

# Assistance Program Developing

# Firestone NEWS

## BOWLING GREEN

### UGF Gift: \$17,710

The Firestone Textiles Company plant at Bowling Green reported an additional \$1,310 late this year to the Bowling Green and Warren County United Givers Fund.

This amount added to the earlier major report of contributions brought the total to \$17,710.

The Firestone pledges in the 1972 campaign went toward the \$160,000 goal set by the overall UGF effort.

Firestone contributions exceeded last year's plant figure by \$1,646.

Of the 1972 gifts, plant manager Ralph King said the money pledged averaged around \$24 among contributors. The plant manager is a UGF vice president.

### S. S. Tax Up: More Benefits

Up goes the tax, and with it, increased benefits and improvements. Beginning this January, the tax rate on Social Security each for an individual wage earner and an employer will be hiked to 5.85 per cent. By 1978 it will be 6.05 per cent; and in the year 2011 it will be 7.3 per cent.

These rate changes are provided in the Social Security reform bill signed by President Nixon in October.

Mrs. Eula Wilson, payroll supervisor at Firestone in Gastonia, points out that the maximum annual earnings against which the tax is paid (\$9,000 this year) will increase under previous law to \$10,000 in 1973. And it will be \$12,000 starting in 1974.

The maximum tax, \$468 each for worker and employer this year will be raised to \$631.80 beginning with 1973. Under previous Social Security-Welfare law it would have been \$594. The taxes pay for Social Security cash benefits and Part A of Medicare.

Mrs. Wilson calls attention to other points of the SS reform bill enacted in October.

- A person who has reached

retirement age can earn \$2,100 in a year without loss of benefits (it has been \$1,680). Above the \$2,100, he will lose \$1 for each \$2 of earnings. These benefits apply to some 1.6 million persons, effective Jan. 1, 1973.

- Persons who work beyond age 65 will receive a 1 per cent increase in benefits for each year between ages 65 and 72, beginning in January.

- Men who receive Social Security benefits in future will benefit from the same retirement payment formula that applies to women. Under present law a woman with an earnings record identical to a man gets \$10 more a month if both are entitled to the maximum payment.

- After Jan. 1 upcoming, all Americans will be issued Social Security numbers when they enter school in first grade.

- Alcohol out of control.
- Drug abuse. Two big human problems that bring grief and loss, and that are almost never solved without outside help.

Now, an Employee Assistance Program to help people with these and other behavioral problems is operating within the Firestone company. The program which went into service at Akron, Ohio this fall, eventually will be extended to all Firestone domestic facilities, and program representatives will be made available to Firestone employees nationwide.

The three production plants of Firestone Textiles Company will share in the program. The director, Edward L. Johnson, recently outlined the help plan in a supervisory meeting at Gastonia.

Johnson is a member of the Firestone medical department and a consultant to the National Institute on Alcohol Abuse and Alcoholism, a division of the

U. S. Department of Health, Education and Welfare.

Raymond C. Firestone, company chairman, points out the stated purpose of the help program is "to retain employees and help them return to productive living. Our goal is to eliminate people problems before they become problem people."

"We recognize that many influences may detract from a person's effectiveness on the job — particularly personal problems which affect him or his family. These problems may be caused by a crisis in the employee's life; alcoholism, drug abuse or other behavioral medical disorders which result in absenteeism or deteriorating job efficiency."

**MAIN THRUST** of the program is abuse of alcohol and drugs, but other problems which may be affecting employees' lives also are dealt with, Firestone added.

Johnson, program director, notes that an estimated 8 per cent of the total problems will be drug-related, so a large percentage of problems are expected to involve persons who misuse or abuse wet and dry

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Nationwide service planned within Firestone Company

Ed Johnson talking with an employee

### UA Pledges • PHOTO, PAGE 2

Firestone people at the Bennettsville plant had 100 per cent participation in the Marlboro County United Appeal campaign this fall.

Frances Fletcher and David Coleman, leaders in the in-plant fund effort, reported that 70 per cent of the Firestone employees made "fair-share" pledges.

All contributions represent 7 per cent of the overall Marlboro goal of \$49,900. In late November, about \$30,000 of the total sought in the county had been pledged and reported.

- Waiting period for disability payments will be 5 months, beginning with 1973 (it has been 6 months).

The recent Social Security reform bill has many provisions additional to what are outlined here — including Medicaid and Welfare. Complete details on the provisions are available at your local Social Security office.

### Nature Trail

A nature trail memorializing the founder of the Firestone company is scheduled to be established on the 1,000-acre campus of the University of West Florida.

The walk, a nature study laboratory, honors the memory of Harvey S. Firestone Sr. It is being made possible by a \$5,000 gift from Firestone's niece, Mrs. Mary Firestone Baars of Pensacola.

The trail will be known as the Baars-Firestone Nature Walk.

### IT MEMORIALIZES COMPANY FOUNDER

Besides Firestone, it honors Mrs. Firestone's late husband, Theodore Dunwoody Baars, a Florida lumber exporter, shipping executive and real estate developer.

The trail will be open to the public, as well as being available for science students as an outdoor laboratory. A guide which will identify the flowering plants and explain the succession of vegetation will be published and made available to those using the trail.

### A Discount And A Refund

There's a big advantage for Firestone people in buying Firestone tires.

1) You get an employee discount of 30, 20 or 10 per cent (depending on type of tire) when buying from a Firestone store or, you get a negotiated price from a Firestone dealer.

2) You get a cash refund in addition to the employee discount—\$1 to \$5 per tire (depending on type of tire.) You get this refund when buying from either a Firestone Store or a Firestone Dealer.

See the supervisor on your job for details, or call any Firestone Store.

Men and Women of Firestone Textiles Company, and Members of Your Families:



THE PROMISE OF CHRISTMAS

In the friendly spirit of Christmas Time, I extend my heartiest good wishes that you and your loved ones will share the riches of this Joyous Season. May the Shining Light of Christmas remain with you to crown your blessings throughout the New Year.

*J. B. Call* President  
Firestone Textiles Company