

86-29

Friday

September 12, 1986

Inside NDD's machine shop

Improved quality & yields line up with communication

It's tough being a piece of base metal at the Pinellas Plant, especially if it ends up in Shop Operations' machine shop. This piece of aluminum or steel gets turned, threaded, and counterbored. As if that's not enough, it stands a good chance of getting milled, drilled, and tapped.



Quality is the number one factor we strive for in the shop. -- David Laesser, Machine Tool Operator

'We're going to do it to 'em here in the machine shop,' laughed John Callahan, instructor, 'Because these operations are often the starting processes for the majority of parts built in the plant, our quality is a number one priority.'

It's no coincidence that this 'high priority' attitude is so obvious in this manufacturing area these days. Since May of this year, John Mattia, supervisor, NC machining, and Dave Sharlow, supervisor, manual machining, have worked hard at emphasizing quality as well as communication to employees in the machine shop.

SHOP TALK hits the stands

'In May, we started publication of a monthly newsletter, SHOP TALK, to provide a two-way communication vehicle with the 59 hourly employees in our shop. Previously, employees told us there seemed to be little communication, so we decided to do something about that. We geared SHOP TALK to hit on issues such as business concerns, training, quality, equipment, OI procedures, scrap; and to basically, let employees know that their inputs do make a difference. The real bottom line is that the more communication you have with the employees the better job they are going to do,' summed up Mattia.

According to employees in the area, this communication effort is working. 'This newsletter is a good idea. I've picked up several good suggestions to remember and use in the shop. More people in the area are more aware now of the quality issue and feel it's important in the work we do,' commented Pat Barthelmes, machine operator in manual machining.

Helps paint the overall picture

Susan Carpenter, who works in NC machining, agrees with Pat. 'I think it has helped a lot. You can read about management's opinions and it let's you know what's happening, especially in team meetings between our supervisors See OPERATORS page two



When I think of the quality of my work, I think of how I feel when I buy something that isn't built right and how upset that makes me. -- Pat Barthelmes, Machine Operator

GE's More Gifts . . . More Givers

How to nominate your favorite charity

Since we highlighted Bob Meek's OK Kids, Inc. as being a GE More Gifts . . . More Givers recipient recently, we've received several questions about the General Electric Foundation's program including how employees can nominate their favorite charitable organizations.

This gift-matching program enables employees and retirees to double the amount of their tax-deductible contributions to charitable organizations which are approved in advance by the foundation trustees.

This program will match contributions to any organization recognized as a public charity by the Internal Revenue Service and approved in advance for gift-matching by the foundation trustees. This program will win the interest of many employees who have not participated in giving under the Corporate Alumnus Program. However, some organizations are not eligible. They include:

Those to which employee contributions are already matched in whole or in part, such as colleges and United Way agencies.

And, organizations which have as their aim the support of political parties or candidates, or the propagation of a religious faith or creed.

Nomination procedure

To nominate a charity for gift-matching, employees at NDD may obtain an application from Kathy Ferguson in communications programs. The completed form must be submitted along with endorsement by Don Supina, employee and community relations manager, as to the organization's eligibility for the program, its purpose and evidence of employee interest in supporting it.

Once endorsed, nominations of eligible organizations will be forwarded to the GE Foundation where they will be considered by a program committee for submission to the trustees. Organizations will be submitted for approval at See CHARITY page three

OPERATORS continued from page one



(Left) Quality to me is the pride that gives me pleasure in the work I do when I see the parts pass inspection and continue down line. -- John Callahan, Instructor.

(Right) GE is a quality company and putting out good product is an important part of that image. -- Susan Carpenter, Machine Tool Operator.

and engineers. It makes you feel like a part of what's going on. I've worked at other places before and there just wasn't the same attitude especially about quality work like there is here. At NDD, if you question what you are doing or if it doesn't seem quite right, everything stops and it gets checked out right away; that makes you feel good, too.

Highlights ways to work together

Talking about situations on the floor is important to John Leuz, machine tool operator, as well. 'A lot of times there are little things, like how a material might react in a certain situation, that you pick up as you

work and these tricks can be passed on to other operators,' commented this Eckerd College business student. 'The good thing about that is that when we use this knowledge as we train or work with other people, we may get to the point where we produce the parts with very few problems and that will give even better quality. So, not only can we better assure that the parts make it up the line but we can influence other people who make those parts.'

Included in the SHOP TALK newsletter was a quality slogan program as well as a 'Did you Know' section that was created to talk about problems on the shop floor. Not only are production employees told about topics at the team meetings and their inputs encouraged; but they are invited to attend meetings every other month as well. John Mattia, supervisor, remarked, 'We have been scheduling production employees to join us at our team meetings. After all who better to have there than the people who work on the actual product? We've received very good input from them especially concerning equipment updates. So far, we've been able to make good on their ideas and we look forward to doing that.'

