

Shop Talk newsletter

This newsletter from Shop Talk is a quarterly publication by the Hesston Corporation for active and retired employees. Topics in the newsletter include: company and employee news, retirements and service anniversaries. This publication funded by the National Historical Publications and Records Commission through the Kansas State Historical Records Advisory Board.

Creator: Hesston Corporation

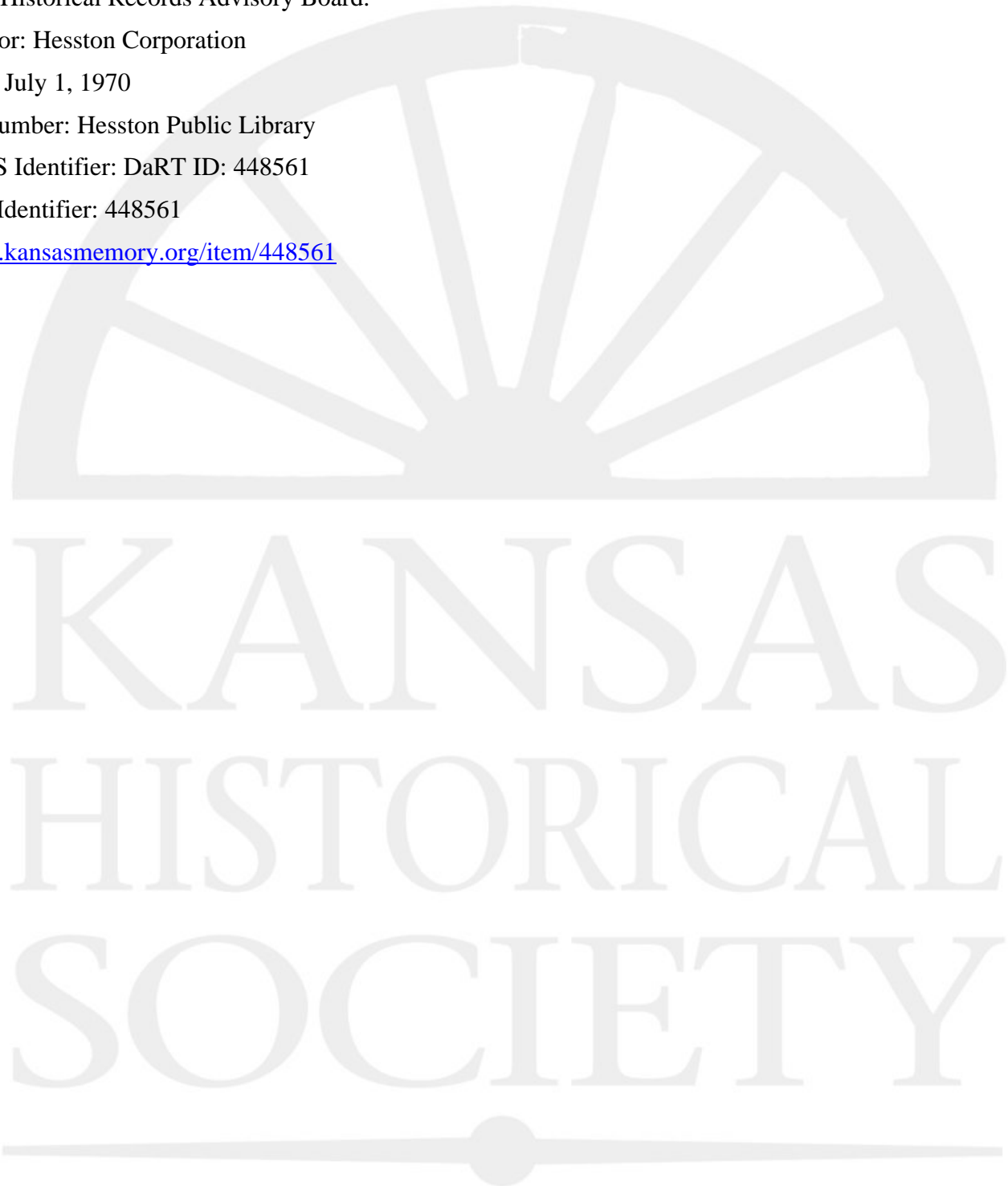
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Pollution Control at Hesston

Two words that seem to be in everyone's vocabulary these days are "pollution" and "environment"—and it is good that more and more people are becoming aware of and concerned about the control of pollution in our environment.

