

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.

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shop talk may 72

StakHand 10 Production Begins

The first unit of Hesston's newest product, the StakHand 10, rolled off the Plant II assembly line on April 21. About 300 of this smallest version of the StakHand will be built before inventory shut-down. An additional larger run will be built in Plant II before the new StakHand line in the expanded Plant III

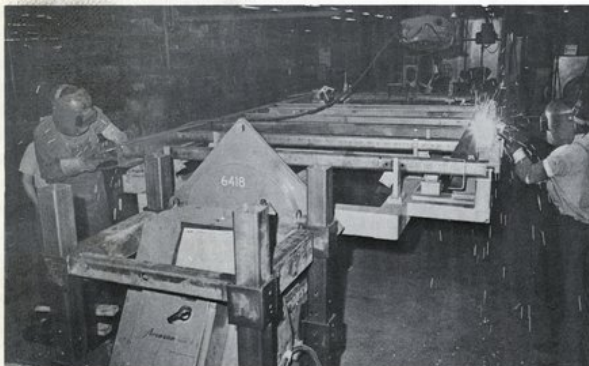
facilities starts up around the first of the year.

Glen Otte, general foreman for Plant II, and Rich Huxman, production manager, expressed appreciation for the hard work and cooperation given by all employees involved in getting the lines set up and

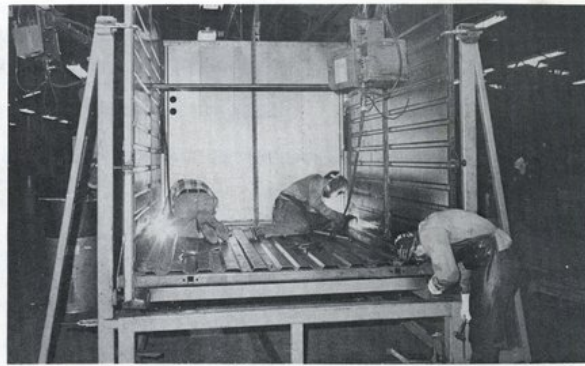
in production. "Everyone concerned has done an outstanding job in getting this line started under extremely crowded and adverse conditions," Glen stated. About 60 people work on the line doing the welding and initial assembly work.

(cont. on page 2)

Frame members are placed in jig and welded.



Floor, front and side walls are positioned and welded to frame.



Side panels and supporting members are clamped into position and welded.



Gearbox and jackshaft are installed.

(cont. from page 1)



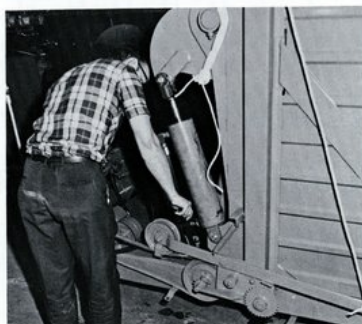
Above, bars are riveted to the push-off chain.

At right, StakHand 10 is painted from bottom to top.



Unit is steam cleaned prior to painting.

Hydraulic cylinders and hoses are installed, rt.



Perry Roberson, product manager for the StakHand 10, also commended those who worked so diligently to get this machine into production earlier than had been planned.

The StakHand 10 was designed for the

smaller farm operations - - the farmer who puts up between 150 and 200 tons of hay per year and feeds between 50 and 100 head of cattle. Not everyone wants a small stack, but money is a factor for the small farmer and a StakHand 10 and a StakMover 10 can be purchased for just a little more than half the cost of the same equipment in the 30 series.

The general concept and stack quality of the StakHand 10 is comparable to the tried and proven StakHand 30 line.

Original plans called for building only a pilot run of StakHand 10s in Plant II. But dealer and customer acceptance and demand for this product far exceeded expectations and it was impossible to wait for completion of the new facilities at Plant III to respond to this demand.

The first machine off the line went immediately to the test track for 100 hours of continuous testing and checking. Preliminary tests show that quality and reliability are above average for the first production run of a new product.

The companion to the StakHand 10, the StakMover 10, is scheduled to go into production on May 15.

U.S. Savings Bond Deduction Plan

Employees interested in purchasing U.S. Savings Bonds through the payroll deduction plan may do so simply by filling out a "Payroll Deduction Authorization" form which may be obtained from the Personnel Department.

Bonds purchased in this manner are Series E Bonds and are available in denominations (face value) of: \$25, \$50, \$75, \$100, \$200, \$500, and \$1,000. Interest on these Bonds accrues at the rate of five percent when held to maturity of 5 years, 10 months - - with a 1/2% bonus at maturity to make it 5-1/2%.