Yields and quality on the rise

Another supervisor in the area, Dave Sharlow knows this increased emphasis has 'worked out real well' as he commented, 'Our yields were down at the beginning of the year, but they've picked up. This newsletter is actually one step in a communication program with employees. It's important that we keep this emphasis up especially toward quality.'

Communication pays off

And, it seems to be working. 'We've been getting first piece inspection reports and our yields have improved. We range 85 to 95 percent first time around,' explained John Mattia, supervisor. 'I attribute that to the increased cooperation from quality control, our instructors on the floor, and a stronger awareness of quality.'

This 'increased cooperation' between manufacturing and quality control has been working well lately according to Art Clark, supervisor, parts fabrication inspection. 'This new emphasis on attitude has helped. It points everyone toward quality which is, of course, everything in the working relationship between QC and manufacturing. It's that good attitude that helps us all keep focused on our jobs and keeps quality in our minds.'

MMP gives fresh look at NDD

In the machine shop, Ron Coopersmith, who is in General Electric's Manufacturing Management Program (MMP), had this to say about the attitude in the machine shop. 'I've been in the MMP program for some time at other locations. Sometimes quality took a back seat to getting production out. Here at NDD, quality is the most important thing. It's obvious there's good communication forming here. There's no doubt about that.'



I want to do it right. I expect that from myself. -- John Leuz, Machine Tool Operator.

Security inspector trainee position established

If you think the only task of a security inspector is to hand off badges at security posts, ask one of the employees who recently applied for the newly created security inspector trainee position what it takes to even be considered for the program.

Special qualifications for special duties

According to Larry Cooper, manager - plant protection. 'Before you can be chosen for the trainee program, you must have a 'Q' clearance, a high school diploma, and you must demonstrate an aptitude with all the firearms used by the security force. Also, you must score well on a confidential psychological assessment review in conjunction with a medical examination. In addition, for good measure, we've thrown in a stress test and a physical fitness test which includes a one half mile run and a 40 yard dash. All these requirements are directly related to position responsibilities and expectations.'

'Once selected for the program,' further explained Cooper, 'you will undergo an intensive eighteen month on-the-job training program under the direction of a senior security inspector. This apprenticeship will include an initial period of formal training of more than 120 hours of classroom instruction on security topics and indoctrination.'

Reason for the establishment of this position

'By selectively opening this position up to the plant, we are offering a definite career opportunity. At NDD, this selective program is to fill immediate needs and short term requirements for security inspectors. It makes good sense because it's also cost effective to hire people from within NDD because not only are these people already familiar with the plant layout and procedures but they have a 'Q' clearance which is expensive and time consuming to obtain.'

With the security technologies and emphasis today, there's an extensive amount of training required to maintain the necessary skills to protect our plant. In fact, 231 hours per person per year is the mandatory Department of Energy training requirement. And, that involves making sure these security professionals can do and are prepared to do a lot more than just check badges,' concluded Cooper.

IN MEMORIAM

The HEADLINER regrets to report the deaths of John Luctman and Clarence 'Dink' Kaiser.

John Luctman passed away Thursday, September 4. Mr. Luctman retired from the plant in January of 1972 as manager of document control and reproduction services. He retired from General Electric with 40 years of service. His survivors include his wife, Maxine and their son.

On Friday, September 5, Clarence 'Dink' Kaiser died in Largo. He was a security inspector at the Pinellas Plant and retired in 1966. His survivors include his wife Margaret; and two sons.

CHARITY continued from page one each of the quarterly meetings of the trustees. Lists of approved organizations have been published after each meeting of the trustees. Approved organizations will remain eligible for matching until removed by the trustees for lack of employee interest, loss of tax exemption, or other reasons.

The foundation will match employee and retiree gifts to approved organizations of \$15 or more on a dollar-for-dollar basis. The annual maximum for gift matching will be \$7500 per participant for the combined Corporate Alumnus Program and the 'More Gifts . . . More Givers' program. Individual organizations may not receive more than \$20,000 in matching gift payment in any one year without additional specific approval of the foundation trustees.

People on the Move

New hires to NDD::

Dwight Moore
Adv. Mfg. Operations Engineer
Eric Gunter
Development Engineer

NDDers accepting new positions:

Dianne Mixon
Sr. Chem. Technician
Richard May
Distributive Systems Aide
Joann Leach
Key Operator
Steven Jones
Specialist - Budgets
Fred Ohlweiler
Support Aide - Environ. Health

Pinellas Plant surplus property sale



(Left to right) Mary Kritsas, specialist - property management, Diane Dobberke, Buyer, and Sam Parker, specialist - property management, take a trip over to the warehouse to make one final check on inventory for sale.