Some naturalists and conservationists have recognized the problem for a long time, but others have taken much longer to realize that we all have a responsibility in this area. Rachel Carson was one of the first concerned people to really focus attention on the problems of environment pollution with the publication of her controversial book, "Silent Spring".

Who is responsible for pollution? Factories, power plants, feed lots, and packing plants all share some responsibility. But anyone who uses electricity, drives a car, smokes a cigarette, uses detergents for laundry or dishes, uses insecticides or herbicides in the home or garden, fertilizes flowers or vegetables, burns trash, or charcoals a steak also is responsible for pollution.

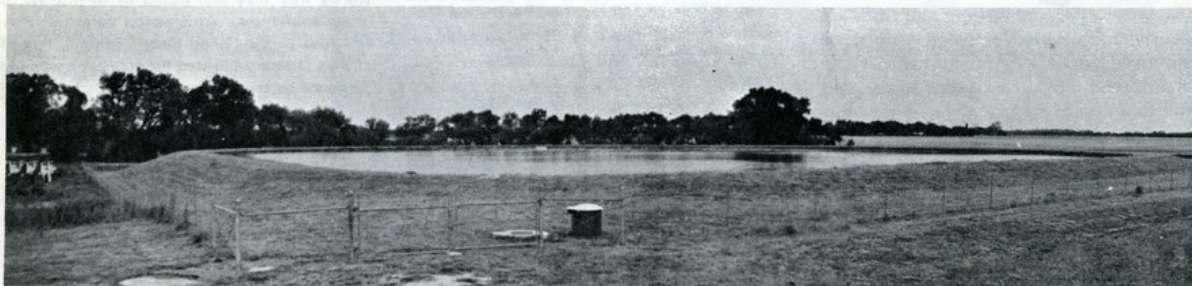
In our area of the country, with its lower concentration of people and industries, the problem has not yet become as serious as it is in the larger cities and industrial areas. Just the same, the potential exists and Hesston Corporation and Hesston employees are doing a number of things to assure that we do not contribute unnecessarily to environment pollution.

Ideal conditions are difficult, if not impossible, to achieve but periodic checks of plant conditions and suggestions are helpful in correcting unsafe or unhealthy conditions. One important area is liquid industrial waste disposal. In our plant all water used for steam cleaning, parts washing, and degreasing is pumped into a holding pond on the plant grounds and aerated with compressed air until the proper chemical content is achieved. It is then pumped in small quantities into the public sewage disposal system where it is further processed before being returned to the streams. Up to the present time the company has spent approximately \$42,000 in water pollution control and will spend another \$8,000 this year.

Air in the paint booths is run through a waterfall filtering system to extract most fumes and paint particles before being exhausted into the atmosphere.

All steel scrap is sold for reclaiming and is hauled away daily. Scraps of wood, paper, banding, etc., are hauled to the city dump where they are burned or buried. Waste paper from the offices is shredded and used for packing parts, returned to the paper mills for reprocessing, or burned in our own incinerator.

Even the shelter belt on the east side of the plant property serves a useful purpose in noise control since it protects the residential area east of the plant from some plant noise—and it will be increasingly effective as the trees grow larger.



What's the Policy?

EMPLOYMENT POLICY AND PROCEDURE

It is the policy of Hesston Corporation to maintain high standards in recruiting and selecting employees. Employment standards must result in hiring highly qualified people who are capable of performing efficiently and who have the capacity to grow along with the positions for which they are hired. In addition, there should be available within the company employees who have the qualifications to move up to the next level of employment when openings occur.

