) benefit payments that are made to employees.

The legislation also provides that as of May 1, 1981, employees may authorize a specified amount to be withheld from each S & A benefit check for federal income tax purposes.

Jim Dickson, supervisor, hourly benefits, and Tom Habel, administrator, salaried benefits said that those who become disabled and who wish to authorize withholding may do so by completing special forms available at respective insurance offices at Packard. The affected employee may authorize GM to withhold any whole dollar amount starting with a minimum of \$20 per week. The authorized amount will be withheld from each full S & A benefit amount.

Dickson and Habel reported that the deductions will begin with the first benefit check issued more than seven days after the completed authorization form is received by the insurance office. They advised that the employee may change or terminate the amount withheld by completing a revised authorization form. Any authorization for S & A withholding will terminate upon the employee's return to work. Each benefit period will require a new authorization form.

Each added that employees receiving S & A benefits during the tax year will receive a separate W-2 form showing the gross amount of any such benefits paid. Also on the form will be the amount, if any, of the payment that was withheld as federal income tax.

Each stipulated that if the S & A payment is made for less than five days, the employee's authorization will be deducted on a daily rate basis, which would be one-fifth per day of

the weekly rate authorized.

With the new system, employees must request the authorization form prior to any deductions being made. Reports of deductions made will be printed on the employee's S & A benefit check stub. The W-2 form received early in the next calendar year will show the total S & A tax deductions for the previous year, they reported.

Habel and Dickson pointed out that under federal tax law S & A benefits received by employees are considered taxable income under normal circumstances, and that beginning May 1, reports are being provided to the federal government on S & A benefits received by GM employees.

They also said that those employees with questions concerning the new law should contact either the Salaried Benefits Office, the Hourly Insurance Section or the Local 717 benefit representative.

For Cavalier, J-2000 and Cimarron

GM sets J-car discount/refund

General Motors will introduce its new 1982 J-car lineup on May 21. Packard employees and retirees are eligible to purchase the new vehicles under the refund program for hourly employees or the "Class A" plan for salaried employees, according to a letter from GM officials in Detroit to divisional personnel directors.

Chevrolet's Cavalier, Pontiac's J-2000 and Cadillac's Cimarron are the new J-models and in effect replace the H-model Chevrolet Monza and Pontiac Sunbird lines which remain eligible for the discount programs until dealer stocks are exhausted.

Hourly refund

In addition to announcing the refund/discount eligibility for the new J-models, GM also reported changes in the Refund Allowance Plan for hourly employees:

Effective with the 1981 model year, employees and retirees may now receive

a refund on the purchase of two vehicles each model year (formerly, the limit was one vehicle per model year).

Effective with vehicles delivered on or after May 1, 1981, surviving spouses may receive a refund on the purchase of one vehicle each model year if they are receiving GM Pension Plan benefits and have not remarried (formerly, surviving spouses were not eligible).

Effective with vehicles delivered on or after May 1, 1981, the vehicle may be registered in the name of the employee or retiree, their spouse, a surviving spouse or dependent children who are under 21 years of age or who are full-time students under age 25 (formerly, surviving spouses and children were ineligible).

Each J-model purchased under the hourly plan will be eligible for a \$235 refund. In addition, the J-model vehicles must be retained by hourly employees or retirees until the end of the 1982 model year production run

(August 1, 1982) or six months, whichever is longer.

Salaried discount

Salaried employees' orders for the J-vehicles continue to be accepted through the "Class A" discount program. Under this plan, the salaried employee, retiree or surviving spouse purchasing these cars must retain the vehicle until the end of the 1982 model year production run (Aug. 1, 1982) or six months, whichever is later.

Those eligible under the salaried program may purchase a 1980 Monza or Sunbird, but must hold that vehicle for six months from date of purchase.

T-1000

Pontiac has begun to market the T-1000 model, which for purposes of the refund/discount plans is a 1981-model vehicle. The T-1000 carries a \$235 refund for the hourly plan and a 15 percent base and 18 percent options
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James L. Hatch becomes director, Information Systems for Packard

General Manager W. Blair Thompson today announced the appointment of James L. Hatch to the position of director, Information Systems for Packard Electric, effective May 1.