Any amount may be designated by the employee and the deduction may be made out of every paycheck or out of only one paycheck per month. When enough money has been deducted to purchase a Bond of the desired denomination, the Payroll Department buys the Bond and delivers it to the employee. Purchase prices of Series E Bonds are:

Face Value	Purchase Price
\$ 25 - -	\$ 18.75
50 - -	37.50
75 - -	56.25
100 - -	75.00
200 - -	150.00
500 - -	375.00

If you are not currently participating in the Payroll Deduction Plan and would like to start, simply request a "Payroll Deduction Authorization" form from the Personnel Department, designate the amount you want deducted and the paycheck(s) from which it is to be deducted, and sign the form. Deductions will begin with the next pay period after authorization is received in Personnel.

shop talk

...is published monthly for employees and their families by Hesston Corporation, 420 West Lincoln Blvd., Hesston, Kansas 67062 under the supervision of Nelson Galle, Employee Relations Manager.

Readers are encouraged to submit pictures and stories of interest to other employees. Hesston personnel may advertise items in the "Shop Swap" column without charge. Items submitted for publication must be signed by the employee.

Editor Lucille Brubacher
Layout Dennis Schmidt
Lithography Gary Blankenship
Herb Schroeder

Member: International Association of Business Communicators and Kansas Business Communicators.

Winners and Losers

How do you account for the difference between those who "make it" and those who "bomb out" in any effort in life.

Talent isn't the whole answer. Nor is luck. There is another element that helps separate the winners from the losers.

Columnist Sydney Harris describes the difference in this way:

When a winner makes a mistake, he says: "I was wrong."

When a loser makes a mistake, he says: "It wasn't my fault."

A winner goes through a problem; a loser goes around it, and never gets past it.

A winner says: "I'm good, but not as good as I ought to be." A loser says: "I'm not as bad as a lot of other people."

A winner listens; a loser just waits until it's his turn to talk.

A winner feels responsible for more than his job; a loser says: "I only work here."

*Reprinted from CATERPILLAR FOLKS, publication of
Caterpillar Tractor Company*

Know Your Company



Production dispatcher checks a material shortage list . . .



. . .and checks on the progress of a work order.

PRODUCTION DISPATCHER

The eight employees classified as production dispatchers report to Lloyd Otte, production control supervisor, but they work in different departments throughout the shops. The six dispatchers who work first shift in Plant II serve two departments each; one dispatcher serves all of Plant III and one serves all of the Fabrication Building. Two production dispatchers work on second shift - one in Fabrication and one in the Machine Shop and Welding areas of Plant II.

The production dispatchers process all work orders into and out of their respective dispatch centers with necessary audit checks. They schedule work to the various machines in the areas assigned to them and work with the department supervisor to see that work is completed on or before the scheduled completion date. They work very closely with the expeditors to accomplish this.

Dispatchers also prepare Material Shortage Lists, and make other reports as required; check tooling as needed; and they must be knowledgeable about the status of all work in their departments at all times.

RECEIVING AND STOCKROOM FOREMAN

The receiving and stockroom foreman reports to the warehouse and shipping manager. He supervises activities of the 17 employees in the Receiving, Stockroom, and Overrun areas. He is responsible for the orderly flow of incoming merchandise

through the Receiving area and an accurate accounting of its receipt. He is also responsible for the movement of merchandise out of the stockroom through established procedures and for the accuracy of paper work involved.

Receiving is a service department to all other departments in the company. Close cooperation and communication are necessary between Purchasing, Receiving, Quality Control, and the user departments in order to assure that needed materials are purchased, processed through Receiving, and delivered to the proper user department without undue delay. If the necessary requisitions and purchase orders are not processed, urgently needed materials or parts might arrive in Receiving and sit there for a day or two while efforts are made to locate the proper delivery location.

The Overrun area is used for storage of fabricated parts made in excess of line requirements. At the end of a production run, leftover parts are sent to Overrun to be catalogued and stored. Part numbers are sent to the Materials Department where they are recorded. When the same product is manufactured again, these parts are returned to the line for use.

