



A 5-WAY TIE developed for third place in the 1953 Suggestion Week Contest between the smiling individuals shown here. Their contest entries were considered equal in value and each was eligible for third place, so five winners in that position were declared. The winners, shown holding their prizes, steam irons, are, front row left to right, Mrs. Christine Clark (Mail Room buzzer), Mrs. Nell Pursley (hot water heater for Personnel Office). Back row: Cramer Little (cover for ditch in front of Warehouse), Nick Samole (locknuts for sprinkler pipe holders), and Cole Whitaker (style chart for looms).

Company's Suggestion System Has Best Year In '53; 3,749 Ideas Net \$82,872

FOR THEIR IDEAS on improvements in production, sales and office operations, employees of The Firestone Tire & Rubber Company received a total of \$82,872 from the Company during 1953—an increase of nearly 40 per cent over the previous year.

The figure represents the highest amount ever awarded to employees during a one-year period through the Company's Suggestion System. In addition, during the year 1953 employees broke several other previous records of participation in the Suggestion System and in percentage of ideas adopted. The Company's Suggestion System now is in its 36th year of operations. Through the System, factory and sales and office employees are encouraged to offer ideas for improving working conditions and safety and economizing on operations and material usage. Amounts of awards for improved operations are in proportion to tangible yearly savings. Other awards are based upon the intangible benefits they bring in safety and more pleasant working conditions.

DURING 1953 there were 3,749 ideas adopted by the suggestion boards at the 25 plants where the system has been operated. The year's highest award of \$3,000 went to Frank B. Bowen at the Los

Angeles, California, plant for his suggestion for improving the manufacturing process for aircraft fuel cells.

Second-highest award for the year went to B. S. Compton, employee of the Plant 2 Final Inspection Department. Mr. Compton received \$2,000 for his idea on an improved method of finishing tires.

Two \$1,000 checks were also among the top awards. Michael Bartone of the Akron Steel Products plant and Leslie Dickens of the St. Louis District were the recipients.

Akron Plant 3 was the outstanding plant from the standpoint of participation in the Suggestion System, having a rate of 724 per 1,000 employees.

Second place for participation went to the Los Angeles, California, plant, followed by New Castle, Indiana. Other plants with high participation rates were: Des Moines, Iowa; Akron Synthetic; Wyandotte, Michigan; Akron Me-

(Continued in Col. 5)

"I Speak For Democracy"

(Editor's Note: Elizabeth Ellen Evans (Betsy) is 16 years old. She is a junior at Buchtel High School in Akron, Ohio, and is the daughter of Mr. and Mrs. Clarence Evans. Mr. Evans is assistant to Russell J. Mitchell, Vice-President of Firestone Industrial Products.

Miss Evans was one of 52 winners from the 48 states and the territories of Hawaii, Puerto Rico, Alaska and the District of Columbia and then went on to become one of the four national winners in the "Voice of Democracy" contest sponsored by these three organizations: The National Association of Radio and Television Broadcasters, the Radio-Electronic-Television Manufacturers Association and the United States Junior Chamber of Commerce.)

By Elizabeth Ellen Evans

I AM AN AMERICAN.

Listen to my words, Fascist, Communist.

Listen well, for my country is a strong country, and my message is a strong message.

I am an American, and I speak for democracy.

My ancestors have left their blood on the green at Lexington and the snow at Valley Forge.

on the walls of Fort Sumter and the fields at Gettysburg

on the waters of the River Marne and in the shadows of the Argonne Forest

on the beachheads of Salerno and Normandy and the sands of Okinawa

on the bare, bleak hills called Pork Chop and Old Baldy and Heartbreak Ridge.

A million and more of my countrymen have died for freedom.

My country is their eternal monument.

They live on in the laughter of a small boy as he watches a circus clown's antics

and in the sweet, delicious coldness of the first bite of peppermint ice cream on the Fourth of July

in the little tenseness of a baseball crowd as the umpire calls, "Batter Up!"

and in the high school band's rendition of "Stars and Stripes Forever" in the Memorial Day parade

in the clear, sharp ring of a school bell on a fall morning

and in the triumph of a six-year-old as he reads aloud for the first time.

* * *

THEY LIVE ON in the eyes of an Ohio farmer surveying his acres of corn and potatoes and pasture

and in the brilliant gold of hundreds of acres of wheat stretching across the flat miles of Kansas

in the milling of cattle in the stockyards of Chicago

the precision of an assembly line in an automobile factory in Detroit and the perpetual red glow of the nocturnal skylines of Pittsburgh and Birmingham and Gary.

They live on in the voice of a young Jewish boy saying the sacred words from the Torah: "Hear O Israel: the Lord our God, the Lord is One. Thou shalt love the Lord thy God with all thy heart and with all thy soul and with all thy might."

and in the voice of a Catholic girl praying: "Hail, Mary, full of grace, the Lord is with thee . . ."

and in the voice of a Protestant boy singing: "A mighty Fortress is our God, A Bulwark never failing . . ."

An American named Carl Sandburg wrote these words:

"I know a Jew fisher down on Maxwell Street With a voice like a north wind blowing over corn stubble in January . . ."

