

# Company Takes Seriously Its Employees' Welfare

BY HARVEY S. FIRESTONE JR.  
Chairman and Chief Executive Officer  
The Firestone Tire & Rubber Company

AT headquarters of The Firestone Tire & Rubber Company in Akron, Ohio, a veteran employee recently received a 40-year service pin, one of many awarded during the past year. Such lengthy service is an indication of the loyalty of our employees.

Ten thousand employees of The Firestone Tire & Rubber Company have received awards for 30 years of company service since 1934 when Harvey S. Firestone, founder of the company, started the employee service recognition program.

More than 33 per cent of those at our headquarters have been with our company 20 years or more. And 13 per cent of our more than 40,000 employees in the United States share this same distinction.

Retaining such skilled workers of long experience is due to their own interest and our continuing efforts to make Firestone "a good place to work."

#### Recreation and Benefits Program

We inaugurated formal and extensive programs of employee recreation and benefits when we entered a period of substantial growth around the time of World War I.

Through our suggestion system, employees are encouraged to offer ideas for improving working conditions, developing new safety devices, and economizing on operations and material usage. Now in its 41st year, the system has paid about \$1,200,000 to our employees. In 1958 awards amounted to \$69,340.

We have received many awards from the National Safety Council in industrial safety, the latest being the Award of Honor given to our Pottsdam, Pa., plant for setting a world safety record for tire plants—9,917,334 man-hours worked without a lost-time accident.

We are conscious of the safety of our employees away from their jobs, and in 1958 inaugurated an automobile safety check at our plants. Employees were given the opportunity of having their cars inspected by experts either on plant property or streets immediately adjacent. In this way more than 10,000 vehicles were safety-checked.

#### Protection Through Insurance

We have an extensive program of group life, health, and accident insurance, through which 45,000 employees and 111,000 of their

The Firestone company introduced large-scale programs of employee recreation and benefits around the time of World War I. These and new programs the company maintains for its employees are here described in the fourth of five articles written at the invitation of The Christian Science Monitor. Text reprinted by permission of The Christian Science Monitor.

dependents are protected. In 1958 this plan paid out \$8,565,926.

Because we believe in the concept of good corporate citizenship, we encourage our employees to play their parts in civic, youth, cultural, and educational groups. We cooperate with and support such organizations as the Future Farmers of America, the 4-H Clubs, the Boy Scouts, the United Fund and Community Chest, the Red Cross, and numerous other worthy groups. Many thousands of volunteer man-hours are contributed each year by our executives and other employees to the successful operation of these and other philanthropic endeavors.

#### Contributions to Education

In the field of education, we not only make direct grants to institutions of higher learning for research and other purposes; we also have a competitive scholarship program for sons and daughters of our employees.

Started in 1953, this program provides full tuition for winners at the college or university of their choice, and makes a contribution to their living costs and other expenses.

Firestone scholars are now attending 60 different colleges and universities in 22 states and the District of Columbia. Fields in which they are studying include foreign service, engineering, law, medicine, teaching, psychology, journalism, and many others.

#### The Goal: Good Products and Services

Purpose of our program of employee benefits in general is to help assure the company of the skill and experience of veteran employees so that our customers will get products and services of uniformly high quality.

Our company is constantly aware of the value of human relations and the need for good will. We continually appraise our progress in these fields, both with employees and with customers, as a basic part of our operating corporate philosophy.



**RUBBER BATH**—Rayon and nylon tire cord is dipped into a liquid rubber compound in tire manufacturing operations at Firestone. This gum-dipped cord is used in all Firestone tires. It adds safety and strength features to the finished product.

## Nassau Has Old-World Charm

For an exotic step into an Old-World picture, go on a guided tour of Nassau. And if you would appreciate your American homeland more than ever, go to the same city—capital and chief port of the Bahamas in the West Indies.