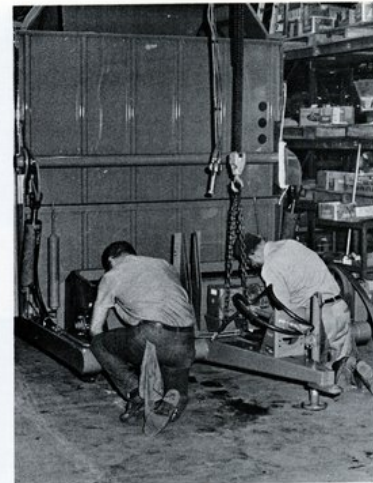
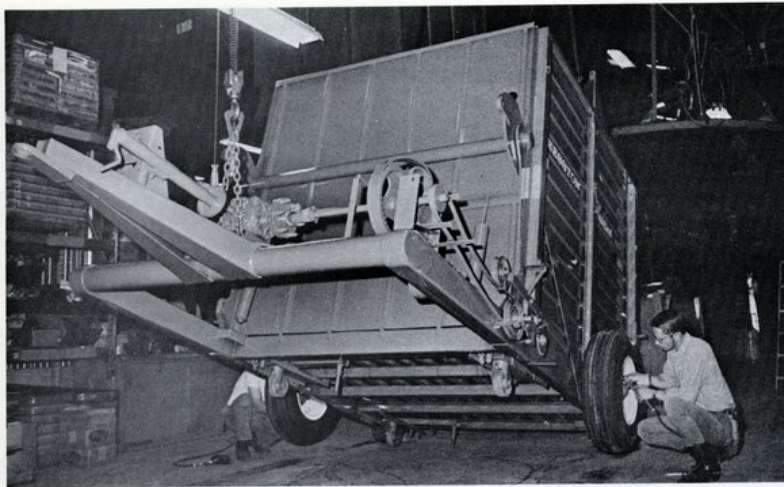
The receiving and stockroom foreman coordinates and supervises all of these functions. A considerable portion of his time is spent in communicating with individuals and departments throughout the company, as well as with the people in his own area.



Above, receiving and stockroom foreman confers with receiving cc on disposition of rejected castings. . .

and, below, works with stock control clerk cc and expeditor to trace issued material.





*Above left, packagers bolt wheels to SH/10 hubs at station one . . .
and above, mount pickup unit at station three.*



MAIL AND STORES CLERK

The mail and stores clerk is part of the Office Services Department. He orders, sorts, and distributes office supplies and forms to the Hesston and Logan plants and all outlying branches. He also maintains the film supply for company use.

He seals assembly instructions and parts books in plastic envelopes and delivers them to Production to be shipped with each machine. In addition, he maintains the inventory of operator's manuals, parts books, and assembly instructions and distributes them to branches, dealers, and customers as required. He reorders when necessary to maintain the proper inventory levels.

His duties also include storing inactive files and checking them annually for "destroy dates". Files to be kept permanently are maintained in designated areas.

He operates and maintains the quick-copy equipment in the mail and supply room. This includes the Xerox machine, Bruning copier, and the small offset press. He produces between 15,000 and 20,000 copies a week.

Above left, mail and stores clerk printing copies on the offset press . . .

and below left, checking inventory of office supplies.



PACKAGER

Fifty employees at Hesston carry the classification of packager. Of this number, 36 work in Plant II with the remaining 14 working in Plant III.

Packagers perform a number of functions. Besides the obvious duties of boxing extra equipment and sacking hardware for kits and for shipping with machines, they also put parts on the paint line and remove them from the line when they come out of the drying ovens; do any needed touch-up painting on parts and machines; do final assembly work on machines; do run-in checks on finished machines and make any minor adjustments required; and apply all decals.

In Plant II Packaging at present there are four stations where various operations are performed on the StakHand 10. At the first station, final assembly of the bed, press, and tail gate sections is done; push-off chains and hydraulic hoses are installed at station two; the pick-up unit and the two upper ducts are assembled at station three; and at station four, the final run-in check is made and the machine is crated for shipping. Eight packagers in Plant II are currently doing essentially these same functions except that they are working on the StakHand 30.

The 14 packagers in Plant III do the same work as those in Plant II except that they do not do boxing and sacking.



