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APACE WITH THE PACEMAKERS

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"28" TELETYPE machines get their initiation at Piedmont under the nimble fingers of (foreground to rear) Julia Anne Morrison, Jimmie Hill and Ann Talbert and under the watchful eyes of Chief Communicatist Sue Martin and Superintendent of Communications Les Watson.

New Teletype Model

Equipment Installed

By late spring Piedmont communications will be one step more modern with the planned installation of a new model teletype machine over the entire route system. Already, four machines have been placed in operation at the Winston-Salem communications center.

The machines, part of the American Telephone and Telegraph Company's "28" line, replace the older models which were introduced about 25 years ago. Les Watson, superintendent of communications, and Don Russell, commercial representative for AT&T, pointed out that the older machine was serviceable, good equipment. But, they said, the "28" is more compact, quieter in operation, takes less maintenance and has a higher maximum speed.

The new machine has a maximum of 100 words per minute, whereas the old model has a maximum of 75. For the communicationist, the operation of the new machine is easier. The key touch is much lighter, close to the touch of a mechanical typewriter.

Although the communications department at Winston-Salem is in temporary quarters at present while waiting for the completed addition to the Smith Reynolds Airport, the new machines were installed now so they will be in operation before the move. The proposed date for having the new type equipment in all stations is May 27.

There is one machine at Winston-Salem for each circuit operated by Piedmont. The communications department's four circuits with automatic relay arrangement between all circuits is believed to be the first and only such installation of its type in the nation.

The circuits and machines,

leased from AT&T, are open and in operation for Piedmont 24 hours a day, seven days a week.

Mr. Russell pointed out that the basic system and the new equipment will serve Piedmont, even if the company grows twice as large as it is now. But, he said, engineers are now in the process of designing equipment which will better serve airlines.

"In the future," he said, "there may be an automatic tie-in with the communications of all airlines."

Merit Rating Plan Is Adopted

A merit rating plan for clerical, accounting purchasing, inventory control, stockroom and print shop salaried employees of the company has been placed into effect, Director of Personnel-Administration Joe Fowler announced recently.

The plan is designed to ensure that all employees will be judged on the same basis and that they will receive fair and equal treatment on merit increases. Fowler said the plan has "flexibility built in" so that consideration can be given to unusual situations.

Plans Revision

He pointed out that the plan is not new, but a revision and addition to the program already being used. Station and airline maintenance personnel have similar rating plans, which have been in effect for several years.

The program, retroactive to Jan. 1, has been discussed with company officers, department heads and supervisory personnel. In a series of employee meetings the plan has been explained to all personnel affected.

Airline Officials Participate In Dedication of Airport; First SHD Schedule Begun

Dedication of the Shenandoah Valley Airport serving Harrisonburg, Staunton and Waynesboro, Virginia, was held January 31, one day before inaugural service began by Piedmont Airlines.

The dedication included an honor luncheon, courtesy flights by Piedmont and dedicatory ceremonies. Community leaders of the three Virginia towns and officials of Piedmont participated.

Honors Godfrey

Piedmont officials and outstanding residents of the Shenandoah area were entertained at a luncheon given by R. R. Smith in honor of Arthur Godfrey, radio, television and stage star. Mr. Godfrey, long-time aviation enthusiast, figured importantly in the construction of the Shenandoah Valley Airport.

Mr. Smith, president of Smith Transfer and Storage Company, is a resident of Staunton and chairman of the Shenandoah Valley Joint Airport Commission.

Courtesy flights for citizens of the three communities were flown at 12:15 p.m., 1:15 p.m., and 2:15 p.m. A total of 72 invitations were issued by Piedmont President T. H. Davis for these flights.

Formal opening ceremonies began at 3:00 p.m. with Harrisonburg Mayor Frank Switzer as the presiding officer. Mayor Switzer is secretary-treasurer of the joint airport commission.

Welcome Given

Judge Jesse W. Dillon, chairman of the State Corporation Commission, presented a welcome to Piedmont Airlines. President T. H. Davis gave the response.

Speakers for the event were the Honorable Burr P. Harrison, U. S. congressman from Virginia's seventh district, and Arthur Godfrey. Representative Harrison was introduced by delegate George M. Cochran, attorney for the airport commission. Mr. Godfrey was introduced by R. R. Smith. Harold Grogan, manager of the Staunton-Augusta County Chamber of Commerce, was in charge of the airport dedication arrangements.

