

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

Date: February 1, 1976

Callnumber: Hesston Public Library

KSHS Identifier: DaRT ID: 448606

Item Identifier: 448606

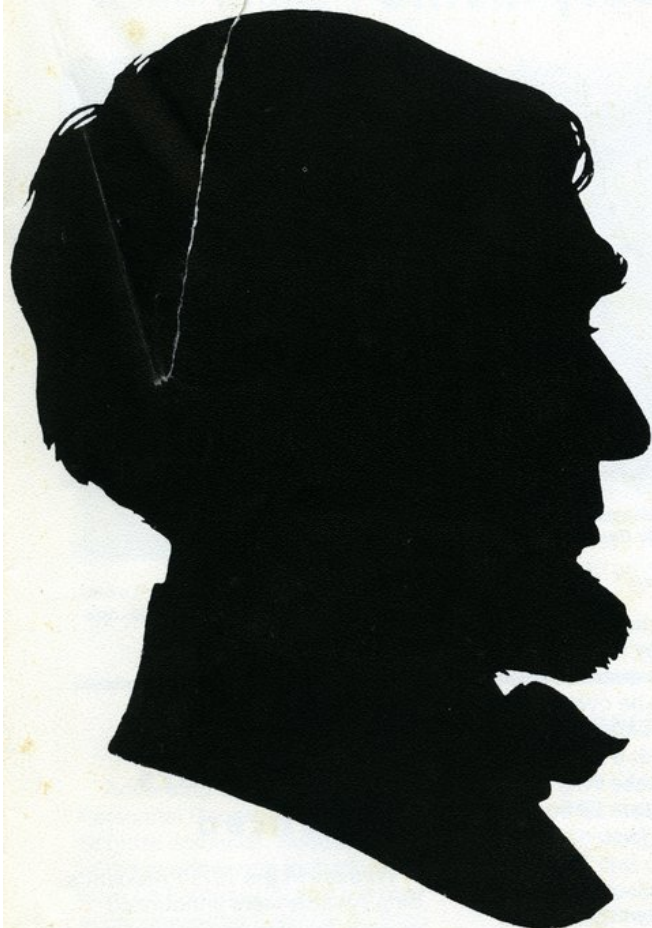
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shop talk

FEBRUARY, 1976



*The probability that we may fail
in the struggle ought not to deter
us from the support of a cause
we believe to be just.*

-- Lincoln



*Liberty, when it begins to take
root, is a plant of rapid growth.*

-- Washington

Cover story, page 6.

George Schafer, Glenn Abney Retire

Two Hesston Division employees embarked on new careers as retirees last month. George Schafer, Assembly (947) and Glenn Abney, Welding (909) joined 92 other employees who have retired from Hesston. Both men were honored at retirement parties January 30.

"Although I've worked here only three years, I would like to have worked here longer," said Schafer, "however, it's the company's policy not to let anyone work past 65. The people at Hesston are the nicest bunch of people I've ever worked with and I appreciate everybody's kindness towards me."

Schafer's retirement plans include working at a feed mill in Moundridge and visiting his children living in Wisconsin and Texas. He added that his wife probably had lots of other jobs waiting for him, too. "I expect I'll become a member of the Honey Do Club -- 'Honey, do this; honey, do that,'" he joked.

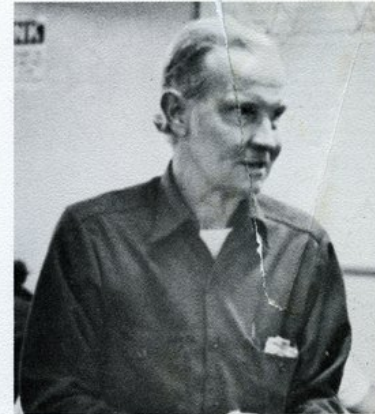
Schafer received a gift certificate from his friends and co-workers and a weather station from the company.

A Hesston employee since 1962, Glenn Abney recalled that when he began working here, the company had only one parking lot.

"I've seen a lot of company expansion," he said, "and I've enjoyed watching it and working here during that time. Hesston has the kind of people who make things happen. Just one individual can't do it, though; it takes everybody working together as a team."



"The people at Hesston are the nicest I've ever worked with," said George Schafer.



"Hesston has the kind of people who make things happen," commented Glenn Abney.

The welder planned to take it easy after retiring by riding and caring for the three quarter horses and Shetland pony he owns. He added that he also planned to spend time fishing at a lake he'd leased and maybe take swimming lessons. "And I'm sure I'll find a job of some sort to keep me busy."

At his retirement party, Abney received a horse blanket and a rod and reel from his friends and co-workers, a weather station from the company and a U.S. Savings Bond from the union.

**shop
talk**

Published monthly for active and retired employees and their families by Hesston Corporation, Hesston Division, 420 West Lincoln Blvd., Hesston, Kansas 67062. Phone (316) 327-6241.