CONGRATULATIONS GRADUATES

HIGH SCHOOL



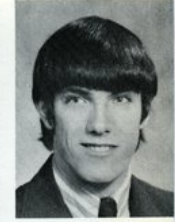
ROBERT ABNEY
Newton High School
Newton, Kansas
Parent: Glenn Abney
Dept: Welding Plant II



JOAN AUERNEIMER
Hesston High School
Hesston, Kansas
Parent: Edgar Auernheimer
Dept: Welding Plant II



RON BACHMAN
Hesston High School
Hesston, Kansas
Parent: Don Bachman
Dept: Purchasing



DARRELL BACON
McPherson High School
McPherson, Kansas
Parent: Vivian Bacon
Dept: Payroll



SANDRA L. CONNER
Canton High School
Canton, Kansas
Parent: Irvn L. Conner, Jr.
Dept: Tool Grinding



PAUL CULP
Hesston High School
Hesston, Kansas
Parent: John H. Culp
Dept: Engineering



MICHAEL DECKER
Arvada West High School
Arvada, Colorado
Parent: Glenon Decker
Dept: Denver Branch



NADINE DECKER
Canton High School
Canton, Kansas
Parent: Susie Decker
Dept: Assembly Plant II



CAROL DUERKSEN
Goessel High School
Goessel, Kansas
Parent: Milton Duerksen
Dept: Shear Shop



SUSAN DUNN
Fort Collins High School
Fort Collins, Colorado
Parent: Don Dunn
Dept: Denver Branch



MAXINE FUNK
Hesston High School
Hesston, Kansas
Parent: Harry R. Funk
Dept: Office Custodial Service



DEE HERSHBERGER
Hesston High School
Hesston, Kansas
Parent: Herman Hershberger
Dept: Shipping



FAITH HERSHBERGER
Hesston High School
Hesston, Kansas
Parent: Howard Hershberger
Dept: Finance



ROGER R. HIEBERT
Newton High School
Newton, Kansas
Parent: W. H. Hiebert
Dept: Welding Plant II



RICHARD A. JOHNSTON
Hesston High School
Hesston, Kansas
Parent: Alvin Johnston
Dept: Assembly Plant II



WILLIAM KLATT
Moundridge High School
Moundridge, Kansas
Parent: Mr. & Mrs. Ray Klatt
Dept: Production Control (Ray)
Manufacturing Office (Laura)



GLEN KNAK
Hillsboro High School
Hillsboro, Kansas
Parent: Eldon W. Knak
Dept: Machine Shop Plant II



GALEN KOEHN
Hesston High School
Hesston, Kansas
Parent: Irene Koehn
Dept: Marketing



JONENE NICKEL
Goessel High School
Goessel, Kansas
Parent: Alfred Nickell
Dept: Assembly Plant II



KATHLEA PERKINS
Newton High School
Newton, Kansas
Parent: Richard Perkins
Dept: Packaging



RICHLEIGH PERKINS
Newton High School
Newton, Kansas
Parent: Richard Perkins
Dept: Packaging



SUSAN QUITNO
Newton High School
Newton, Kansas
Parent: Bob Quitno
Dept: Marketing



YVONNE SCHMIDT
Goessel High School
Goessel, Kansas
Parent: Orlando Schmidt
Dept: Assembly Plant III



EMILY SIEMENS
Newton High School
Newton, Kansas
Parent: John Siemens
Dept: Industrial Relations



JUDY STROHM
Newton High School
Newton, Kansas
Parent: Margie Bernhardt
Dept: Legal

VOCATIONAL TECHNICAL SCHOOL



BRADLEY NICKEL
Manhattan AVTS
Manhattan, Kansas
Parent: Alfred Nickell
Dept: Assembly Plant II



DEWANE H. SCHMIDT
Manhattan AVTS
Manhattan, Kansas
Parent: Jacob S. Schmidt
Dept: Machine Shop Plant II

COLLEGE OR UNIVERSITY



WANDA GUHR BURNETT
University of Illinois
Chicago, Illinois
Parent: Henry Guhr
Dept: Maintenance



MARLA GAIL CHRISTIANS
Wichita State University
Wichita, Kansas
Parent: Edward Christians
Dept: Tool Crib Plant II



ARLENE GOOSSEN
Hesston College
Associate in Arts in Nursing
Hesston, Kansas
Spouse: LaVern Goossen
Dept: Engineering



LINDA JO BAINUM
Heston High School
Heston, Kansas
Parent: Donald A. Bainum
Dept: Stockroom



GLENN BARTEL
Enterprise Academy
Enterprise, Kansas
Parent: Leonard Bartel
Dept: Packaging Plant II



KARL W. BAUDER
Hutchinson High School
Hutchinson, Kansas
Parent: Pat Bauder
Dept: Personnel



PATTI BREWER
Peabody High School
Peabody, Kansas
Parent: Max Brewer
Dept: Shear Shop



SHERRY LYNN BRIDGE
Windsor High School
Windsor, Vermont
Parent: "Flick" Wirasnik
Dept: Syracuse Branch