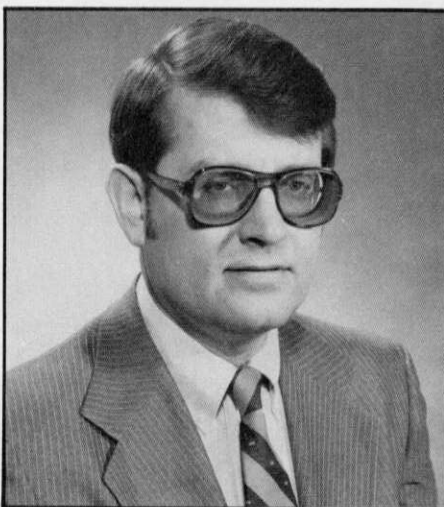
Hatch, 42, comes to Packard from Saginaw Steering Gear division in Saginaw, Michigan where he was manager of Saginaw Data Center.

In his new position, Hatch will have overall responsibility for data systems development, computer operations, divisional procedures, communications and office services. In addition, he will coordinate all divisional computer/information processing activities including those in the manufacturing/process control and engineering areas.

He will be a member of the Executive Committee and report to the General Manager.

Hatch received a Mechanical

Engineering degree from General Motors Institute (GMI) in 1960. In addition, he holds a Master of Science (M.S.) degree in Industrial Engineering and a Master of Business (M.B.A.)



Hatch

degree, both from the University of Michigan.

Hatch is a charter member of the Society for Management Information Systems and is also a member of the Association of Systems Management and various other computer user groups.

Born in Saginaw, Michigan, on August 1, 1938, Hatch is married and has three children. He is involved in several civic/public service activities and holds various offices including:

— Member, Board of Directors, Visiting Nurses Association of Saginaw on which he serves as Chairman of the Finance Committee.

— Member, Bishop's Performance Review Committee, Diocese of Saginaw on which he serves as Chairman of administration and Planning.

— Boy Scouts, Little League and Youth Athletics.

'They are like a confident engineer'

Diemakers save time, money

(Continued from page 1)

require computer assistance to generate. This work is done by engineering personnel, several of whom are former tool and diemakers."

Terry Moody, a Bostomatic alumnus who is now a programmer, explained that the computer programmers, Bostomatic operators, tooling engineer, and sharpeners associated with the program are all long on toolroom experience, and many have worked with the Bostomatics. He also credited process engineer Eric Wentz for developing the programs that enabled Packard to translate the programs received from AC Delco division.

John Racheck, a tool and diemaker who operates one of the two Bostomatics, "worked in just about every area of the toolroom. I enjoyed printed circuit work so I asked if I could be trained in here," he said.

"I had to just about be retrained on the job to learn new methods and systems involved with this machine. I had to learn the computer language and the machine's ability," Racheck stated.

