

# Olin Discriminate? Judge Rules No!

Federal District Court Judge Woodrow T. Jones rendered an opinion in favor of Olin Corporation in the **Equal Employment Opportunity Commission (EEOC) Vs. Olin** class action suit filed in district court August 25 by EEOC.

This judgement dismissed all charges against Olin of alleged discrimination with regard to hiring, promotion and other job related matters relating to certain blacks and females.

Judge Jones's court tried the cases without jury at the September/November term in Asheville. After full consideration of the pleadings, stipulation of facts, evidence, and arguments of counsel, he rendered his decision in a 37 page memorandum on Dec. 30.

Judge Jones stated, "The employees filed charges and the Commission investigated as it is required to do and brought suit. The adversary system presupposes both a vigorous prosecution and a vigorous defense, both of which occurred in this case. The

Commission lost because the Court is convinced that the evidence does not show Olin has discriminated against blacks or females."

According to an Olin spokesman, "the Company is pleased and satisfied with the Court's decision. We have maintained the position throughout the trial that we are an 'equal opportunity employer' who offers employment opportunities regardless of race, color, creed, age, national origin or sex, and that we comply with all statutes and regulations in this

regard. We have historically hired, trained, and promoted women, blacks, handicapped persons and other minorities," the spokesman continued, "even before Federal legislation was enacted. We continue to do so."

The Judge's order also states that Olin does not discriminate in its seniority system and the statistical data shows that Olin hires and promotes blacks and females equal to or greater than workplace availability in the area.

## Olin's North Slope Discovery

Eighty-nine percent of energy used in making paper at Ecusta is coal generated steam, and a small amount of fuel oil. The remainder comes from electricity, natural gas, and propane. The rapid increase in energy costs has alerted people of the necessity to conserve energy and demands a higher level of efficiency.

Months ago, the Maintenance Department here began studying the means for tapping an energy-saving potential similar in proportion to

the United States extracting oil from the Alaskan North Slope. This potential is plugging up leaks in the plant's steam distribution system. "By far, the major loss of energy is from steam traps worn beyond efficient operation," according to Jim McIlwain, Group Director of Energy Conservation. A comprehensive program was developed to turn this loss problem into an opportunity for saving energy and money, he added.

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**BEFORE, TRAP LOSING STEAM** – This steam trap, one of about 2,500 in Ecusta Paper, loses steam because it is in bad condition. A Maintenance Department program was begun and implemented several months ago to replace traps which are allowing steam to escape, and causing energy to be wasted. By plugging up steam leaks, it is estimated that in excess of \$100,000 yearly will be saved, according to Jim McIlwain, Group Director of Energy Conservation. Left to right are John Hillyer, Manager of Energy Conservation, Charles Jones, Pipefitter and Vernon Jones, Welder.



**AFTER, ENERGY EFFICIENT STEAM TRAP** – One of 2,500 Ecusta Paper steam traps, this one no longer allows steam to be lost. By reconditioning it, energy is saved as well as substantial annual dollars. Part of a Maintenance Department project to put all steam traps in first class condition, the program was implemented several months ago and has been dubbed by Olin officials as Ecusta Paper's North Slope discovery. Left to right are Manager of Energy Conservation John Hillyer, Pipefitter Charles Jones and Welder Vernon Jones.

## Love's Come A Long Way

St. Valentine's Day was celebrated as early as the seventh century to honor the Christian martyr who died on February 14, c.269 A.D. in Rome under the persecution of Emperor Claudius II.

Acceptance of Saint Valentine as patron saint of romancers might have been related to one of the oldest and most popular Roman gods, Faunus, the well-wisher or the speaker, a god of nature, good spirit of the forest

and the plains, who was also identified with the Greek Pan because of similar attributes.

And then there is the medieval European belief that birds began to mate on February 14. So the romantic images of flora and fauna begin to reveal some of their influential history on Valentine's Day.

So from that long ago day of 269 A.D. to February 14, 1981, we wish you love.

(Ed. Note:

A few days following the Nov. 12 Blood Drive at the Pisgah Forest complex, a letter went out to those who showed up at the Training Center to donate. In the letter, it was explained that new policy issued by American Red Cross Headquarters in Washington had been implemented, and that regional Red Cross officials would be unable to specify, in time, a "determined" type of blood which would only be accepted on a limited time basis throughout the drive. Since the time of the letter, however, Red Cross officials have now informed Olin Public Relations that the "determined" blood type for limited time will be known approximately two weeks prior an Olin visit. Anyone wishing to call PR for the "specified" type of blood may do so. We will give you that information when we have it. Also, watch the Employee Bulletin which will contain that type information. It is also important to remember that not every single Olin drive will draw a "determined" type of blood for a limited time, some drives will collect all types of blood throughout the entire day. The "determined" blood will be determined by Red Cross officials, not Olin personnel.)

## Olin Works Extends Contract

In a joint announcement by Olin Works Plant Manager Chuck Bruner and local Union President R. W. Summers, the contract between Olin

Works in Covington and the Amalgamated Clothing and Textile Workers

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## PROFILE Continues A Two-Month Publication For Now

The May-June 1980 edition of the Olin PROFILE marked the beginning of a newly conceptualized and designed Company publication containing a new approach and format.

At the time the May-June edition was published the front page article "Who Am I?" introduced the new house communication newsletter and said that by the first of year 1981, the publication could become a monthly, rather than two month one. The article pointed out, however, that only very tentative plans were devised to go monthly at that time, with no final guarantee or date for a month-by-month publication.

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## Bloodmobile Visit To Olin Attains 76%

The Bloodmobile collected 95 pints of blood November 12, 76 percent of the 125 pint quota. Some 114 Olin employees presented to donate. A total of 19 people were "turned away" for medical reasons or because of recently enacted policy, issued by National Red Cross Headquarters in Washington, D. C.

The policy, according to Red Cross authorities, is a favorable one and serves to utilize all blood collected at Red Cross visits, including the Olin visit. Based on a percentage quota figured at the regional center, servicing Transylvania, Henderson

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