

# Mr. Trainer's Talk

(Continued From Page 1)

"Whether our product sells will depend on its quality," he continued. "We must produce the best possible quality at the lowest possible cost."

"Now that we are in a buyer's market instead of a seller's market as we were for a number of years, we also will have to sell hard to keep our plants running at capacity."

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**STRESSING** that one of the first things the Manufacturing Division must consider in going into the next year will be employee relations, Mr. Trainer told the department heads, foremen and supervisors that they must be sure that the employees under them know the viewpoint of the Company. These viewpoints must be transmitted through the supervisory staff.

"There is no substitute for knowing your people—really knowing them," he said. "Be interested in the people who work for you and help them wherever possible. Stick to the Golden Rule and treat the other fellow as you want to be treated yourself."

"You want to cooperate with other persons and with other departments to get the best results."

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**COMMENTING** on both the improvements in the mill and in the homes of the employees, Mr. Trainer said he was very proud of the continuous betterment in the last six years.

"When I come to Gastonia I always take time to drive around in what used to be the mill village. It is fine to see how the employees continue to improve the houses they bought from the Company. This shows a wonderful spirit and initiative."

"The same type of improvement has been made in the mill. The new lighting system is a fine change. The greater orderliness, cleanliness and the improved flow of materials through the plant, also are fine. There will be more of that work done."

Mr. Trainer concluded by wishing all the men well during the coming year, both in their work with the Company and as individuals.

Preceding Mr. Trainer's talk Harold Mercer, General Manager, introduced William A. Karl, President of Firestone Textiles, who spoke briefly about the operational

problems facing the plant in the coming year. He then introduced H. H. Waters, Director of Engineering for the Firestone Company, who outlined the activities of the Engineering Department, not only in the U.S.A., but throughout the world. He said that the Company's expenditures last year were approximately 43 million dollars for plant expansions and refinements.

Mr. Karl also introduced Mr. Trainer, whose talk was followed by a question and answer period.

## Suggestion Contest Winners

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Earl Beeker, entered three winning suggestions in the competition of last November. The three suggestions were awarded a total of thirty dollars, his contest prize being a Firestone passenger tire of the correct size for his automobile. Mr. Beeker's suggestions are concerned with the laboratory and the equipment, racks, etc., used by the Quality Control Department to test and store materials.

A third winner in the contest has not yet been determined due to the fact that final decisions as to awards in several instances have not been made. The range of awards for the remaining contestants is known, however, it being in each case lower than the total of the second place winner.

## Traffic Law Quiz

(Answers on Page 4)

1. What are the speed limits for automobiles and trucks, respectively, in North Carolina?
2. Name two places on a 2-lane highway at which passing is both dangerous and illegal?
3. Are drivers in North Carolina required to recognize road signs by shape alone? If so, what is the shape of the stop sign? Its violation can result in what maximum fine?
4. What is the maximum fine for speeding in excess of 55 miles-per-hour, but less than 71 miles-per-hour? What automatic penalties are attached to speeding violations in excess of 70 miles-per-hour?

Substitutes For Customer. . . .

# Inspector's Searching Eye Bolsters Quality

**THE MOST IMPORTANT** inspector of products is the customer who buys and uses them. Mindful of that, someone has written a slogan which reads "Remember! The next inspector is the customer." This slogan, in fact, originated at the Pottstown plant of The Firestone Tire & Rubber Company where it appears on a sign in the Final Inspection Department. Similar signs are being suggested for other plants in the Company.

Since it isn't practical to have the customer inspect the product as it is being manufactured, an employee-inspector assumes the role; checking, patrolling, verifying at various manufacturing steps to insure the quality of the finished product. The net result: If the product passes the scrutiny of the employee-inspector, it should likewise meet the critical test of inspection by the customer.

Here at Firestone Textiles, inspectors are assigned to all departments in the Rayon Division. These include Ply Twisting, Cable Twisting, and Cord Weaving. In the Cotton Division they cover Sales Yarn Twisting, Sales Yarn Winding, and Square Woven Weaving.

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**INSPECTORS'** jobs vary somewhat between departments as far as specific details are concerned; their methods, however, follow a similar pattern. Typical of inspectors and their work is Mrs. Mescal Certain, first shift inspector in the Sales Yarn Twisting Department.