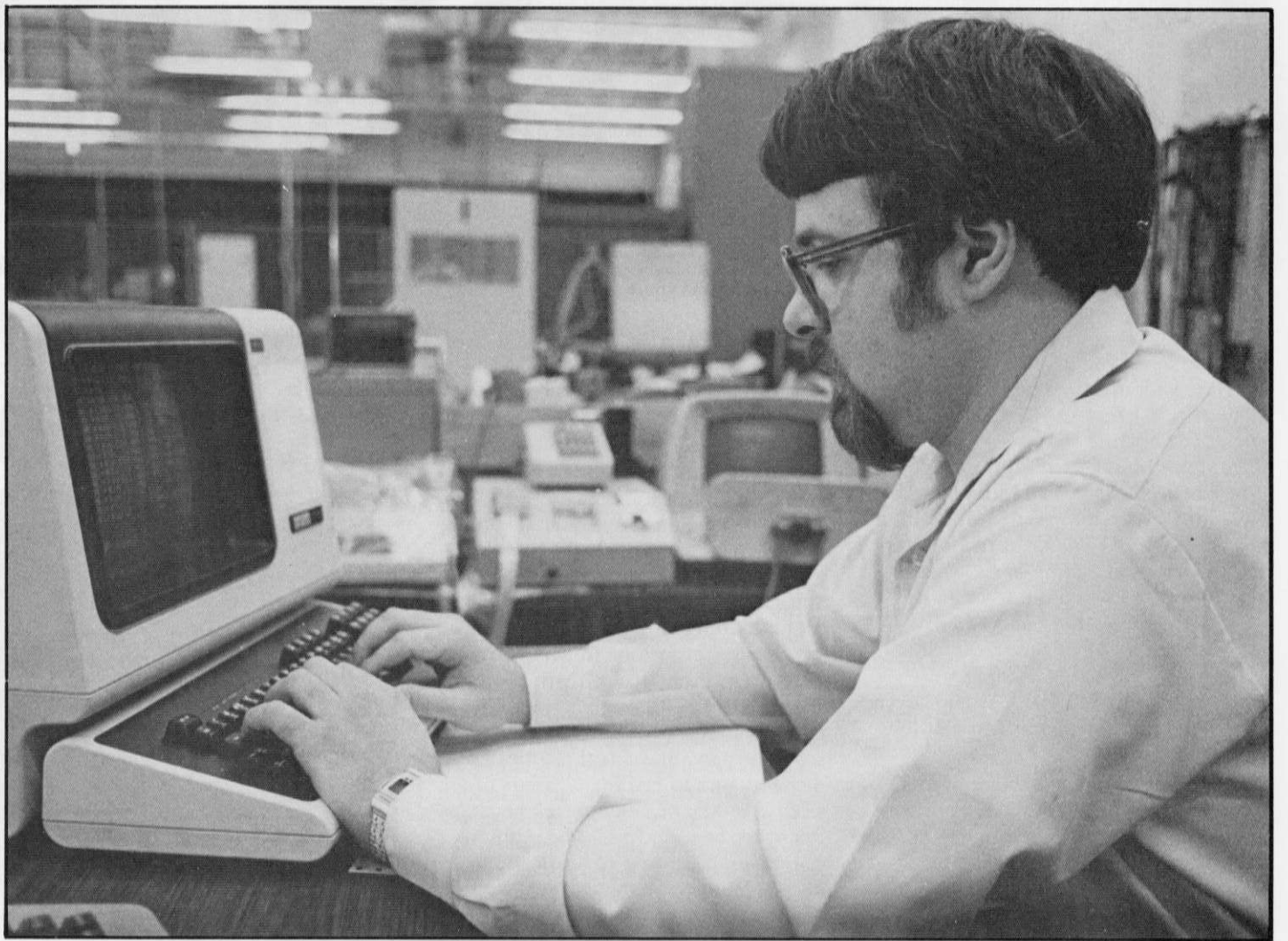
"It was hard at first," he recalled, "because it is a whole different ball game. If you've never worked with this type of thing it's completely foreign. A simple mistake can cause big problems."

Racheck continued, "You're not just working with machines, you're working with personalities. You have to work with other operators, programmers, and design engineers as well as with the supervisor. It is cooperative."

He did say however that "there are times the job can be very frustrating. If the machine goes down," he said, "you have to start all over again."

"One of the other keys to this job is that I'm appreciated which has helped my attitude," he concluded.

A unique aspect of the department is that it is a three turn operation. Jim



TOOLROOM TECHNICIAN Steve Bacak, punches in a program which will eventually tell the Bostomatic milling machines in Dept. 552 how to cut a die insert. Bacak is a former Bostomatic operator and tool and diemaker.

Holmes, a tool and diemaker who operates the Bostomatic on dayturn, said, "There are certain added pressures to a three turn operation—one man following another. We all have to have a certain feeling for the way each man works. We have to communicate." Consequently the operators are scheduled with half hour overlaps. "This machine has to run 24 hours,"

Holmes emphasized, because of its cost.

Watson, a former tool and diemaker, explained that programs for printed circuit related parts come to Packard from AC division in the form of a cassette. The computer programmers then run the cassette to generate line drawings of the required part. Following this, the programmers translate the revision information into

programs for use in the Bostomatic's computer controller. The tool and die makers who operate the Bostomatics then receive that information in the form of a tape and, if necessary, make manual program changes. They then machine the die. In addition, flat dies must be assembled.

According to Ernie Miller, the advantages of this is that program changes can be made immediately in the tool room without sending the tape back to be re-programmed.

The die then goes to a sharpener who sharpens the cutting edge for production. If, during the course of production, the die becomes dull and loses the ability to make a good circuit, the sharpeners resharpen it.

Miller noted, however, that when complex program changes are required, the programs are sent back to the programmers in the process lab.