It is the policy of the company to extend equal employment opportunity to all qualified persons in all occupations and at all levels of employment without regard to race, religion, color, sex, age, national origin, or ancestry.

All hourly employees shall serve a sixty (60) day probationary period. All salaried employees shall serve a six (6) month probationary period.

Supervisor's Responsibility In Employment

If a new employee is needed, an "employee requisition" form is filled out by the supervisor, listing the qualifications desired. All "employee requisition" forms for production workers must be approved by the general foreman and the production manager. All requisitions for indirect hourly and salaried employees must be approved by the department manager, the appropriate Executive Staff member, and the controller.

Employee requisitions are sent to the Personnel Department, giving sufficient time for recruiting, screening, selecting, and orienting the new employees. A minimum of two weeks should be allowed for production and indirect hourly

openings.

Functions Of The Personnel Department In Employment

When an "employee requisition" form is received from a supervisor, the Personnel Department posts the job on all company bulletin boards in order to give first opportunity to interested and qualified people already employed by the company. All hourly and some salaried openings are posted. If no transfer applications are received, or if there are no qualified applicants from within the company, the Personnel Department then looks in the application files, which are kept up to date, and/or places ads in the local newspapers.

Applicants are interviewed and screened by the employment manager. Reference checking and testing may be done. The top applicants are sent to the supervisor for further interviewing and selection.

Cooperation of Supervisor and Personnel Department

The Personnel Department does not make final selection of employees. The supervisor is responsible for making the final selection from the applicants screened by the employment manager. The Personnel Department does have authority to screen employees, and no employees may be hired by the supervisor without approval of Personnel. If the supervisor desires additional information before making a selection, the Personnel Department will get it if it is available. The Personnel Department will make a recommendation if the supervisor asks, but the supervisor is not bound by such a recommendation.

Supervisors are expected to make maximum use of the Personnel Department and its employment services. The Personnel Department will use the best practical and feasible techniques available in all services provided in the field of employment.

420 Production Begins



Production of the new Model 420 Windrower began June 22. The 420 is a more compact machine designed to replace the Models 300 and 500. The first production machines went through the shop with few major problems, thanks to the fine cooperation between Engineering and Manufacturing.

shop talk

... published by Hesston Corporation, Hesston, Kansas, for employees and friends.

Readers are encouraged to submit pictures and stories that they feel would be of interest to other employees. All Hesston personnel may advertise in the "Shop Swap" column, free of charge. Items submitted for publication should be signed by the sender.

Editor: Nelson Galle
Assoc. Editor: Lucille Brubacher
Contr. Editors: John Siemens, Jr.
Kenny Miller
Staff Artist: Dennis Schmidt
Lithography: Gary Blankenship
Herb Schroeder



Logan plant manager Max Bennett



Controller Max Staheli

Know Your Company

LOGAN OPERATION

A part of the Hesston family not well-known to many employees is the Logan, Utah branch of the family. The Logan Operation is a manufacturing plant run independently, but still closely connected to the Hesston plant. Max Bennett, plant manager at Logan, reports to Rich Huxman, production manager at Hesston.

The Logan operations are patterned very closely after the Hesston Operations. Quality standards at Logan are similar to those at Hesston and Dillyn Culp, quality control manager at Hesston goes to Logan periodically to check quality control procedures. According to Dillyn, "The quality standards maintained at Logan are excellent. The employees take great pride in turning out high quality products."

Accounting clerk Toni Messinger (l.) and secretary Linda Johnson



Secretary Bobbi Erwin



Industrial engineer Ron Kilburn (l.) and quality assurance superv. Dale Fullmer



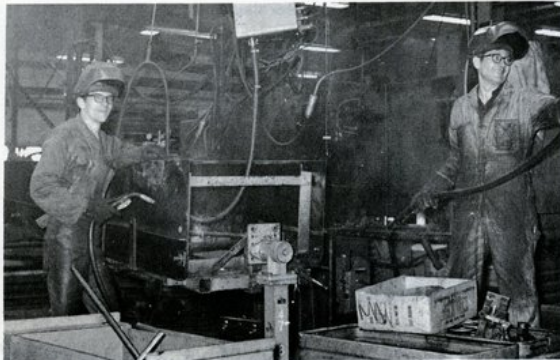
Assemblers (l. to r.) Mike Bradshaw, Boyd James, Lewis Nelson and shop supt. Dillard Duerksen



