

NDDers earn letters of recognition from department of energy



Peg Denty, Dana Perrenoud, and Arlan Bowen display letters of recognition presented by Dan Suciu and Robert Lowrey in a ceremony on March 6. In back row offering congratulations are Bob Fleming, Suzanne Wetherington, Forest Thibideau, Walt Pijawka, Ginny McCauley, and Tom Hildick. Denty was recognized for her work with the REX software system; Perrenoud for his contributions with the IGES (Initial Graphics Exchange System) interface; and Bowen for his efforts on WR production and field test of neutron generator.



John Newby, Alex Fernandez, Ed Madley, and Dewey Scarborough (not shown) were recognized for their contribution in solving the W85 support pad problem.

'Your dedication and commitment to all production objectives, despite the many challenges, have not gone unnoticed and reflect the attitude that has made the Department of Energy's weapon complex unique.'

Robert L. Hymer
Department of Energy Albuquerque Operations Office



Dave Matthews, Bill Sunderbruch, Jan Eiserman, Ed Sloan, Gayle Crist, Patsy Dillard, Mike Cantley, Fred Hagan, and Scott Brown received acknowledgement for their improvements on the RTG product.

The contract: What it means to our business

This article is another in a continuing series on business issues at NDD. It's specific purpose is to increase understanding about how our contract works, its importance in our business, the relationship between performance and our fee structure, and the increasing role they play in the way we operate this facility.

Our contract with the Department of Energy (DOE) is actually older than the Neutron Devices Department with the first contract placed with the GE Corporate Research and Development Center in 1950 (six years before NDD was created.) Since that time, we've had four different types of contractual arrangements with DOE.

From 1956 - 1978, GE had contracted with DOE under a Cost Plus Fixed Fee (CPFF), Cost Plus Incentive Fee (CPIF), and Cost Plus Performance Fee (CPPF). These contracts provided a relatively fixed fee with little opportunity for significantly increasing the fee based upon performance. Even with the CPPF, our performance fee was only about 8 percent of the total fee earned.

In 1979, our performance was tested more than ever with 55 percent of our fee based strictly on our performance 'report card' with a cost plus award fee contract (CPAF). After yearly performance ratings of 'excellent' or better

(outstanding is the highest) another five year CPAF contract was signed in 1983. Currently, about 82 percent of GE fee is based upon a subjective evaluation by DOE.

The elements upon which we are graded are called functional performance areas (FPA) and have always included the following:

| | |
|----------------------|-----|
| General management | 20% |
| Delivery performance | 15% |
| Quality control | 10% |
| Development work | 10% |
| Resources management | 10% |

(Continued on page two)

Headliner zeros in on increasing quality and productivity

A new look

Everyone needs a change occasionally - a modern haircut, different clothing, a new car. The Headliner needed a lift, too. Probably the first thing you noticed in this week's issue was the appearance of the type and the three column format. This was accomplished by the use of our new electronic typesetting equipment. Manufactured by Compugraphics, this equipment will not only add clarity and better readability to the Headliner, but it will lessen production time. In addition, moving to a three column format will allow more versatility in layout which means we'll be able to print more stories in a more attractive style.

As if all of the above weren't enough, we're printing on a better grade paper with a whiter tone to enhance the new type and create a sharper background for pictures.

All of these improvements combined, will provide a higher quality look for the Headliner.



Chuck Choate, communications programs manager, and Kathy Ferguson, secretary, communications programs, discuss this week's Headliner layout as displayed on the new Compugraphics typesetting equipment.

A fresh approach

In addition to the physical changes evident in the Headliner, we are shifting the content as well. In future issues, expect to find more business related articles, a better, more detailed explanation of benefits, a closer look at how our department is run, organizational changes, productivity improvements, quality and cost concerns, and plant rearrangements to name a few of the new topics the Headliner will bring. Yet, we will still run articles on topics you're use to reading from GEEAA to your personal notes.

But whatever subject direction each issue takes, we will, most importantly, increase the timeliness of the information disseminated. We want you to read it here first.

We're certain you will like our new look and fresh approach as we strive to become your primary source for accurate and timely business information.

Ruppert announces suggestion award winners



Terry Cunningham, technician-polymer, chem., and Cathey Horle, laboratory aide, demonstrate their suggestion dealing with the encapsulation of the MC3676. Their idea saved NDD \$4385 and increased the money in their pockets by \$329 each.