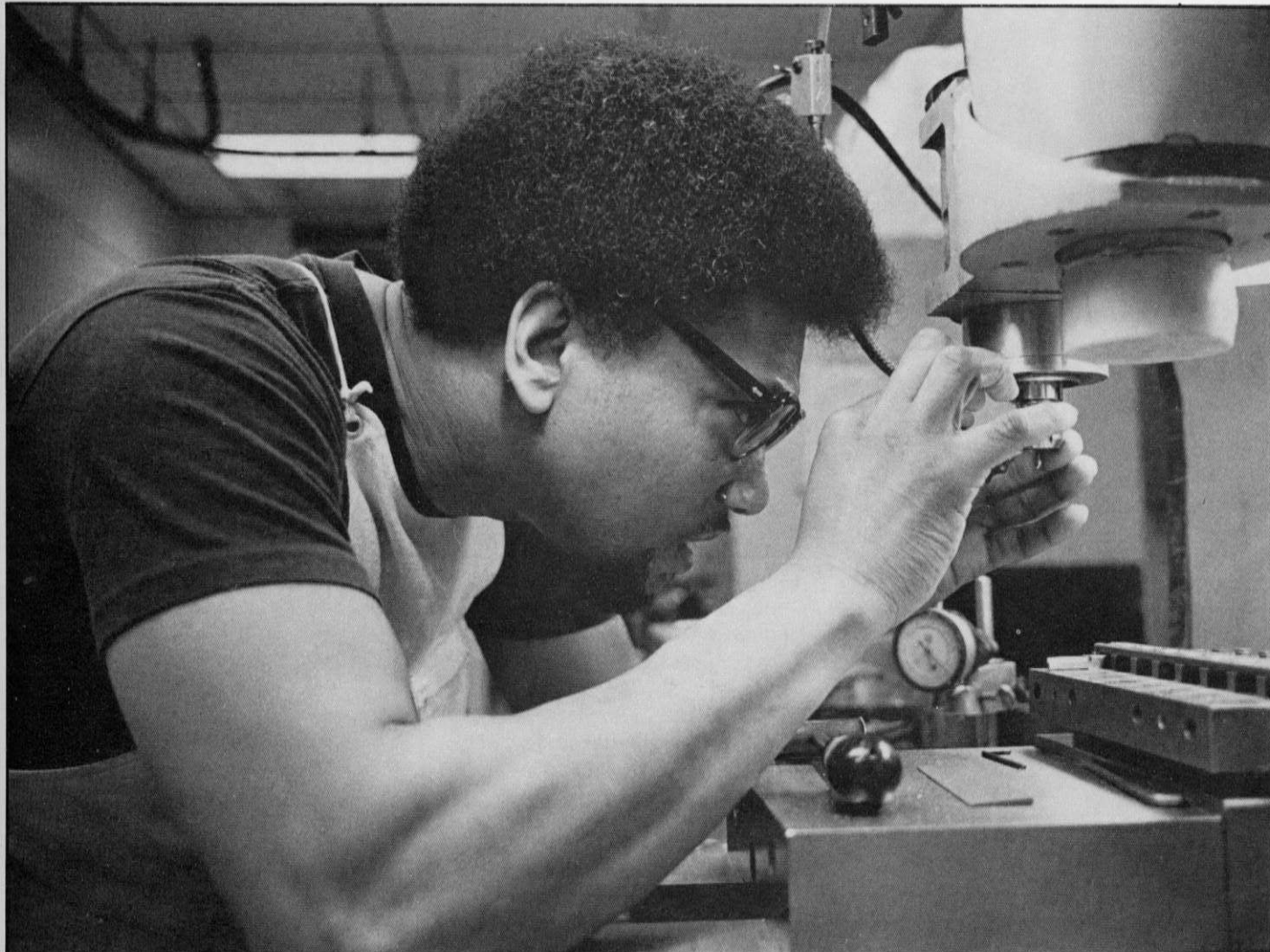
With the addition of a "floppy disc," a tabletop information storage and retrieval system, the Bostomatic operators are able to write their own programs for mold cores and inserts required in plastic mold production.

Don Loomis, Bostomatic operator MN, said, "I've worked with computers before. Different computers use different language, so you have to know how to program, and know the language of the computer. You have to work with the other people. We had a time when you didn't. It has to be a team effort," he concluded.

Jack Beil, who also operates the Bostomatic on midnight, described the toolroom as "pretty much self-running. The people in the room pretty much decide what has to be done and when to do it. If you do something wrong, it's all between the guys. Everybody seems to work together on all three shifts."