Second shift foreman Tony Federico

At quality control review: (l. to r.) Dillard Duerksen, Max Bennett, Larry Shoop, Dillyn Culp (Hesston), and Dale Fullmer





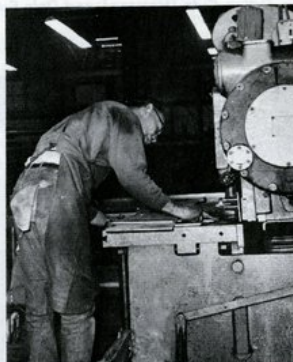
Welders Steve Thatcher (l.) and Dick Butters



Mainframe welders Henry Bitsuie (l.) and Bob Pitcher



Welders (l. to r.) Adolpho Campos, Darrell Erickson and Jim Mayers



Fab. machine operator Evert Robertson



Fab. machine operator Sid Cardon

Fab. machine operator Dwight Anderson

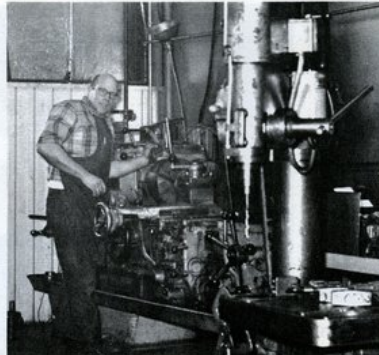


Products presently being manufactured at Logan are the 495 and 495A Beet Harvesters and the Models 30 and 40 Beet Top Savers. There are four departments in the plant: Fabrication, Machine Shop, Welding, and Assembly. The plant is located on an 80 acre tract of land four miles south of Logan. The 21,600 square foot building of rigid frame steel construction was completed in late 1966.

Future plans call for moving the engineering, manufacturing, and marketing functions for the potato harvester to Logan. Plans are for this product transfer to be made by October 1, 1970. This will also involve transferring some Hesston employees who have been involved in potatoes to Logan, probably at a later date.

"The Logan Operation began with a tremendous challenge," commented Rich. "But with a lot of help from people at Hesston and total commitment from everyone at Logan, they have exceeded every manufacturing productivity goal established for the Logan plant, and they have stayed within budget limits while doing it. Each employee at Logan is a real credit to our company."

According to such reports as those above, our Logan "cousins" are real Hesston people. We have been, and are, happy to have them as part of the family.



Machinist, Deloy Nielsen



Machinist, Grant Parkinson



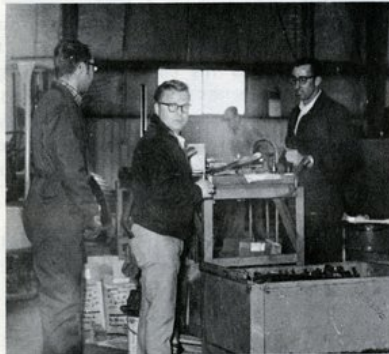
Stockroom and tool crib attendant Danny Harris



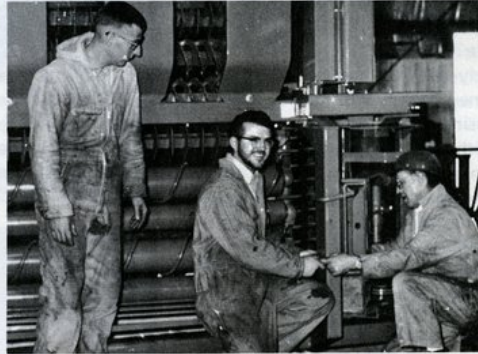
Second shift assemblers (l. to r.) Terry Clawson, Leon Rasmussen and Bob Lange



Painter Tim Mathews



Inspectors Brent Lee (ctr.) and Alton Bird (r.)