The Department is offering for sale to the public, DOE and GE employees surplus government equipment the week of October 21 - 24. This sale will be conducted by purchasing and property management and will require sealed bids from all interested parties. Advertisements in local media will appear today, as well as September 13 and 14.

An employee, his or her immediate family or appointed agent must be over eighteen and willing to warrant in writing prior to the award that they have not directly or indirectly: (a) participated in the determination to dispose of the property; (b) participated in the preparation of the property for sale; (c) obtained information not otherwise available to the general public regarding usage, condition, quality, or value of the property.

Types of property for sale

Machinery -- Bar and chucking lathe, vacuum furnaces, Tig welder, waferizing saw and other machinery.

Electronics -- Recorders, power supplies, charge amplifiers, plug-ins, and other similar equipment.

Data Processing -- Data capture terminals, tape drives, micro-processors, and other computer related items.

Miscellaneous -- Drafting boards, gages, wires, cash register, and other miscellaneous items.

In order for an employee to receive an 'Invitation to Bid,' mail the coupon to Purchasing no later than September 26. A listing of items for sale will be posted on the bulletin board by the cafeteria the week of September 29. Inspection of the surplus equipment will be by scheduled appointment convenient to employee's off hours.

Payment for surplus property must be made by certified check in advance of pickup. This equipment is being sold without warranty, in its 'as is' condition.

Government Surplus Property Sale

Name _____

Badge _____ Unit _____ M-S _____

Shift _____

Name of relative or agent _____

Time & date preference requested _____

Return to Diane Dobberke, Buyer, MS 007

What's cooking?

MONDAY: Vegetable soup, Macaroni & meat sauce, Chuck wagon steak, Fish filet on bun, Rice imperial, Macaroni & cheese, Whipped potatoes, Breaded okra, Green beans; **TUESDAY:** Cream of celery soup, Chicken & dumplings, Roast beef, carrots & new potatoes, Grilled ham & cheese, Whipped potatoes, Macaroni & cheese, Broccoli cuts, Vegetable sticks; **WEDNESDAY:** Chicken noodle soup, Beef stew & rice, Baked chicken & dressing, Patty melt, Whipped potatoes, Macaroni & cheese, Cauliflower & cheese sauce, Okra & tomatoes; **THURSDAY:** Garden vegetable chowder, Chicken cordon bleu & wild rice, Spaghetti & meat sauce, Taco burger, Special: Philly cheese steak, Wild rice, Whipped potatoes, Macaroni & cheese, Corn; **FRIDAY:** Clam chowder, Fried fish fingers, Country steak & yellow rice, Pizza sub, French fries, Macaroni & cheese, Sliced carrots, Spinach.

Small juice, 1 slice french toast w/syrup, 2 slices bacon, coffee.

Sports Roundup

GE Women's Bowling League High Scores for September 9, 1986

Sandy Hampshire 194-195-189-578; Linda Wagner 192-503; Nancy McCandlish 165-486; Dot Murray 173-173-469; Betsy McLaughlin 166-468; Pat Ste.Marie 195-464; Laura Puccinelli 170-459; Terry Jewell 180-455; Susan Lounsbury 178-454; Delores Watkins 167; Bernice Spearel 166; Judith Hunter 166.

GE Men's Suncoast Bowling for week of September 9

Garlan Martz 585-224-202; Cecil Wiltshire 555-217; Ron Scott 550; Jim Lake 546-233; Herb Gregory 541-201; Roger Kurlich 538-217-205; Bob Bittel 533; Bernie Day 529-205; Glen Miller 518-210; Bob Spearel 515; Solomon Davis 513; Bobby Brown 509-205; Floyd Guy 509; Nelson Caswell 506; J.K. Williams 505-212; Jim Tam 504-226.

Personal Notes

Congratulations to Kelly Gibson and his wife on the birth of their daughter, Elizabeth Mary. She weighed 7 lbs. 2 ounces.

Sincere condolences to Jean McNeely in DOE whose mother passed away Monday, September 8.

A special thank you to Dorothy Cann and her dad, Norm Pfohl, for finding my bracelet in the parking lot and turning it in to security. -- Nancy Pethe.

Thanks to all my friends and co-workers for the prayers, cards, and kind expressions in the death of my uncle. A special thanks to Willie Washington, the GE Holiday Chorus and the LAC area. May God bless you all. -- Lois Grayson.

Rick and Melida Copeland would like to thank everyone for their expressions of kindness in their hour of need during the passing of their grandmother.