Rupert Harris, toolroom general foreman, describes the program as a "cooperative effort." He said, "That

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INSPECTING THE BIT of one of the large Bostomatic milling machines in the Dept. 552 toolroom, Bostomatic trainee/tool and diemaker Charles Salter maintains, learning the language is the most difficult and interesting part of the program.

April marks special first birthday for employees' premature baby girl

Shannon Elissa Guy was one year old on April 22. She does all those things babies do, like learning to stand, walk and talk. Unlike most babies, however, she was born three months premature.

At birth Shannon weighed only two pounds, nine ounces and was only 13 - 3/4 inches long. She spent the first hours of her life on a respirator and her first two months in the neo-natal unit of Akron Childrens Hospital. Now, at 12 months, Shannon is nearly caught up and weighs a little over 21 pounds.

Shannon's mother, Carla Guy, of Dept. 353, acknowledges, "It's a miracle she's even here."

Nearly all of Mrs. Guy's previous attempts to bear children have been unsuccessful, and she almost lost Shannon. Mrs. Guy recalls openly that she has been pregnant 11 times and has lost nine children to premature birth, a result of what is known as incompetent cervix. Her son Jimmy, nine, was the exception and was a full term baby.

"I wanted children," she stated emphatically. "Most people wouldn't keep going through it. People are always saying, 'well, that's' stupid. Even my own family wanted me to quit long ago."

Mrs. Guy noted that she nearly lost Shannon in January of 1980 when the membrane began to protrude. The doctor said nothing to his knowledge could prevent delivery and told her to wait until she broke water. Miraculously six days later everything was back to normal and she was able to carry her until April 22. "I went into labor on April 20, (1980). They put me in the hospital and tried to stop my labor. They gave me I.V.'s and shots, but after two days they knew they had to do

something." Her physician, Dr. Swinehart, removed a suture Mrs. Guy had around her cervix to prevent premature delivery, and waited a few minutes to see if the baby would deliver normally, she said.

"When I didn't dilate right, they took me in to the room and gave me a 'section.' Those two days I was in labor, another doctor told my husband Jim the baby didn't have a chance . . . maybe if I was two weeks further along."

"As soon as she was born," she said, they got a respirator on her. When the Akron people came, they hooked her up and took her back to Akron. Jim (also a Packard employee) took a picture of her at three days old and brought it back. You're allowed to call there and visit 24 hours a day, she noted. "They encourage you to visit as much as possible because the infants sense the parents' touch and presence."

When the Guys took Shannon home she was only four pounds, six ounces and took only 45 milliliters of formula per feeding, according to Mrs. Guy.

"At nine months old," Mrs. Guy noted, "her abilities were at about a 6 - 1/2 month level. She's on a good schedule now. She eats three meals a day and goes to bed for 12 hours of sleep at 7:00 p.m. She was a high risk infant for hearing loss," Mrs. Guy pointed out, because of medication. She also added that Shannon might be prone to have allergies.

After her last pregnancy, Mrs. Guy said, "I had my tubes tied. I don't think I'd even be able to carry another baby. If I could, I would," she said.

Mrs. Guy noted that she and her husband also tried to adopt, but there were no babies available.

J-car discounts/refunds

(Continued from page 2)
discounts for salaried employees.

In either case, the new 1981 T-1000 must be retained for a six month period from date of purchase.

Packard hourly employees in Warren with any additional questions concerning the J-, H-, or T-models should call ext. 3060. Hourly employees

in Clinton may call ext. 263, while those in Brookhaven should call ext. 208.

Salaried employees in Warren may call ext. 2072 to obtain answers concerning the discount program and these vehicles, while salaried employees in Mississippi may call ext. 263 in Clinton or ext. 208 in Brookhaven.

Tool and diemakers make use of program data to save time, money

(Continued from page 3)
operation embodies the total involvement of people with their jobs. I think it's fantastic that they have taken on these objectives."

Miller, who floats between the three shifts as the supervisor, noted "floating has definite advantages," and describes his job as that of a coordinator, procuring and scheduling the work.

Harris recalls, "We are trying to change how we supervise people by providing them with necessary information so they make decisions on their own. It wasn't too many years ago we kept all the information to ourselves."

