



What About This Fuel Shortage?

by
JAMES B. CALL
President

**Firestone
Textiles
Company**

Have you been wondering if the fuel shortage would affect your job? IT WILL!

One way or another, we will all come to grips with the consequences of this shortage in the weeks ahead. There are many reasons to believe our experience will be unpleasant.

Most of us are listening in total confusion to the talk of natural gas versus propane versus oil. We are also in a quandary over whether to buy a small car, slow down the car we have, ride a bicycle, walk to work, or maybe purchase a mule. This is all quite exasperating; but—be assured—it's as real as your elbow.

Many factors have contributed to our present situation, but probably the most significant is political. Governmental practices, demands of environmentalists, and, finally, the Middle East war have combined to place us in a rather precarious position with regard to energy. There is nothing we can do to reverse or untangle the past, but there are things we must do to protect our employment in the immediate future.

Each of us must make a total commitment to conserve the fuel supplies we have and use in the form of heat, light, and power. Wasteful practices can curtail hours of work and reduce pay.

It may be necessary for you to work in an area that is a few degrees cooler than you would like. Possibly, we can't maintain the brightness we've come to accept. We'll need to follow a practice of "when not in use, turn off the juice."

You quite probably can think of many ways to conserve energy in our plants. Tell us how you think it can be done. What we save today, you can use tomorrow.

This isn't a matter of saving dollars, but it is a matter of conserving BTU's—a measure of heat. We face a LIMITED supply of fuel; and once that supply is exhausted, NO AMOUNT of money can replace it. We can't buy what isn't there!

This is a problem for all of us, and it demands your serious concern and action. If ever you had a chance to do something for yourself, this is it!

FIRESTONE

People

•• Mary (Mrs. James G.) Ball is a splicer operator at Firestone, Gastonia. She lives in the country near Bessemer City.

Working at Firestone since late 1972, Mary operates a Terrell machine, piecing 'remnant' ends of plied tire cord onto full packages (spools). Cord in this form is fed from creels into looms to make the finished product—tire fabric.

Church Gift

West Avenue Presbyterian Church of Gastonia recently dedicated a brass matching set for the church sanctuary. The set, which includes a cross, two candlesticks, two flower vases and four offering plates, is a memorial to Lacy Roy Nall. Mr. Nall was a long-time employee of Firestone Textiles, and a leader in the West Avenue church.

The memorial set was a gift of the Nall family.

Mrs. Nall (Sarah), a respooler in TC Twisting, has worked at the Gastonia plant since 1948.

'My Idea Of A Good Boss' -- Secretaries

GASTONIA PLANT

Some qualities I think essential in a good boss: a wholesome and cheerful attitude generally, and pleasant to work for and work with. A good boss always stands up for what he or she considers to be right or wrong, and backs up fellow workers. Being a gentleman is an essential quality of a male boss. I say this because my boss has this and the other qualities I've listed.

Carol Payne
Secretary to J. G. Tino Jr.,
Plant Engineer

The dictionary helped me with some key words that basically describe a good boss: Knowledgeable, intelligent, loyal, confident, polite, patient. Above all, a healthy sense of humor.

Barbara W. Galloway
Secretary to H. S. Laver,
Comptroller

A good boss is one who is interested enough in his or her employees to learn enough about them as persons to be able to treat them as individuals; then use this understanding honestly and intelligently in seeking quality performance from these employees; consequently, a quality product.

Freida Price
Secretary to Philip R. Williams,
Factory Manager

Note • This is part of a survey made by Firestone NON-SKID for article material in the corporate edition of the employee newspaper. Secretaries were interviewed at several of the company's major plants and other installations throughout the country.

Some marks of a good boss: kindness, honesty, and an understanding heart toward the people under his or her supervision. A good boss is always open-minded, especially when it comes to a person's need for approval on the job, and in considering rewards for good performance (like pay raises!) A good boss is one who effectively expresses faith and confidence in the employee as a person, helps him to advance, and somehow gets across the feeling "I need you and I appreciate your performance."

Betty Summitt
Secretary to R. F. Johnson,
Manager of Industrial Relations

A good boss? Someone who is considerate of others, is honest and tactful in dealing with people; is a good listener to employees, and one with whom people can

talk in faith and confidence. The good boss stands behind employees when they're right and do good work; but is able to reprimand effectively when they are wrong. And help correct the wrong.

The good boss is Leadership in action — helping to make people realize their best potential. In turn, good employees inspire a good boss to become even better.

Rita Franks
Secretary to R. B. Hull,
Division Manager, Quality Control

A good boss is a person (male or female) capable of

handling the job itself; is patient and cooperative with employees especially when problems must be solved; and is a person who has great human understanding and concern for others. More marks of a good boss: Appreciative of good work performance and ready to give credit when merited, but able to constructively criticize when needed; and most of all, is easy-going and makes working pleasant and rewarding.

Gail Cook
Secretary to C. W. Smith
Division Manager of
Technical Services

Trophy For Safety



WITH SAFETY TROPHY • Margaret McCaskill, inspector in Twisting; and Howard Herndon, section supervisor in Cable Twisting.

Firestone's Bennettsville plant received an engraved trophy at the recent South Carolina Occupational Safety Conference in Columbia.

M. D. Coleman Jr., Bennettsville safety supervisor, received the trophy on behalf of the people. The award is sponsored by Central Carolina Safety Council of South Carolina.

The trophy for the South Carolina plant of Firestone Textiles Company is in rec-

ognition of operating without a disabling injury from July 1, 1972 through June 30, 1973.

A company which, through winning performance, retains possession of the trophy three consecutive years is declared permanent winner.

The Bennettsville plant has already won permanent possession of the award. Firestone people retained the trophy for the years 1967, 1968 and 1969.

YOUR RIGHTS UNDER...

Private Pension Plans

The U.S. Department of Labor has taken further steps to insure that employees covered by private pension plans are fully informed about their rights under the plans.

Members of The Firestone Tire & Rubber Company Plans may examine copies of the plan description and the latest Annual Report, as filed by the Plan Administrator with the Office of Labor-Management Relations, U.S. Department of Labor, at any

time during business hours at Akron, Ohio.

A copy of a plan description and a summary of the latest Annual Report may be obtained by writing to The Firestone Tire & Rubber Company, 122 Firestone Parkway, Akron Ohio, 44317. Copies will be sent within 30 days of receipt of your written request.

Since inception of its pension plans, Firestone has always distributed to employees descriptions of the Pension Plans and any changes to the plans. If your copy should become lost, a replacement is readily available. A financial statement covering your Pension Fund has been published in the corporate Annual Report.