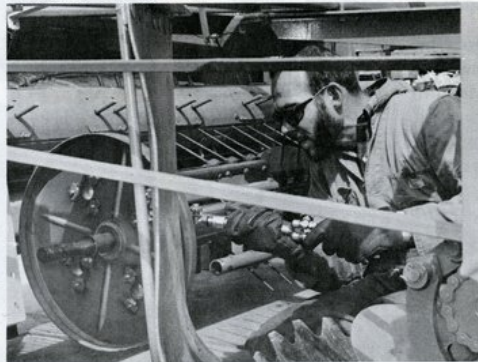
Final assembly & packagers (l. to r.) Leslie Wood, Don Willie, and Lamar Fullmer



Maintenance man Henry Hickox

Trades helpers - shipping, (far right) Clair Larkin and Jerry Thurston

Rework mechanic Glen "Moose" Voth, formerly with the Hesston plant



Inventory Shutdown Scheduled

The inventory shutdown this year is scheduled for August 10 through August 21. All production workers will be off from close of second shift August 7 until beginning of first shift August 24, except those specifically requested to help with inventory. Indirect hourly people who will be off work during inventory will be informed by their supervisors.

In the July, 1969 issue of Shop Talk, Gene Diller, finance administration manager and former material control manager, gave some of the reasons for inventory. The excerpts below are reprinted from that article.

"Most people keep a fairly accurate count of their money. Banks close early each day to take inventory of their money and to balance the books. Most businesses reconcile the cash in the register with sales each day, but nobody takes a complete inventory every day. Yet, material is only money converted into something else. It has value just like money only we don't look at it quite the same. If we did, maybe we would do a better job of managing our inventories.

"Some of the reasons for taking inventory are:

1. Government agencies require reporting to be accurate to protect the investing public and to collect the proper amount of taxes.
2. The inventory helps keep a check on our procedures. All inventories except overrun and whole goods at the branches are now computerized. Procedures are subject to human and mechanical error and must be checked occasionally.
3. Records of raw material, parts, and finished goods must be reconciled to make sure they are the same as actually

on hand. If records and stock-on-hand are out of balance, we may run out of material and shut down production."

Not one of the reasons for inventory shutdown, but a side advantage of it, is the opportunity it affords for maintenance crews to do major repair and maintenance jobs that cannot be done under operating conditions. Inventory, therefore, is a necessary and—in the long run—advantageous part of operating the company.

Employee Activity Survey Results

Of 900 survey questionnaires distributed, 185 (about 21%) were returned. In addition to the activities on the questionnaire, many good suggestions were made. These will be reviewed and considered by the Activity Committee in planning future activities. Activities on the questionnaire and the percentages favoring them are shown below:

Pete's Puddle	65.0
Discount Tickets to Movies	61.6
Family Night	65.7
Picnic	44.8
Annual Bowling Tournament	41.0
Golf - Newton Public Course	37.8
Fishing Contest	35.0
Roller Skating	33.5
Watermelon Feed	32.9
Dance - Elk's Club	31.3
Yentrouc	24.8
Softball	24.3
Bowling Leagues	22.7
Golf Tournament - Newton Country Club	22.2
Trap Shoots	20.5
Golf Tournament - Newton Public Course	15.7
Pool Tournament	15.7
Golf Tournament - Neutral Course	15.7
Basketball	15.0

Westerman's	14.6
Horseshoe Tournament	12.9
Square Dance Lessons	12.4
Archery	7.5

Proper Use of Employee Identification Cards

As you know, the Employee Activity Committee is sponsoring Pete's Puddle as a summer recreation activity. All employees and their families are admitted free by showing their Hesston Corporation identification card.

Your cooperation is asked in using your card only for your immediate family. If anyone misuses his card, such as loaning it to someone not employed at Hesston, it may become necessary for the Activity Committee to prevent the employee from attending future Activity Committee events.