"If I enjoy the freedom of making decisions, then I know that our people like that same freedom. We are giving

them the chance to use all their knowledge on a job. With their efforts in keeping the machines running, we are building good tools that cost less," he concluded.

The Bostomatic program in the Dept. 552 toolroom extends far beyond the numerically controlled milling machines in the toolroom. It is essentially a network of experienced tool and diemakers who have branched into various areas of the organization. It is a group of interested employees who have affected and been affected by technology at Packard. As dayturn Bostomatic operator Jim Holmes put it, "This program is much more complex and extensive than people initially think."

Indeed it is.

Packard probe

QUESTION: What are your feelings concerning the Reagan administration's efforts to limit the import of cars from Japan?

Jerry Mentzer
Dept. 4102

"I think it's a good idea because it keeps Americans working. By keeping Japanese cars out of the country, it keeps everyone here employed."



Mentzer

Sandra Brown
Dept. 4102

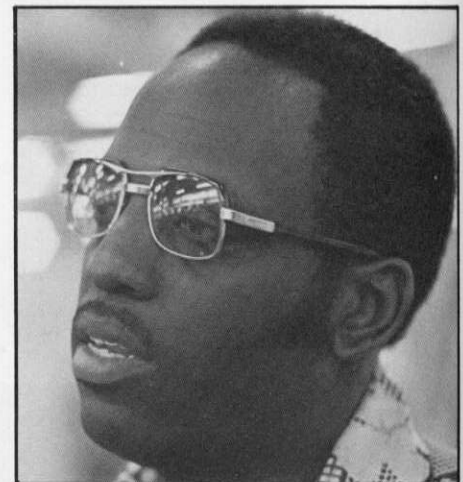
"It's a good idea. I think his administration is doing a good job. I think it would be a good move for the economy."



Brown

Carl Murray
Dept. 4105

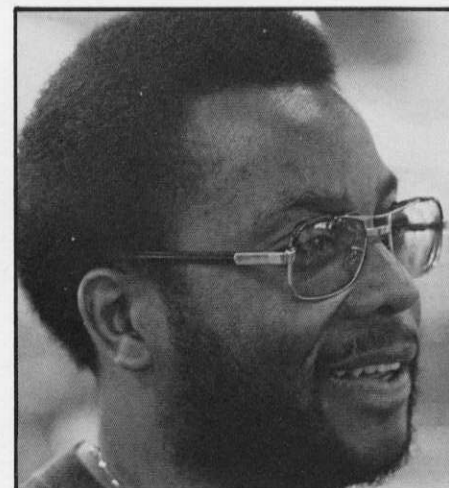
"By doing so, it will help the economy in this country. There would be more work for autoworkers in this country and they would be better able to take care of their families. The overall economy would come out better and there would be more jobs for others outside of the auto industry."



Murray

Jim Riley
Dept. 4108

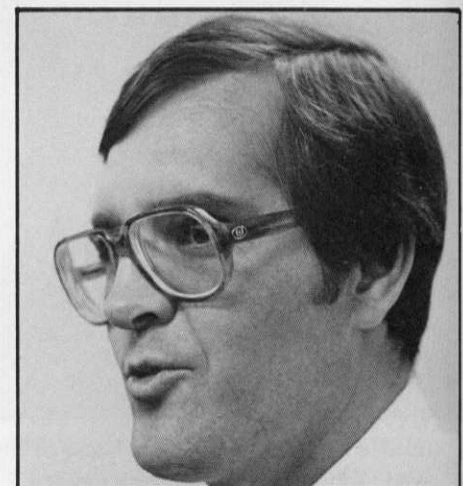
"Good move . . . But, only so many cars can be sold in the United States and we have to go abroad to sell ours. A move such as this, however, could limit what we might be able to sell abroad. This could backfire."



Riley

Dave Bronson
Dept. 44

"It's a good idea to limit the import of cars from Japan. Competition is a good thing, but we have to look out for the United States."



Bronson

Retirees' corner

Frank Dziama
Dept. 518 — 31 years
Virginia H. Stuler
Dept. 1415 — 26 years

Frank J. Ronghi
Dept. 1074 — 37 years
Amelia G. Toma
Dept. 1074 — 33 years

Charles J. Burch
Dept. 53 — 39 years
Erven D. Rosier
Dept. 952 — 12 years

Carl W. Peterson
Dept. 956 — 18 years
Mary N. Giddings
Dept. 1274 — 30 years