

Firestone

FIBERS AND TEXTILES COMPANY



GASTONIA PLANT
MAY, 1992

PLANT MANAGER'S MESSAGE

By: J. Anand

Most of you are already aware of the Bonus Plan which was implemented on January 1, 1992 for the Bargaining Unit employees. In order to provide a better understanding of each person's role, meetings are to be held in the near future. Reviewing the plant performance through the first three months of the year, we see excellent performance in the area of waste, productivity and chargebacks. On the other hand our performance in the areas of safety and absenteeism has been very poor. But the net result is that if the bonus had been payable at the end of three months, eligible employees would have gotten a 2% bonus.

We still have approximately eight months to go for this year. While maintaining and improving the performance in waste, productivity and chargebacks, emphasis has to be placed on absenteeism and safety. These two, in my opinion, should be the easiest ones to achieve. Put it simple terms, everyone needs to be here every day and work safely - you control this and you can do it.

MONTHLY RESULTS FOR MARCH

	Pounds	
	Budget	Actual
Sales	3,926,000	4,120,475
Production	3,071,000	2,978,664
(Woven/Twisted)		
Treated *	3,845,000	4,003,987

March sales pounds and treated production again exceeded budget. Woven/twisted production was approximately 3% under budget.)

WASTE REPORT - MARCH

	Actual % to Production	Objective % to Production (End of Yr.)
Twisting:		
Nylon	.252	.265
Polyester	.261	.385
Weaving:		
Nylon	.121	.137
Polyester	.096	.134
Treating:		
Nylon	.065	.152
Polyester	.030	.046

SAFETY NEWS

By: Bill Passmore

As you know we have started a new safety contest. The SAFGO game is similar to Bingo. The only difference is the number posted can go anywhere on the card. The numbers will be posted each day except weekends, holidays and vacation weeks. There will be a new game each month. A copy of the gift catalog is on display in the plant lobby. If you have questions concerning the contest, contact me. Good luck!

So far this year we have had nine incidents compared to five for the same period last year. Let's improve this record. It can only be improved by you.

I am sure you are as excited as I am about moving to a new plant, but we must not become complacent about safety and continue to be negligent. We all must continue to work safely and look for ways to make this plant a safe and healthy place until the last day here.

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SAFETY SLOGAN FOR APRIL

By: Cloe McDaniel

"The Safe way is the right way".

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EMPLOYEE STORE

By: Becky Lefler

I am happy to report that the Employee Store is going great. As a matter of fact, it has been a steady process to keep it stocked. One thing that has become very apparent is that we are definitely loyal "Firestone" employees and are proud to wear that name.

The Employee Involvement Committee and all of the volunteers deserve lots of credit for their commitment to making this store a success.

One reminder, the Employee Store is to be visited on your off shift time.

Thanks for all of your support and patience.