Safety Slogan

**Be faithful to your back
so it won't go out on you
Don Schnur**

From Around the Plant

E&CR -- Weight Watchers at work to begin again. Weight Watchers at Work will start holding sessions October 1st. Also in conjunction with this program, there will be exercise classes. A flyer will be coming out next week with all the details. Watch for it!

Society of Women Engineers -- Best wishes to this Pinellas County Section of the Society of Women Engineers as they hold their Charter Celebration, September 17. The keynote speaker for this event will be Marge Brimi, the engineering supervisor for Honeywell Minneapolis.

United Way -- Don't forget Bob Peterson needs your United Way pledge cards in by Monday 4 p.m. or he will be unable to enter them into the plant-wide appreciation drawings. The drawings will be held Thursday and Friday of next week. Also, Bob would like to say a special thanks to all who contributed to the United Way and especially to those who responded to the second call.

Receiving -- Material from Holden Plastics Corporation was recently misdelivered in the plant. If this material or any other material was misdelivered to you or your area, please contact Receiving at extension 8598 as soon as possible.

Unclassified Ads

WANTED

BABY HIGH CHAIR--725-4584.

35mm CAMERA--In good condition, w/flash attachment, 443-2485.

FOR RENT

GARAGE APARTMENT--1 BR, 17th St. North, \$235 plus utilities, 546-3865.

OTHER

'79 FORD GRANADA--PS, PB, air, trade for boat, 544-5698.

CHILD CARE--7 yrs exp., newborns & up, licensed, 544-0264.

FOR SALE

'84 JAYCO FOLD DOWN CAMPING TRAILER--Sleeps 6, extras, \$3200, 391-2191.

STARCRAFT POP-UP CAMPER--Excellent, asking, \$950, 584-8007.

TABLE--W/iron, glass top, 29 x 48, 4 chairs, \$50, 896-8574.

CHILD'S DESK--\$20; SMALL STEREO--\$15; 596-3323.

WEDDING DRESS--Sz. 12, ex. cond., \$75, 392-1984.

DINING ROOM SET--Table & 4 chairs, good cond., \$40, 391-3187.

3 SPEED MEN'S 26 IN. BIKE--Hand brakes, \$30, 785-7855.

FRIGIDAIRE--Industrial size dryer, white, \$80, 525-0761.

'69 CAMARO--\$1700 or offer, 6 cyl, air, all original, 525-0761.

5 RADIAL TIRES--On rims, \$230, 526-7280.

SOFA & 2 CHAIRS--Casual, very good condition, \$75/OBO, 391-4613.

'83 CITATION--Air, stereo, 4 spd., ex. shape, in & out, \$3200/OBO, 544-5234.

CB--23 channel, antenna, works exc., 544-5698.

16 FT. BOAT--Fbgl., 120 I/O, new trlr, ex. cond., \$2800, 535-4926.

CABIN--1 1/2 a, w/2 wells, Crystal River, finance, \$18,000, 393-6208.

KINGSIZE WATERBED--Complete, pedestal, \$100/OBO, after 4 p.m., 544-7731.

COACHMAN--MH, 23, '77, 28,000 miles, ex. cond., \$12,000, 546-5342.

4 - 15 x 7 CHEVY RALLY RIMS--W/center caps & chrome trim rings, \$125/OBO, 544-1893.

72 350 OLDS ENGINE--\$100/OBO, 595-1167.

14 FT. FIBERGLASS BOAT--For bay or river, \$150, call Tarpon 934-4241.

SOFA--Rolled arm, loose cushions, multi-brn, ex., \$175, 576-5521.

BIKE--Girl's, 3 speed, \$35, 595-8165.

SHELTIE AKC--Mini collie, tri-colored, \$200, (1) 856-3988.

TIRE BRIGES--Tone 185-70 R14, ww, new \$30/OBO, 734-3450.

'76 BUICK CENTURY--\$500 or best offer, call 546-4572.

'76 BUICK CENT.--Great condition, call for details, \$1500, 531-6359.

BANJO--\$75/OBO, 787-1723.

'72 OLDS 350--Good engine & trans., bad body, \$300, 581-2168.

CHROME HEADERS, WHEELS, TIRES, EXHAUST--Toyota truck, 546-4123.

PIANO--Stering spinet, pecan with bench, \$650, 544-0030.

PECAN DINING ROOM SET--With china cab., good condl, \$700, 544-6002.

SAILBOARD--Windwalker, W/Gastra sail, \$295, 531-7675.

HAM RADIO--Drake TR-3, w/remote VFO, \$150/OBO, 541-6925.

TRUCK TOPPER--Full size, alum., \$75, 544-5698.