A new list of suggestion award winners was announced by recently appointed suggestion plan administrator, Dick Ruppert. Ruppert said the winning ideas ranged from suggestions dealing with a vehicle clearance sign to the 919/918 unit.

After recognizing these winners, Ruppert thanked all employees for their participation in the suggestion award program and encouraged NDDers to continue using this program to point out improvements in methods and working conditions in our plant.

Results of the credit union election

Ann Ledford, manager of the Suncoast Federal Credit Union, announced the following credit union board of directors and credit committee.

Board of Directors

Dave Giblett, President
John Gurley, Vice President
Bob Peterson, Treasurer
Suzanne Wetherington, Secretary

Bill Brown, Member
Tom Gillespie, Member
Hugh Starling, Member
Lew Rubin, Member
Bobby Hatcher, Member

Credit Committee

Carl Carter, Chairman
LeRoy Johnson, Secretary
Warren Cameron, Member

In addition to the pictured winners, here are other recent award receivers.

| | |
|-----------------------|------|
| Robert E. Baldridge | \$15 |
| M. Estelle Gilbert | 15 |
| Leonard W. Holecko | 15 |
| Ida Mae Valley | 25 |
| Hank Charette | 25 |
| Michael Duff | 25 |
| Brain C. Hollingshead | 56 |

Contract

(continued from page one)

In addition, we are graded on additional FPA's which change as our customer's needs change. Effective April 1, 1985, the remaining FPA's include:

| | |
|--|-----|
| Security | 10% |
| Facilities engineering and construction management | 10% |
| Production support | 5% |
| Technical support | 5% |
| Property management | 5% |

Currently, GE has an opportunity to earn additional fee over that available in the normal CPAF pool. This fee is awarded for the accomplishment of specific agreed upon goals referred to as Goal Achievement Objectives (GAO) which contribute directly to our business by increasing productivity, reducing costs, or providing special capabilities. Some of this year's GAO's are scrap loss reduction, automation of operating instructions implementation, health care program, computerized classification training, construction and rearrangement networking, PC support center, travel and living accounting/cashier and overtime reduction.

A project networking GAO task was completed two weeks ago. For this, we have requested a fee payment of \$20,000. As Ron Lovett, manager - audit and contract analysis, puts it, 'The changes we've made in our contract over the years reflect our adaptability and confidence in our people to make it work. The change from a more conservative contract to one potentially more rewarding to the customer and the contractor means greater performance, better quality, lower costs, increased efficiency, and higher productivity.'

Overtime costs Your help is needed

As you know, there is a plant-wide effort to reduce costs. Recently we discovered a practice that has been noted which is contrary to company policy.

Effective immediately, no overtime will be granted to employees for the same day that paid personal illness or personal business hours have been approved. For more information, see your supervisor.

Check into the high cost of getting well

If you were going to remodel a room in your home, chances are you would get a few builders' opinions before making a final decision. You would make some phone calls and ask about cost of materials, labor, and time involved. You'd probably have Henry Homebuilder over to the house to ask if he could do it cheaper. Basically, you'd make sure you're getting the best deal for your money. When it comes to health care, specifically non-emergency surgical procedures, doesn't it make sense to do this same thing? Shop—ping for health care services is the smart way to approach this type of surgery. After all, the bottom line is that what the insurance company does not pay, someone is going to have to pay - you.

Surgeons, anesthesiologists and hospitals can and do vary dramatically in their charges. And, how much the insurance company will pay on these claims is what they call 'reasonable and



customary' for medical procedures. If a doctor's charges are clearly not reasonable and customary, the insurance company can and will elect to pay only what they consider eligible. Then the patient must negotiate with the doctor on the fee or pick up the bill himself.

Most doctors will discuss their fee schedules. Also, it is wise to discuss your needs with other doctors and compare the estimates.

Once you've researched this far, you can contact the insurance office and discuss whether any of these costs are clearly not reasonable and customary for payment.

If you end up spending a few extra dollars on windows or carpeting for that new room you are remodeling because you didn't compare or check costs, that's not a large concern. But the penalty for failing to shop around for the best medical care in conjunction with the cost can be large - like thousands of dollars out of your pocket. And, none of us can afford that high of a cost for getting well.