In case you have not updated your card, this can be done anytime at the Personnel Department.

P.S. Pete's Puddle is closed on Tuesdays.

**shop
swap**

FOR RENT OR SALE: Small house in Canton. Will finance. Furnished or unfurnished. — Also, a 66 Chevy. 3/4 ton pickup with 327 engine and air. Contact Les Sommerfeld, Eng. Shop, Ext. 235.

FOUND - Two men's watches in Plant II. Owners may identify and claim in First Aid Room, Plant II.

15 Service Years

Harold Beck, Tooling
Mel Wiggers, General Foreman - Plant II

5 Service Years

Keith Kaufman, Welding Foreman - Plant II
Jim Thurston, Welding Shift Foreman -
Plant III

Dale Lawrence, Welding - Plant II
Marvin Berends, Welding - Plant II
Philip Solis, Welding - Plant II



Beck



Wiggers



Lawrence



Berends



Kaufman



Thurston



Solis

Hesston Employees Retire

C. CLYDE WEECE

A retirement party was held in the Tooling canteen Monday afternoon, June 29, in honor of C. Clyde Weece who retired on July 1. Clyde came to work at Hesston September 8, 1958 as a machinist B. He was reclassified to tool maker B October 6, 1958 and to tool maker A on July 13, 1959.



His fellow employees presented Clyde with a pair of binoculars and Nelson Galle, employee relations manager, presented the company's retirement gift, a wall weather instrument.

Clyde's long-range plans are still indefinite; his immediate plans include an extended vacation to the Northwest United States. Best wishes, Clyde, in all your future endeavors.

HARRY L. PRICE

The Tooling canteen was the scene for a retirement party Tuesday afternoon, June 30, honoring Harry L. Price who retired on July 1. Harry began work at Hesston October 7, 1958 as a machine maintenance man. He was reclassified to maintenance man skilled on October 5, 1959.



His fellow employees presented Harry with a fishing reel and John Siemens, Director of Industrial Relations, presented a wall weather instrument as the company's gift. His fellow workers also gave Harry an extra gift—some of his own tools mounted on a wooden plaque with an IBM work order card.

Harry plans to vacation for a while and try out his new fishing reel, and then he plans to get a part-time job.

Skin Problems

The occupational origin of skin conditions is often difficult to establish with certainty. A job relationship is strongly suggested when a rash originally appears during the working period, improves during vacations, and recurs regularly following return to the same type of work.

Detailed study of the work environment and kind of work done usually must be made. This includes studying information on all substances handled at work, their nature and concentration, and the length of contact. Methods of cleaning the skin and the use of protective clothing and creams must also be determined.

Many non-occupational skin conditions may be confused with occupational skin diseases. After a thorough history and physical examination, approximately 40 to 50 percent of all patients suspected of having an occupational disease are found to have a disease of non-occupational origin.

Many skin problems, both occupational and non-occupational, can be prevented by use of some, or all, of the precautions below:

1. Keep skin as clean as possible at all times.
2. Wear proper protective clothing.
3. Use barrier creams and protective lotions intelligently.
4. Learn the nature of chemicals and other materials used in your work and handle hazardous materials no more than necessary.
5. Keep your work area as clean as possible at all times.

Safety Shoe Winner

Harvey Stegeman (department 901) was the winner of a free pair of safety shoes June 24. Thirty-nine pairs of shoes were sold during the visit of the shoemobile that day. The shoemobile will be at the plant again in early September.

First Aid-Safety Representatives Meeting



A meeting of first aid-safety representatives was held Thursday, June 25, in the west conference room. A discussion of the role of the safety representative, a demonstration of an oxygen unit and a manual resuscitation unit, and a film, "Before The Emergency", comprised the program.

It was announced that Bobby Unruh (department 909) has been appointed chairman of the first aid captains' meetings for a three-month period.



Wanda Claassen, plant nurse, demonstrates proper use of the manual resuscitator and portable oxygen unit using her brother, Frank Nachtigal (department 924) as the "victim".