

## Shirley McCall – 4H Friend



Children in the remote mountain community of Balsam Grove find life a lot more interesting thanks to the efforts of Shirley McCall. Shirley is in her second year as leader of the community's 4H Club. The club has 15 children eight to eighteen, who are learning important new skills and who are also having plenty of fun.

"My children have been in 4H for years," said Shirley, a slitter service operator at Pisgah Forest. "It teaches young people how to be organized, work independently, be good citizens, have fun with or work with a group and gain self-confidence."

The major learning tool is a project that each 4H member selects. In Shirley's club the current projects include the care of beef cattle, growing vegetable gardens, growing Christmas trees, cooking, sewing and photography.

**Shirley McCall gives her daughters Karen and Kelly, both 4H Club members, some baking tips.**

Last year two girls worked on the growing and processing of peanuts. This project won awards in county, district and regional competitions and

was presented in the final competition in Raleigh.

"I learn a lot from helping these kids," noted Shirley. "Besides knowing a lot more about peanuts, I've learned about nutrition, baking with yeast and the care of animals."

Shirley gives help when it's needed to make sure each child completes his or her project. Shirley supplies encouragement, advises on where to get information or help, arranges for supplies and helps with record keeping.

Her other job is to arrange for some fun and social life in a rural area where there's not too much for young people to do. Besides the regular monthly club meeting, Shirley plans and leads field trips, fund raisers and holiday parties.

She is quick to point out that none of this would be a success without the cooperation or contributions of the parents of club members.

For Shirley the rewards are the friendship and companionship of the young children. She enjoys watching them teach themselves and take responsibility. For Balsam Grove the rewards are children who will be productive members of the community. ☺

## Highlights of Contract

The new Pisgah Forest contract provides \$10 million in wage and benefit increases during the next three years. The following is a summary of those changes and a statement concerning the cost control improvements to our Medical Insurance Program.

### Immediate Changes Effective

#### October 3, 1983

- General wage increase of 50¢ per hour.
- Major medical maximum benefits increased to \$300,000.
- Accident and sickness benefits increased to \$170.00 per week.
- Shift differential increased to 24¢

- per hour for evening shift, and to 34¢ per hour for midnight shift.
- Retirement Plan's Benefit Formula increased to \$18.00 times years of service for a retiree whose average final pay is \$23,000 or higher.
- Life Insurance —
  - 1) Increased non-contributory to \$12,000
  - 2) Increased contributory to \$25,000
  - 3) Retiree Life increased to \$2,000.
- Tool allowance increased to \$120.00 per year.

### Changes Effective January 1, 1984

- Safety Shoe allowance increased to \$50.00 per year.

### Changes Effective October 1, 1984

- General wage increase of 5.5 percent.
- Accident and sickness benefits increased to \$180.00 per week.
- Retiree life insurance increased to \$3,000.
- Meal allowance increased to \$3.50 per meal.
- Dental Plan increased to same benefit level as Pisgah Forest Salaried Dental Plan in effect 10/3/83.
- Vacation benefit improved so that an employee with 18 years of company service now becomes eligible for 5 weeks of vacation.

### Changes Effective October 7, 1985

- General wage increase of 6.0 percent.
- Accident and sickness benefits increased to \$190.00 per week. ☺

## How To Feed Your Heart

As we make selections at the grocery or restaurant or select the way to prepare our food, we are making critical choices with regard to our future health and the health of our family. Here are some suggestions for safe and healthy eating based on the findings of the Senate Committee on Nutrition and Human Needs.

- Cut down on fatty meat and eat chicken and fish more often. Reduce the portion size of the meat you eat.
- Select round, chuck or flank cuts over porterhouse, T-bone or sirloin cuts.
- Avoid fresh pork roasts. If you want pork occasionally, select loin or shoulder cuts. Trim all visible fat.
- Buy low-fat or nonfat milks.
- Avoid large amounts of cheeses. They have some of the highest concentrations of calories, fat and cholesterol.
- All those ready-made, easy to eat snacks are dietary booby traps. Replacement includes nuts in the shell, unsalted sunflower seeds, homemade cookies, whole wheat bread and peanut butter sandwiches and homemade popcorn (easy on the salt).
- Baked potatoes are preferred over french fries for nutrition and calories. The butter and sour cream however make potatoes a "no-no".
- The most popular cold cereals are 40 to 50 percent sugar. Flaked or shredded cereals without sugar added are best, and better, if you add one quarter cup of wheat germ. ☺

## Cost Control Improvement to the Medical Insurance Plan

### Elective Surgery —

A second opinion by a qualified physician must be obtained on elective surgical procedures before that surgery will be covered under the Medical Insurance Plan. The second opinion must be in agreement that the surgical procedure is both necessary and reasonable before coverage is extended.

The Insurance Plan will pay the reasonable cost of obtaining the second opinion.

### Outpatient Surgery —

Surgical procedures shall be paid at 100 percent of the relative UCR when done on an out-patient basis. However, the Medical Insurance will only pay at 80 percent of the relative UCR, if it could have been performed on an out-patient basis.

### Pre-Admission/Pre-Surgical Testing

Pre-admission and pre-surgical testing shall be paid at 100 percent

of the relative UCR when performed on an out-patient basis. If this testing is done as an in-patient, and it could have been performed on an out-patient basis, the Medical Insurance will only pay at 80 percent of the relative UCR.

**Note:** Surgical procedures which will require a second opinion and/or will be required on an out-patient basis have not been finalized at this date. As soon as these details are completed, you will be notified. An implementation date will be announced later. ☺



**Michael O. Pearce** has been promoted to project engineer in the technical department. Pearce joined Olin in 1982 and was an engineer in the project engineering section.



**Cathryn J. Byars** has been employed as an accountant. Miss Byars graduated cum laude from Tennessee Wesleyan College receiving a B.S. degree in accounting and business management.



**Larry M. Fisher** has been promoted to supervisor in the finishing department. Fisher joined Olin in 1968 and was relief supervisor in performing at the time of this promotion.



**Judy Gonzalez** has been promoted to process engineer at Olin Works. Miss Gonzalez joined Olin in 1982 as an engineer.



**Richard L. Hyder** has been promoted to area supervisor, machines 1-9. Hyder has worked 15 years in the machine room.