More information on health care containment will be presented at the round table meetings starting next week.

Tuition refund procedures outlined

The tuition refund and individual development's programs provide reimbursement to employees who have successfully completed approved courses at approved educational institutions in the community. To insure that you receive full benefit from these programs, first consult your supervisor to determine if the course or program of study you are interested in qualifies for tuition refund. If it does and you are eligible for the program (nonexempt and hourly employees must have six months of company service), follow these steps:

Complete form (FN-986 for nonexempt and hourly employees, FC-13 for exempt employees) and submit to your supervisor for required approval through subsection level. Forms can be obtained from the stationery stockroom.

The completed and approved forms

must be forwarded to the training office **no later than** one month after enrollment.

Upon course completion, submit originals of the final grade report and payment receipts to June Marks in the training office **no later than** one month following the final class meeting. After processing by professional relations and payroll, you should receive a refund in your paycheck within three weeks.

Individual Development Program, G.O.P. E.2.10, outlines the procedure for nonexempt and hourly employees and tuition refund program, G.O.P. E.2.12, covers the procedure for exempt employees. Your supervisor has a copy of these G.O.P.'s for reference. You are encouraged to read the applicable G.O.P. prior to class enrollment.

With increased emphasis on training and education, tuition refund becomes an even more valuable part of the GE job package. Take advantage of it!

GEEAA news

Cruise to nowhere - April 27

To members and guests: Here is your chance to sail away from your troubles and delight in the fun of bingo, movies, trivial pursuit games, a Broadway style review, casino, or just plain relaxation. Join in GEEAA's Sea Escape setting sail on Saturday, April 27, 9 a.m. from Tampa's cruise terminal.

Ticket price for all this sun-'n-fun is only \$49 each (\$44 if 55 years or older.) Ticket sales begin Friday, March 29, continue on Tuesday, April 2, and absolutely end on Friday, April 5. Check GEEAA bulletin board for more details and get ready to push off from the dock.



GE summer mixed bowling league forming now

Summer is on its way, and this league is issuing an invitation for bowlers. If you would like to join in this fun, fill out the coupon below and send it to Manuel De La Vina at mail stop 026.

GE summer mixed league

For individuals (circle one)
 Yes, I want to join as a full time or as a substitute player.

For teams:
 Yes, we want to join, and these are our team members.

Captain _____

1. _____

2. _____

3. _____

4. _____

5. _____

Safety monitor meeting reminder

March 25, Monday
 10 a.m. and 1 p.m.
 Relations Conference Room

Headliner

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CHARLES V. CHOATE, SPECIALIST

Vending machine out of service?

If you notice a vending machine out of service, please remember Morrison's will be performing a quality assurance program on their equipment throughout the plant in the months ahead. Each machine being serviced will be inoperative throughout the process. Please go to another vending machine to make your purchase.



SOMEONE'S IN THE KITCHEN AT MORRISONS

MONDAY:Vegetable beef soup, Baked ham & yams, Chicken chow mein w/rice, BBQ pork on bun, Whipped potatoes, Macaroni & cheese, Peas & carrots, Spinach; **TUESDAY:** Cream of mushroom soup, crab rolls & hot slaw, Roast pork & dressing, Monte Cristo sandwich, Whipped potatoes, Macaroni & cheese, Green beans, Spiced apples; **WEDNESDAY:** Chicken noodle soup, Baked chicken, Braised beef & vegetables w/buttered noodles, Grilled cheese & bacon, Whipped potatoes, Macaroni & cheese, Sliced carrots, Lima beans; **THURSDAY:** Beef & rice soup, Breaded veal & spaghetti, Ham & macaroni au gratin, Chicken filet on bun, Whipped potatoes, Macaroni & cheese, Green peas, Florentine vegetables; **FRIDAY:** Clam chowder, Fried fish fingers, Pepper steak w/rice, Cheeseburger deluxe, French fries, Macaroni & cheese, Mixed vegetables, Turnip greens.

DAILY BREAKFAST SPECIAL

1 egg any style, grilled ham slice, homefries or grits, 1 slice toast or 1 biscuit, coffee.