He dangles herring before prospective customers evincing a joy identical with that of Pavlova Dancing.

His face is that of a man terribly glad to be selling fish, terribly glad that God made fish, and customers to whom he may call his wares from a pushcart."

There is a voice in the soul of every human being that cries out to be free. America has answered that voice.

America has offered freedom and opportunity such as no land before her has ever known, to a Jew fisher down on Maxwell Street with the face of a man terribly glad to be selling fish.

* * *

SHE HAS GIVEN him the right to own his pushcart, to sell his herring on Maxwell Street,

she has given him an education for his children, and a tremendous faith in the nation that has made these things his.

Multiply that fisher by 160,000,000 — 160,000,000 mechanics and farmers and housewives and coal miners and truck drivers and chemists and lawyers and plumbers and priests — all glad, terribly glad to be what they are, terribly glad to be free to work and eat and sleep and speak and love and pray and live as they desire, as they believe!

And those 160,000,000 Americans — those 160,000,000 free Americans — have more roast beef and mashed potatoes,

the yield of American labor and land; more automobiles and telephones,

more safety razors and bathtubs, More orlon sweaters and aureomycin,

the fruits of American initiative and enterprise; more public schools and life insurance policies,

the symbols of American security and faith in the future; more laughter and song —

than any other people on earth!

This is my answer, Fascist, Communist!

Show me a country greater than our country, show me a people more energetic, creative, progressive —

bigger-hearted and happier than our people, not until then will I consider your way of life.

For I am an American, and I speak for democracy.

T. B. Ipock Named Safety Instructor

INDUSTRIAL Relations Director T. B. Ipock, Jr., has been named instructor for the Industrial Safety course being taught at the Gaston Technical Institute as a part of the Industrial Management series which was started at the school last fall.

Mr. Ipock, a student himself in two of the courses already offered in the series, is a graduate of Wake Forest College and has completed graduate and short courses at the University of North Carolina, North Carolina State College, and Purdue University.

Prior to coming to Firestone Textiles he was teacher and coach, and later principal, at a number of North Carolina public schools. He joined Firestone in 1943 as recreation director, was made safety director in 1946, and in 1951 became industrial relations director.

He is a member of several professional organizations in the personnel and safety fields. These include: The Gaston Personnel Association, The N. C. Society of Safety Engineers, the Blue Ridge Safety Council, and the National Safety Council (member Executive Committee, Textiles Section).

Thomas To Speak

(Continued From Page 1)

Khan Grotto in 1928. He is a member of the American Legion and Veterans of Foreign Wars. He was affiliated with Phi Delta Theta and Acacia fraternities.

For many years he taught the young peoples' class at the First Methodist Church.

He was married to Laura Grace Sturdevant of Linesville, Pennsylvania, on May 25, 1918. They have one son, Charles Grant Thomas, an attorney. They reside at 2427 Covington Road, Akron.

Suggestion System

(Continued From Col. 2)

chanical Building, and Brentford, England. Participation averaged 301 suggestions per 1,000 employees.

* * *

OUT of the total of 12,191 ideas submitted last year, 3,749 were adopted—an adoption rate of more than 30 per cent. Of the total, 11,455 were for factory operations, with an adoption rate of 3,593, or 32.6 per cent. This is one of the highest figures ever recorded in the history of the system.

Of the 736 sales and office suggestions submitted, 156 were adopted, or 19.2 per cent.

The total awards of \$82,872 represented a \$23,494 increase over the previous year.

Participation in the suggestion program at this plant was at the rate of 142.6 suggestion per 1,000 employees. Out of the 328 suggestions submitted in 1953 at this plant, 79 were adopted—an adoption rate of 24.09 per cent. The biggest month in 1953, from the standpoint of number of suggestions submitted, was November. "Suggestion Week" held that month helped account for the 69 suggestions received.

FIRESTONE NEWS

Volume III, No. 5, March 25, 1954

Published at Gastonia, North Carolina

By Firestone Textiles

A Division of

The Firestone Tire & Rubber Company

Department of Industrial Relations

R. H. HOOD, Editor

Department Reporters

CARDING—Edna Harris, Jessie Westmoreland.

SPINNING—Mary Turner, Maude Johnson.

SPOOLING—Nell Bolick, Helen Reel, Rosalee Burger.

TWISTING—Hazel Foy, Grace Stowe, Annie Cosey, Dean Haun, Corrie Johnson.

SALES YARN TWISTING—Fannie Humphries.

SYC WEAVING—Sarah Davis, Nina Milton, Vivian Bumgardner.

CORD WEAVING—Margaret Rhyne, Irene Burroughs, Mary Johnson.

QUALITY CONTROL—Dealva Jacobs, Leila Rape, Catherine Isham, Margaret Tate.

WINDING—Mazelle Lewis, Ann Stevenson, Christine Stroupe.

CLOTH ROOM—Margie Waldrop.

SHOP—Cramer Little.

WAREHOUSE—George Harper, Albert Meeks.

PLASTIC DIP—Frances Huffman, Helen Guffey.

MAIN OFFICE—Mozelle Brockman.

SUPERINTENDENT'S OFFICE—Sue Van Dyke.

PERSONNEL OFFICE—Barbara Abernathy.