JAMES L. CHAFFEE, JR.
Fruita Monument High School
Grand Junction, Colorado
Parent: James L. Chaffee, Sr.
Dept: Denver Branch



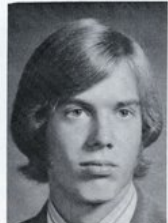
PHILIP COOPRIDER
Heston High School
Heston, Kansas
Parent: Don Coopridge
Dept: Accounting



SARA GEORGE
Lake Highlands High School
Dallas, Texas
Parent: Douglas George
Dept: Dallas Branch



DENNIS D. GILLEN
Moundridge High School
Moundridge, Kansas
Parent: Cecil Gillen
Dept: Welding Plant II



LAVERNE GOERING
Heston High School
Heston, Kansas
Parent: Bonnie Goering
Dept: Product Planning, OEM



NANCY GOERTZEN
Goessel High School
Goessel, Kansas
Parent: Irvin E. Goertzen
Dept: Purchasing



SHERRY GORDNER
Midlakes High School
Clifton Springs, New York
Parent: Ray Gordner
Dept: Syracuse Branch



JANET GUSTAFSON
Newton High School
Newton, Kansas
Parent: Neil Gustafson
Dept: Industrial



ALAN J. HEIMAN
Beaverton High School
Portland, Oregon
Parent: Vern Heiman
Dept: Portland Branch



BRAD J. KREHBIEL
Newton High School
Newton, Kansas
Parent: Naomi Krehbiel
Dept: Production Control



DENNIS E. KRUEGER
Heston High School
Heston, Kansas
Parent: Frances Krueger
Dept: Production Control



PHILIP KRUSE
Newton High School
Newton, Kansas
Parent: Waldo Kruse
Dept: Quality Control



GARY LONG
Heston High School
Heston, Kansas
Parent: Bill Long
Dept: Engineering



DOUGLAS MARLER
Marion High School
Marion, Kansas
Parent: Sherman Marler
Dept: Welding Plant II



GREGORY F. MAY
Marion High School
Marion, Kansas
Parent: Francis L. May
Dept: Paint Plant II



LINDA MILLER
Heston High School
Heston, Kansas
Parent: Kenny Miller
Dept: Industrial Relations



ROGER R. TEMPLE
Stagg High School
Stockton, California
Parent: Dan Temple
Dept: Fresno Branch



JANICE UNRUH
Goessel High School
Goessel, Kansas
Parent: Olin Unruh
Dept: Machine Shop



JONATHAN VOTH
Goessel High School
Goessel, Kansas
Parent: Ernie J. Voth
Dept: Packaging Plant II



ROBERT A. WATTS
Peabody High School
Peabody, Kansas
Parent: Bobby A. Watts
Dept: Fabrication



KAREN ZIELKE
Heston High School
Heston, Kansas
Parent: John Zielke
Dept: Systems & D.P.

NOT PICTURED

CAROL CAMPOS
Skyview High School
Smithfield, Utah
Parent: Adolfo Campos
Dept: Logan

CHARLES M. DUNBAR
Newton High School
Newton, Kansas
Parent: Bert Dunbar
Dept: Machine Shop, Plant II

DEBBIE ROSE TAYLOR
Skyview High School
Smithfield, Utah
Parent: James Taylor
Dept: Logan

MARTHA ANN VOTH
Goessel High School
Goessel, Kansas
Parent: Harold W. Voth
Dept: Product Proving



SUSAN YOST HULNICK
Wichita State University
Wichita, Kansas
Parent: Lyle E. Yost, President



DOROTHEA JEAN OSBURN
Fort Hays State College
Fort Hays, Kansas
Parent: W. R. Osburn
Dept: Fabrication



MRS. JANET REIMER
Bethel College
North Newton, Kansas
Parent: John H. Reimer
Dept: Assembly Plant II



JAIME SILVA
Fresno State College
Fresno, California
Spouse: Ron Silva
Dept: Fresno Branch



JAN WEDEL Mail Clerk
Kansas State University
Manhattan, Kansas
Parent: Daton Wedel
Dept: Machine Shop



KATHIE ZIELKE
Hutchinson Community Jr. Coll.
Hutchinson, Kansas
Parent: John Zielke
Dept: Systems and D.P.

