

# Olin news

## PISGAH FOREST – COVINGTON

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### *Emphasis on Training at all Levels*

## COMPANY-UNION COMMITTEES, ACTION STEPS AGREED UPON TOWARD IMPROVED RELATIONS, RESULT OF RBO



**Nancy Logan has just finished a report at the RBO conference. Others left to right are Gurley Owen, Jimmy Reese, Jr., John Link and McArthur Morgan.**

Joint Company-Union committees are taking shape at the Pisgah Forest plants to begin implementation of steps toward better relationships agreed upon in late June.

With heavy emphasis on training at all levels of both Company and Union organizations, the steps were agreed upon by 27 Company and Union officials who took part in a three-day Relations by Objectives (RBO) program at the Great Smokies Hilton in Asheville. Five members of the Federal Mediation and Conciliation Service (FMCS) assisted. The participants will meet quarterly for follow-up.

Results of the initial session were announced immediately in a joint

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## REORGANIZATION OF GROUP IS IMPLEMENTED SECOND QUARTER

Changes of organization in the Fine Paper and Film Group to effect a closer knit organization were announced May 23 by Group President Garza Baldwin, Jr.

Two new vice presidencies were created effective May 23 along with centralizing at the Group level a number of functions that will serve the Ecusta Paper Division and the Film Division. The new posts are vice president, technical, and vice president, international marketing and group services.

The Group staff thus includes the four vice presidents whose responsibilities reflect the organizational changes, plus those persons responsible for finance, legal and industrial relations: L. H. Staples, vice president and general manager of the Ecusta Paper Division; J. D. Link, vice president and general manager of the Film Division; R. N. Clark, vice president, technical; G. A. Wallace, vice president, international marketing and group services; W. T. Nowakowski,

financial officer; R. G. Cunningham, group counsel; and J. S. Candler, director of employee and community relations.

Baldwin's May 23 announcement followed extensive study to determine how the Group organizational structure can become more effective and efficient in achieving the business objectives. It read in part:

"The highly decentralized organization form in use up to this point has been effective in optimizing separate Divisional business opportunities and in running such businesses largely as separate entities, each re-

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**OLYMPIC BOUND — Former World Champion archer, O. K. Smathers draws the bow he will use in Olympic archery eliminations next year. His white uniform is characteristic of competing archers.**

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