

"We're finding that what we are doing here at Olin is definitely in the forefront of management and labor relations," explained Bryan Padrick, Director of Employment and Community Relations. "Major companies and unions will be examining the results of our unique joint labor and management commitment to meet the challenges we are facing in quality, productivity and job security."

This joint commitment was launched in the spring of 1983 and is called the Labor/Management Group. The Group's initial focus was on identifying mutual concerns, agreeing on ground rules for working together and learning new

**"All members of the group are dedicated to maintaining the integrity of the collective bargaining procedure . . ."**

**Eddie Owen**  
President, Local 1971

communications and problem solving techniques. Group meetings were temporarily suspended prior to last year's contract negotiations, but have since been resumed.

"It is important for everyone to understand that one major ground rule is that this group will not even discuss a negotiable contract item," noted Eddie Owen, President of Local 1971 of United Paperworkers International Union. "All members of the group are dedicated to maintaining the integrity of the collective bargaining procedure, the democratic processes of the union and management's traditional responsibilities and operating procedures."

The Labor/Management Group meets approximately every six weeks. Pat Bohan, Manpower Development Manager, serves as Facilitator. Membership is equally divided among union officers, stewards and negotiating committee members and company management representing manufacturing and human resources.

Quality, The Employee Assistance Program and the cafeteria are areas of

## Union And Management Tackle Common Concerns



### UNION

**Arnold Brown**  
VP, Regional  
**Charles Cable**  
International Representative  
**Eddie Owen**  
President, Local 1971  
**Grady Owen**  
VP, Local 1971  
**Nancy Logan**  
Recording Secretary  
**Bill Brown**  
Treasurer  
**Bill Bryson**  
Sergeant at Arms  
**Larry Baynard**  
Chief Steward  
**Charles Stroup**  
Grievance Committee - Paper  
**Roland Enloe**  
Grievance Committee - Film

### COMPANY

**Bob Cunningham, Jr.**,  
V.P., Human Resources and Public Affairs  
**Jim Lovin**  
V.P. Manufacturing  
**Bryan Padrick**  
Director Employee and Community Relations  
**Bob Masengill**  
Director, Manufacturing  
**Doug Bradburn**  
Manager, Industrial Relations  
**Mike Epperson**  
Production Manager - Film  
**Irv Hendricks**  
Director, Maintenance and Utilities  
**George Tesnow**  
Mill Manager  
**Fletcher Roberts**  
Director, Safety and Loss Prevention  
**Bob Dixon**  
Quality Control Manager - Paper

mutual concern that are under regular review. The Group begins by identifying a problem. A task force of union and management people is assigned to study it and make recommendations. The task force may include hourly and salaried employees outside the Group.

Drug abuse in the plant is a current concern receiving Labor/Management task force attention. Long range solutions are being studied but short term recommendations have resulted in substance abuse education programs for regular employees, summer employees, supervisors and stewards.

**"We are quickly learning that this company's future is not exclusively in the hands of management or the union . . ."**

**Bryan Padrick**  
Director of Employment and Community Relations

The current primary goal of the Labor Management Group is to lay a solid foundation to insure the future existence and success of the Group. Organizational fine tuning will be aimed at involving more Olin people in developing and implementing solutions.

*"All of us in the Group are pleased that we have established solid respect for all parties."*

said Eddie Owen. "Everyone is an equal and has a right to express an opinion. The Group members are learning that cooperation rather than power gets results that everyone can be happy with."

"We are quickly learning," concluded Bryan Padrick, "that this company's future is not exclusively in the hands of management or the union. Rather our future depends on both parties mutually accepting responsibility for identifying problems, deciding what can be done and working together to achieve mutually satisfactory solutions." ☺

## Watch Out Knight Rider

Before the Knight Rider TV series ever went on the air, Linnon McClain, Jr. was building his computerized car. It started two and a half years ago with a gift of a trip computer from his wife. The finished product has five computers that monitor or operate 308 different automobile functions.

"What really got me started," explained McClain, a Pulp Mill Supervisor, "was some trouble my mother had with her car. The car came with a computer that was supposed to warn her of problems, but it didn't work and she had an expensive repair. I began to think that a simple com-

**Linnon McClain at the wheel of his computerized GTO. Note control panels on dash, ceiling and between the front seats.**

puter could be installed in a car that would do a better job."

McClain has built his future car around a 1967-GTO he bought when he first came to work for Olin. He has invested thousands of hours and about \$5,000 cash.

The computers will identify and pinpoint problems the car may be having with its electrical system and engine operation. All fluid levels are monitored including even the window washer. Linnon can program an onboard computer memory to remind him to inspect or make repairs at designated times or mileages. He can adjust his shocks or blow up a tire from inside the car.

No computerized car should be without the ultimate in entertainment and

communication systems. The car stereo system has 2 cassette decks, an eight-track with AM and FM radio, 2 equalizers, a booster, a graphic bar display and 10 speakers.

Five panels of LED readouts lets you adjust the system perfectly for where you are seated. Each back seat passenger has a control panel for the sound system and the TV. The car is equipped with a phone, a CB and a dictation system.

The interior is a panorama of switches, LED's, digital displays and computer keyboards. These are mounted on the

dash boards, door panels, a console between the seats, a ceiling mounted control panel and on the backs of the front seats. The control panel for the stereo alone has 46 switches.

Linnon plans to show the car at car shows and hopes that other people will be interested in having their vehicles computer customized. Linnon's next project is to computerize a van. "This car is already obsolete," says Linnon. "I'm going to use fiber optics and the latest circuitry. I know a lot more about what I want to do and it will take a lot less time." ☺



**WOW! I can't wait to bring my family to Olin Family Days**



**Olin Family Days**

October 17-18-19  
5:00 to 8:00 p.m.

## Olin Family Days

**DATES:**  
October 17, 18, 19

**TIME:**  
5:00 p.m. to 8:00 p.m. daily

**WHO MAY ATTEND:**  
Immediate family of Olin employee or retiree only.

**AGE REQUIREMENT:**  
Children must be at least six. Under twelve must be hand controlled. Under eighteen accompanied by an adult.

**DRESS:**  
Comfortable clothes and substantial footwear—no open-toed sandals or shoes or high heels. It is suggested that ladies wear slacks. Safety glasses will be provided for family members and retirees only. Employees must furnish their own.

**TOURS:**  
Park in Olin designated areas. Paper Manufacturing and Maintenance and Utilities tours will begin at the Paper Gatehouse. Film Manufacturing tours will begin at the Film Gatehouse. Each of the three tours will require approximately one hour. Environmental brochures and Olin product displays will be located in the cafeterias. ☺