Piedmont officials and their wives attending the dedication

were: President and Mrs. T. H. Davis, Vice President and Mrs. C. G. Brown, Vice President and Mrs. H. K. Saunders, Vice President and Mrs. R. S. Northington, General Sales Manager and Mrs. Bill McGee, Assistant to the President and Mrs. Don Britt.

Also, Director of Personnel Administration and Mrs. Joe Fowler, Assistant to the Vice President and Mrs. John Lewis, Supervisor of Ground Operations and Mrs. Will Blackmon, Super-

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Credit Union Sets Dividends And Chooses Four Directors For 1960

The board of directors for Piedmont Aviation Credit Union announced February 2 graduated dividends for the year 1959. Net profit for the year was \$19,419.

The directors' action followed the annual meeting of credit union members held Jan. 26. At that time the financial report for the past year was presented, and directors and committeemen were elected.

Brief Is Filed In Route Case

A brief containing Piedmont Airlines' objections to the recent examiner's recommendations in the Great Lakes area route case has been filed with the Civil Aeronautics Board.

Cecil A. Beasley, Jr., and R. J. Shortlidge, Jr., who filed the brief in Piedmont's behalf, said the selection of Lake Central Airlines for the Cincinnati-Detroit route would result in "the least and most inferior service to the smallest volume of traffic at the greatest expense to the government."

A dividend of six per cent will be paid on members' shares up to and including \$1,000. Dividends of five per cent will be paid on amounts over \$1,000 through \$2,000 and four per cent on amounts over \$2,000.

For example, a member who has shares amounting to \$4,000 will receive six per cent on the first thousand, five per cent on the second thousand and four per cent on the last two thousand.

Total assets of the credit union and members' equity balanced at \$259,879. Income for the year in interest and fees was \$23,071. Members' savings reached \$227,990 at the end of 1959. Loans to members outstanding were \$197,118 with no accounts receivable.

The report showed a substantial increase from 1958 and 1957. Membership in the credit group stands at 853, as compared to 817 in 1958.

Elected to serve on the board of directors were Ramon Hoots, T. L. Martin, Ronnie Macklin and John Westmoreland. Bill Barbour, Thelma Taylor Davis and Tom Morton will serve the second year of their directorships in 1960.

Elected to the credit committee were Bob Reed, and Fred Leonard. Jackie Abee and Wilma Cook will serve as alternates. Leroy Burton will be a second-year committeeman.

M. F. Fare, R. E. Turbiville and Howard Cartwright were elected to serve one year on the supervisory committee. Members of the nominating committee were John Hall, Abe Lincoln and Walt Rollick. Nominations were taken also from the floor.

COMING DATE:

February 20 — The 12th Anniversary of Scheduled Passenger Operations by Piedmont Airlines.

Directors Attend Quarterly Meet

Directors of Piedmont Aviation, Inc., met Jan. 18 at the general offices at Winston-Salem. Attending directors were Glenn E. Anderson, C. G. Brown, E. L. Davis, E. L. Davis, Jr., T. H. Davis, M. F. Fare, Charles E. Norfleet, R. S. Northington and H. K. Saunders.

Frank Dowd, Bowman Gray and Ralph W. Gardner were not present.

Time Reduced

Under the program introduced, the time required for an employee under the plan to go

from the minimum to the maximum in his classification has been reduced.

Once the maximum salary has been reached, a longevity increase of one-half of one per cent of the current salary will be made, providing the employee maintains the maximum level of job proficiency. Such a longevity plan has been in effect for airline and general aviation maintenance personnel for some time.

Merit rating for eligible employees will be made by their immediate supervisors. Fowler said the theory behind the plan is that "a merit decision should be made as close to the actual work as is possible." The immediate supervisor, he said, has a better opportunity than anyone else to appraise an employee's work.

Finer points of the program dictate that an employee may move up only one merit step at each rating period and that certain minimum rating scores must be attained before progressing to a higher step on the merit scale.

In the event a merit increase is not granted, the employee's immediate supervisor will advise him of the reason and will point out his weak spots in the merit rating score. Frequency of review from different departments varies from six months to one year.