Her assignment requires her to inspect all the yarn that leaves her department which is designated either sales yarn or chafer fabric yarn. In either case she must:

- (1) Patrol all twisters in her assigned area (in this case the entire department) being watchful at all times for defective yarn and defective machinery which could cause sub-standard work.
- (2) Inspect all twisted yarn just prior to doffing for tangled work, bad build on the bobbin, defective yarn, and less-than-full bobbins.
- (3) Checks beams as they are placed on twisters, prior to the tying-in process, to make sure yarn, beam tag, and stencilled beam head all agree as to specifications. If there is a discrepancy here, the inspector will not allow the beam to be tied-in until positive identification of the yarn is determined.
- (4) Makes a record of each beam tied-in noting beam number, shift, frame, time tied-in, and beam construction.
- (5) Reports immediately to department supervision following discovery of defective yarn, defective machinery, or beam specification discrepancies.
- (6) Makes out a routine report for each shift worked, copies of which are forwarded to the department supervisor, the Quality Control Department, and the division superintendent.

The inspector is the guardian of quality work in the plant. In every instance her job compliments that of the production worker in the over-all take of turning out work that can pass exacting tests to meet ever higher quality standards. Together they realize the significance of another quality slogan, this one the winner of the 1953 contest for the Company's Akron plants: "Quality Must Be Built In To Stand Out."



Mrs. Mescal Certain

## New Type Church Envelope Developed By Company In Cooperation With Originator

**THE FIRST MAJOR** change in the design and use of church offering envelopes in 25 years has been made possible by a development of the Xylos Division of The Firestone Tire & Rubber Company.

In co-operation with John Taylor, Lisbon, Ohio, printer who conceived the idea of enclosing envelopes in a trim checkbook form, Firestone perfected the pressure-sensitive adhesive that was needed to make the idea practical.

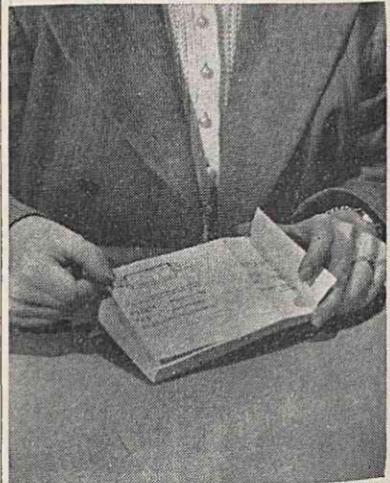
Mr. Taylor has named his system the "Account-o-lope." It replaces the old church offering envelope enclosed in a carton and provides church members with an easy, efficient way to give to their churches and keep a record of their contributions.

Each flat envelope form is torn from its book in the same way a check is detached from its stub. It then is folded and the flap is sealed by pressure. And it is this pressure-sensitive adhesive that prevents the book of flat envelopes from sticking together.

The envelopes in the checkbook-type folder have tabs on which a running record of contributions is kept, providing an individual accounting system for the church donor. The balance owed on a pledge can be determined by a simple matter of subtraction similar to the recording of a balance on a check stub. The same record appears on the face of the envelopes deposited in the collection basket at church.

\* \* \*

Wanting an easy method to open and close the envelopes and an adhesive that would allow the envelopes to lie flat without sticking



**AFTER** recording a donation and the balance of the pledge on the envelope and the stub which will remain in the book, the church giver using the new Account-o-lopes tears out the envelope. The envelope will be dropped in the church collection basket and used to keep the church records.

together, Mr. Taylor appealed to the Firestone Company for help. The adhesive developed by Firestone for the Account-o-lope is the result.

At first consideration, it might seem to be a very simple problem to apply an adhesive material to a piece of paper and have it fulfill all requirements. However, the ad-

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- PLASTIC DIP—Frances Huffman, Helen Guffey.
- MAIN OFFICE—Mozelle Brockman.
- SUPERINTENDENT'S OFFICE—Sue Van Dyke.
- PERSONNEL OFFICE—Barbara Abernathy.

## Weddings

A. W. Horton, quill boy, and Miss Nell Harris of Henrietta, N. C., were married on Christmas Eve at Henrietta.