NOT PICTURED

JOHN HERSHBERGER
Eastern Mennonite College
Harrisonburg, Virginia
Parent: Howard Hershberger
Dept: Finance

MRS. JOANNE KLASSEN
Bethel College
North Newton, Kansas
Spouse: Harold G. Klassen
Dept: Fabrication

DAVID F. VOTH
Butler County Juco
El Dorado, Kansas
Parent: Harold W. Voth
Dept: Product Proving



Know Your Insurance

WEEKLY INCOME INSURANCE

What it is

Weekly income insurance is part of the insurance package provided by the company. It provides income for employees who are unable to work due to illness or off-the-job injury. Every full-time employee becomes eligible for this insurance on the first day of the month following employment. This insurance pays \$75 per week for up to 26 weeks beginning on the eighth day of illness or on the first day of an off-the-job injury. In the case of an accident, the day you see a doctor is considered the first day for payment.

How you get it

As soon as the personnel records clerk is notified that you are off work due to an off-the-job injury or that you are still sick on the eighth day, she relays this information to the insurance secretary. The insurance secretary mails you a weekly income claim form the same day she is notified that you are eligible.

When you receive this claim form, you should immediately fill out Part I and take or send the form to your doctor. Your doctor fills out the medical statement on the back of the claim form and returns it to the insurance secretary.

The insurance secretary completes the employer's statement and forwards the claim form to the insurance office in Topeka. The insurance company processes the claim form and issues a check for \$150 two weeks from the date you become eligible and every two weeks thereafter until they are notified that you have returned to work or until the 26 weeks have elapsed.

In cases of extended illness, the insurance company will send a "Continuing Dis-

ability" form every four to six weeks to confirm that you are still eligible for weekly income insurance. This form is mailed to you along with your insurance check. You must have your doctor complete this form and return it to the insurance secretary to be forwarded to Topeka. If the insurance company has not received the "Continuing Disability" form by the time your next check is due, the check will be held up until the form is received.

What you can do

Be sure to notify your supervisor when you are sick so your personnel record is accurate. If you are injured off the job on Saturday or Sunday, notify the plant nurse as soon as possible on Monday so the paperwork can be started.

When you take the claim form to your doctor, remind him that you will not receive income insurance until the form is received in Topeka. Most doctors are busy, but will complete the form promptly if they know your income depends on it.

Notify the insurance secretary as soon as possible when you know you will be returning to work. Sending in the "Return to Work Permit" as early as possible can prevent delay in receiving your final weekly income insurance check.

What's the Policy?

TERMINATION POLICY AND PROCEDURE

It is the policy of the company to hire and retain competent and dependable employees and to hold employee turnover to a minimum.

Competent employees who resign voluntarily should be interviewed by both the supervisor and a member of the Personnel

Department to determine the reason for his action. If a misunderstanding is the cause, an effort should be made to correct the situation and encourage the employee to remain.

Before terminating an employee for unsatisfactory job performance, the supervisor must be sure that every effort has been made to help the employee learn the required job skills and understand the performance level expected of him. If his performance is still unsatisfactory, an effort should be made to determine if placement in another job is possible and feasible.

If, after the above steps have been taken, it is decided to terminate an employee, the supervisor will meet with the employee and advise him of his decision. The employee will then be sent to the Personnel Department for an exit interview. If the supervisor wishes, a member of the Personnel Department may be invited to be present at his interview with the employee.

Procedure

The following termination procedure is to be followed regardless of the reason for termination:

1. The supervisor fills out a "Change in Status Notice" and an "Employee Performance Review" form as soon as possible after he knows an employee will be terminating. These forms are forwarded to the Personnel Department immediately.
2. The supervisor checks with the Tool Crib and any other departments where the employee may have obtained tools, keys, credit cards, etc., to be sure that all company property held by the employee has been turned in. The supervisor also completes a "Final Paycheck Release" form and sends it to the Personnel Department along with the "Change in Status Notice" and the "Employee Performance Review" form. The Personnel Department will forward the "Change in Status Notice" and the "Final Paycheck Release" form to the Payroll Department.
3. The Payroll Department will check the records for any unpaid accounts owed by the employee. If all accounts have been settled, the Payroll Department will complete the "Final Paycheck Release" form and return it to the Personnel Department along with the final paycheck. No final paycheck will be presented to the employee unless the Personnel Department has received a properly completed "Final Paycheck Release" form.