GE Suncoast men's bowling

Scores for the GE Men's Suncoast Bowling League Tuesday night were: Garlan Martz 624-216-212; Herb Gregory 617-205-242; Ed Starling 611-265; Bob Spearel 597-212-212; Bill Waters 584-208; Ron Carrozza 582-213; Ed Sloan 577-225; Bernie Day 577; Ron Scott 574-225; Bill Williams 573-233; Nelson Caswell 572-221; Mark Vrabel 572-203; Dan Grimins 571-236; Dave Webb 566; Scott Brown 559-210-210; John O'Neill 551-208; Scoop Merricks 545-220; Charles Gaston 545-208; Larry Eilers 540-211; Dick Lauser 537-212; Ernie Altopp 530; Bob Bittel 529; Bruce Jansen 529-206; Ray Ste. Marie 522; Charles Smith 518; Carl Koch 516; Elliot Smith 516; Roger Kurlick 514-203; Neil Kirschman 512-207; Carl Wing 512-205; Bobby Brown 512; Glen Miller 509; Jack Goodrich 501.

ADS

Wanted

PEOPLE INTERESTED IN BUS EXCURSION--To Miami, November 30, to attend Notre Dame/Miami football game, call 392-8023.

TO BUY--GE 5 year service belt buckle, (1) 920-3405.

ROOMMATE--To share 3 bedroom, 2 bath house, \$175 month & 1/2 utilities, no smokers, 584-5941.

For rent

CONDO--2 bdrm/2 ba., 1100 sq. ft, electric kitchen, w/washer, disposal, good Tampa location, \$425/month, (1) 837-9996.

Child care

NEAR GE--102 Avenue North and 66 Street, 546-7718.

Other

FREE--Puppies, 8 weeks old, 546-9713.

LOST--Red sweatshirt jacket, red/white stripe collar and cuffs, please return to department 443.

For sale

BABY FURNITURE--Porta-crib, swing, walker, stroller and carrier almost new, asking \$125/OBO, 327-5370.

RIDING MOWER--Wards, runs, needs minor repair, \$115, 536-4514.

BICYCLE--24 inch, woman's, Murray, almost new, less than 10 miles, \$85.

DISHWASHER--Like new condition, make offer, 823-1729.

'80 GRAND PRIX--V-6, AT, air, PS, PB, tinted windows, quad., Equil., AM/FM/cassette, new tires, super clean, \$4700, 446-8729 or 461-7555.

RECLINER--Lazy Boy, rusty- orange, excellent, \$65, 544-8085.

BIKE--Girl's, 26 inch, 3 speed, Sears, \$40, 393-9906.

HOUSE--3 bdrm/1 ba., w/living room, family room, eat in kitchen, 5 yrs old, 1.5 miles from GE, \$61,900, 535-2559.

AIR CONDITIONER--GE, air cooled, 4000 BTU, excellent condition, \$125; REFRIGERATOR--Hot-point, good condition, not frost free, \$30; RECLINER--Vinyl, beige, good condition, \$35; OVERSTUFFED CHAIR--Dark brown, excellent condition, \$50; 347-7079.

'81 DATSUN 210 WAGON--A/C, A/T, SL Pkg, sun roof, excellent, \$4495, 733-5149.

'81 280 ZX--Light color, Regal Mist, 14,000 miles, excellent condition, \$10,200; '79 VET--Robin Blue, 40,000 miles, excellent condition, \$8900; 584-0298.

'76 SUNBIRD--4 spd, new paint, good tires, runs great, \$695/OBO, 531-5145.

SET OF HEADERS & ADAPTER--For 318 engine, good condition, 327-6892.

TENNIS RACQUET--Wilson, Jack Kramer, midsize, brand new, cost \$100, sell for \$30, 397-8022.

KITCHEN TABLE--42 inch round, white slate formica, chrome pedestal, 4 green vinyl swivel chairs, chrome, \$75, 397-5382.

'73 BUICK LESABRE--A/C, drive to work every day, \$425, 392-2689.

EVERLAST KICK BAG--60 lbs, \$35, 584-5941.

HOUSE--3 bdrm/2 ba/2 garage, 2 miles from GE, 4 yrs old, owner will help obtain financing, 536-8055.

SHIH TZU PUPS--2 males, AKC, champion line, have shots, \$250, 525-4994.