It was the observation of Mrs. Clayton Wilson, Payroll supervisor who, with Mr. Wilson, recently motored to Miami, Fla., then took a "package" air trip and sightseeing jaunt around the British crown colony's Big Town.

The Wilsons first visited relatives and acquaintances in Miami, then spent two days among the landmarks of the quaint tourist mecca in New Providence, one of the Bahamas which stretch south almost to Haiti in the Caribbean.

"What impressed us most was the Straw Market on Bay street," they reported. "It was

fascinating to watch the natives weave with speed and skill the many souvenir items as they sit before rows of colorful shops bursting with an endless variety of wares."

INCLUDED on the conducted tour was a ride in the horse-drawn surry with fringed top, which travels the left side of the road. Along the way, the visitors saw the historic forts of Fincastle and Montagu—both dating back to the 1700s, Pirate Blackbeard's tower, the Queen's Staircase carved in stone by slave labor; the shipping docks, famous hotels, restaurants, night clubs and rum and perfume markets.

"It was all so beautiful and fascinating," said Mrs. Wilson.

"But life there is so much a part of the past that it makes you feel awfully good to get back to the States."



No doubt you'll be spending many happy hours this summer at the lake or beach. Use these common-sense precautions for a safer, enjoyable vacation.

- Stay out of the water at least one hour after eating.
- Never swim alone or away from others.
- If you can't swim stay in shallow water, not more than waist deep, for safety.
- Don't dive into unfamiliar water.
- Keep a close supervision

- over children in or near the water.
- If you are not a swimmer, stay out of boats unless a life jacket is worn.
- Get your suntan gradually to avoid sunburn. Wear dark glasses on shore in bright sun to avoid glare that can cause injury to your eyes.

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## 'And If A Bee Makes A Mistake...'

Many are the stories about honeybees—references to their remarkable instinct, dependability and untiring industry during a short life span of some six weeks.

Did you ever wonder what would result if one of the worker bees in a colony made a mistake—a quality mistake?

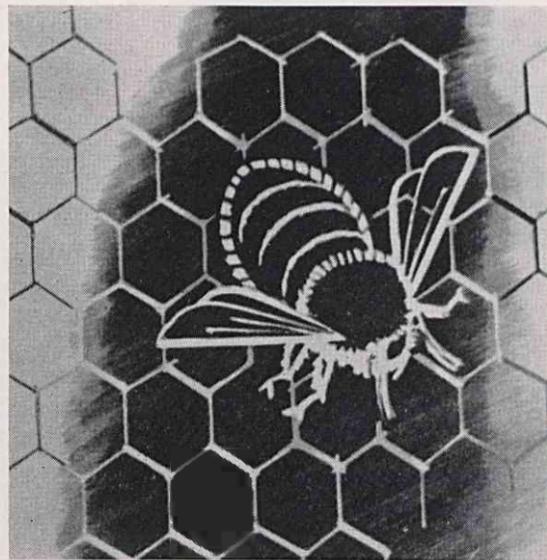
Suppose a worker bee, neglecting the task at hand, absent-mindedly flies over to the wrong flower and gathers some nectar of poor or unsuitable quality.

That one mistake would ruin the entire store of honey being carefully produced by the rest of the colony.

Of course, this doesn't usually happen with honeybees. Deep down in their instinctive nature they know—and keep remembering—that quality production is an important part of their life's work.

Within the fabric of this observation on honey and honeybees there lies a lesson for those of us who turn out products for the marketplace.

Quality depends upon everyone who puts his hand to the task of manufacturing things for people to buy and use. If one person neglects to put the best of workmanship into his part of the process, quality is lowered. If other workers grow careless,



the damage is multiplied. As a result, employees who do a good job suffer from errors of the few.

The product gets stopped at the inspection table. To the list of cause and effect, add mounting waste, unnecessary expense, lost time in production, and robbery of pride in good workmanship for the whole manufacturing "colony."

Firestone —  
Making The Best Today  
Still Better Tomorrow