Employee Activity News Bowling Tourney Results

WOMEN



SINGLES First-Fran Krueger, Production Control left
Second-Ruth Robbins, Machine Shop P.II



DOUBLES First-Left to right Carol Schwabauer, International
and Sharon Hall, Purchasing
Second-Elsie Ainsworth, Maintenance and
LaJune Thrasher, Industrial Engineering



HIGH 30 Scratch-Sharon Hall, Purchasing left
HIGH 10 Scratch-Fran Krueger, Production Control

MEN



SINGLES First-Cecil Wenger, Production Control left
Second-Wilber Hite, Machine Shop P.II



DOUBLES First-Left to right Del Voth, Accounting and
Larry Buller, Production Control
Second-Dutch Steinle, Machine Shop P.II and
Al Wulf, Machine Shop P.II



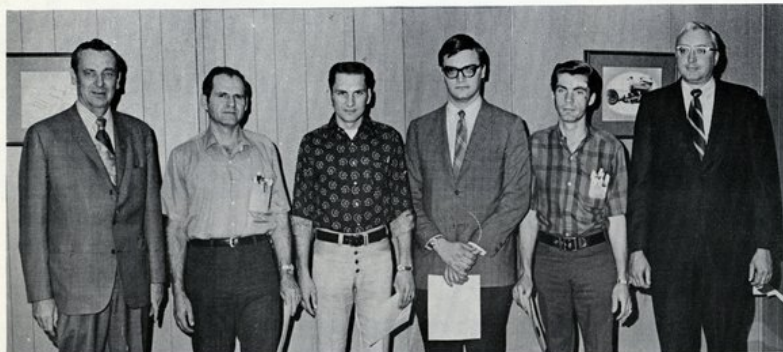
HIGH 30 Scratch-Don Coons, instructor left
HIGH 10 Scratch-(Tie)-Al Wulf, Machine Shop P.II and
Kenneth McGranor, Assembly P.III

Inventory Shutdown

Dates for the 1972 inventory shutdown will be July 17 through July 28. Work will resume at the beginning of third shift (12:01 a.m.) on July 31.

Employees who have not completed their probationary period will be placed on layoff status and will have their probationary period extended by the length of time they are on layoff.

Complete Training



Left to right - Melcher, Neufeld, Decker, Buller, Unruh, and Zuercher.

Seven employees recently completed the in-company training course, "Orientation for New Supervisors". The course consists of eight 1-1/2 hour sessions and is designed to familiarize new supervisors with their responsibilities in personnel administration and to review the policies and procedures they need to follow to carry out these responsibilities.

Instructors were Nelson Galle, Sam Zuercher, Dick Hollowell, Kenny Miller, and Wanda Claassen. Some of the areas covered were interviewing and hiring new employees; payroll policies and procedures; job performance reviews; contract interpretation; departmental seniority lists;

Memorial Day Holiday

The Memorial Day holiday will be observed on Monday, May 29, this year in keeping with the national Monday holiday observance. This will be a paid holiday for all eligible Hesston Corporation employees.

Operations will cease at the end of second shift on Friday, May 26, and will resume at the beginning of third shift (12:01 a.m.) on Tuesday, May 30. No one will work on May 29 unless specifically asked to do so.

personnel records; safety, first aid, and accident reports; and other similar subjects.

Those completing the course were Earl Neufeld, tool services supervisor; Jim Decker, shift foreman-machine shop; Roger Buller, branch accountant; Lowell Unruh, shift foreman-fabrication; Don Coons, machine shop instructor; Jim Thurston, welding instructor; and Sherry Curteman, Jobs 70 counselor. Certificates of achievement were presented by Ed Melcher, vice president-manufacturing, and Sam Zuercher, employment and office services manager.

Recent Visitors

James Reimer, winner of the 1971 Hesston Corporation FFA Scholarship Award; his parents, Mr. and Mrs. Richard Reimer; and his instructor in vocational agriculture studies at Goessel High School, Mr. John Morgan, were guests of the company on April 24.



Left to right - Morgan, Yost, James Reimer, Mr. & Mrs. Reimer, and Galle.

President Lyle Yost presented the engraved plaque which James had seen briefly at the Kansas State Fair last September when he was named winner. Nelson Galle, employee relations manager, and Leo Ediger, material disposition supervisor, were hosts at lunch and for the plant tour which followed lunch.

James, a senior at Goessel High School, designed and constructed a 30-foot field sprayer which won the \$500 college tuition grant.

Complete Shop Course



Walt Collier, tooling manager, (center) presented certificates of achievement and checks for tuition to Kenny Nightingale, Tooling Department, and Marvin Serviss, Machine Shop-Plant II, upon completion of a 50-hour machine shop course at the Central Kansas Area Vocational-Technical School recently.

Employees who attend classes to improve their job skills with prior approval of their supervisor and the Personnel Department are reimbursed for expenses under the Educational Assistance Policy of the company.



Nickel



Unruh

Swap Shop

For Sale—1,740 feet of 3" and 4" irrigation pipe; plugs, gaskets, nozzles, and extension sprinklers. Also, 200 gal., 600 lb. pressure sprayer with 75 ft. of hose and 6 50-ft. rolls of snow fence. A.K. Williams, phone 327-4479.

For Sale—1965 Thunderbird. Full power. \$600. Harold Schlicht, Dept. 904, first shift. Phone Canton 628-4372.

For Sale—8 ft. pickup camper in good condition with camper jacks, stabilizer bar and anchor bars. Very reasonable. Contact Dwight Stucky in assembly, P.II or call 345-2266 in Moundridge.

For Sale—1965 Chevrolet Impala, 2 door, white w/black vinyl roof, black interior, power steering, power brakes, air conditioning, V-8, automatic on the floor. Contact Bonnie Goering, extension 772.



Goering



Peterson



Pfeiffer



Umholtz



Robinson



Koehn



MacInnes



Arnold

15 Service Years

Allan G. Nickel, Tooling Shop
Harold W. Unruh, Maintenance
Stanley D. Unruh, Fabrication (n.p.)
Verne M. Goering, Engineering Office

5 Service Years

Bonnie Peterson, Industrial Engineering
Peter Pfeiffer, Hesston S.p.A.

Promotions

Kenny Umholtz—from maintenance man-skilled to maintenance foreman.
Jerry Robinson—from welder A-CC to shipping foreman.
Irene Koehn—from sales inventory tech. to sales order supervisor.

New Salaried Personnel

Charles MacInnes, br. adm. mgr.-Oakville
Dan Arnold, branch accountant
Paul Sorenson, br. parts supv., Portland (not pictured)

Service Leave

Lynn Kliewer, Assembly Plant II

Occupational Safety and Health Act

The Occupational Safety and Health Act, or OSHA, is a law concerning safety and health in industries and businesses. The full title of the law is The Williams-Steiger Occupational Safety and Health Act of 1970. This law is very comprehensive and covers just about every industry and business in the United States and its territories. Its primary function is to make safer work places for all employees. The Act spells out responsibilities of employers and responsibilities of employees in safety and health on the job.

The principal points of the Act are contained in a safety and health bulletin which is posted in each building. It says in part:

BY LAW: SAFETY ON THE JOB IS EVERYBODY'S RESPONSIBILITY!

EMPLOYERS: The Williams-Steiger Act requires that each employer furnish his employees a place of employment free from recognized hazards that might cause serious injury or death; and the Act further requires that employers comply with the specific safety and health standards issued by the Department of Labor.

EMPLOYEES: The Williams-Steiger Act also requires that each employee comply with safety and health standards, rules, regulations, and orders issued under the Act and applicable to his conduct.

The Act provides for inspection procedures by inspectors, correction and abatement time of hazards, and enforcement procedures. Much of the Act deals with standards which must be met for machine guarding, welding and cutting procedures, handling of materials, noise levels, air quality, first aid requirements, and many others. The company has spent much money, time, and effort to bring

working conditions and equipment into compliance with the law. It is hoped that, as this effort continues, employees will cooperate in making changes in procedures and observing new procedures which will be necessary to bring us into full compliance with the new standards and help to prevent job related illness and injury.

First Aid Training Completed

Thirteen Hesston employees and four wives of employees recently completed training in first aid techniques and procedures.

Weldon (Bud) Bachman, Tooling Department, and Kenny Miller, Industrial Relations Department, were instructors for the standard and advanced courses held at Hesston.

Those completing the standard course were DeWayne Nickel, Packaging-Plant III; Mrs. DeWayne Nickel; Chet Hogsett, Plant Security; Lois Hershberger, Order Edit; LaVonne Schroeder, First Aid; Orville Stutzman, Branch Accounting; and Max Ewert, Ralph Detwiler, and John Burns, from Hesco.

Those completing the advanced course were Leo McChesney, Assembly-Plant II; Mrs. Leo McChesney; Eldon Knak, Machine Shop-Plant II; Robert D. Unruh, Inspection; John Snyder, Shipping; Don Bachman, Purchasing; Mrs. Weldon Bachman; and Mrs. Kenneth Miller.

Vernon Friesen, Engineering, completed the advanced first aid course held at Hillsboro.

Safety Shoe Winner

Larry Wewer, Department 909, was the winner of the free pair of safety shoes last Wednesday when the shoemobile was here.