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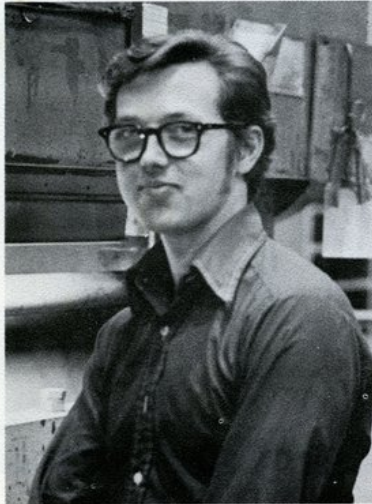
Ring Winners Announced

Winners of the 1975 President's Ring Awards were announced recently by Woodie Grotewold, North American sales manager.

Receiving the ring awards for successfully completing all the requirements as territory managers were: Larry Nordhues, Denver; Gerald Jantz, Fresno; Carl Styger, Fresno; Barry Smith, Denver (formerly Kansas City); Glen Hunter, Kansas City; David Bahns, Kansas City; Dale Camp, Kansas City; Don Sawyer, Calgary.

Of the eight winners, four qualified for the Top 10 Award by achieving exceptional performances as territory managers. They were: Larry Nordhues, Denver; Carl Styger, Fresno; David Bahns, Kansas City; and Dale Camp, Kansas City.

Netherlands Native Becomes American Citizen



Jelke Pyl took the oath of U.S. citizenship January 28.

Most Americans will remember 1976 as the year this country celebrated its 200th birthday; but for Jelke Pyl, 1976 will have another significance. This is the year he became an American citizen.

Pyl, a native of the Netherlands, took the oath of citizenship January 28 in a District Court ceremony in Wichita. After living in this country for 16 years, Pyl was delighted that he finally had gained U.S. citizenship.

"I had always wanted to become an American citizen," he said, "but I kept putting it off and putting it off. Finally, I just decided to go ahead with it."

Becoming a naturalized citizen wasn't as difficult as the fab machine operator had anticipated; however, certain requirements had to be met. Pyl had to have lived in this country for five years and to have filed an application for citizenship. In addition, he had to pass a test in American history and demonstrate his ability to read and write English.

Neither test was hard commented Pyl. "I had been given a small American history book to study along with a list of study questions. I was asked four or five questions and that was it."

The Fab Shop employee was among 57 adults and children who took the oath of citizenship at the District Court ceremony. Each new citizen received a certificate of citizenship. Following the ceremony, there was a small party for the new citizens and their families and friends who attended the ceremony. Pyl added that his American-born wife also had a surprise party for him to celebrate his new citizenship the Saturday after the ceremony.

The 24-year-old came to this country with his parents and two sisters in 1960 from Grouw, Friesland, the Netherlands. Because the family had relatives in Newton, they settled there.

He added that he is the first person in his family to become a naturalized citizen. As a result, the rest of his family plan to apply for U.S. citizenship, too.

"I've Never Felt Special"

According to the records in the Personnel Department, Jim Schulze is special. Schulze is one of those rather rare individuals born on February 29 and the only employee at the Hesston Division who has this unusual birthday.

This year Schulze will be "officially" seven years old. In actuality, he'll be 28.

What's it like having a birthday once every four years? "Having a birthday on February 29th doesn't bother me any," said the packager in Department 964. "I've never felt special because of it. When I was a youngster, though, my friends kidded me a lot about it."

In "off" years, Schulze celebrates his birthday on February 28 "to keep it in the same month." This year, as in past leap years, no special celebrations are planned for his birthday. "We usually have a family dinner and that's it. I guess this year won't be any exception."



Jim Schulze

54 Employees Honored at Awards Banquet

Providing entertainment at the banquet were the W.S.U. Madrigal Singers, who presented a lively program of familiar American songs.



Fifty-four Hesston Division employees with almost 750 years of service with the company were honored at Hesston's service awards banquet Saturday, January 31. This year because of the large number of employees celebrating service anniversaries, there will be two awards banquets. The second one will be in late spring.

The event, honoring employees with 10, 15 and 20 years of consecutive employment with the company, was held in the Communications Center. Master of ceremonies for the evening was Bob Dedeker, Hesston Division human resources employment and development manager.

Banquet tables were set up on the Communications Center's equipment bay area and 155 people, including honorees, their spouses and special guests, enjoyed a baron of beef dinner.

Providing entertainment for the evening were the Wichita State University Madrigal Singers, under the direction of Dr. Harrison Boughton. The group presented a lively selection of familiar songs, many with choreography, that have become part of America's heritage.

Hesston President Howard Brenneman presented the awards to the 54 employees, assisted by Sam Zuercher, Hesston Division personnel manager; and Gary Van Dolah, Hesston Division employee relations manager.

Eight employees were honored for 20 years of service. They were Harold Beck, Leo Ediger, Melvin Gaeddert, Ordo Holdeman, Ernest Summers, Olin Unruh, Mel Wiggers and Charles Woelk.

Receiving 15 year awards were Fred Dirks, Jr., Donald P. Hiebert, Clinton Koehn, William Long, Frank Musser, Harold Ratzlaff and Robert Seibel.

Recipients of 10 year awards were: Lynn Auernheimer, Edgar Banman, Marvin Berends, Leroy Bitikofer, Max Brewer, Ewald Buchmueller, Billy Burke, Charles Butin, Edward Christians, James Dirks, Melvin Dirks, Walden Duerksen, John Elmore, Norval English, Dwight Ewert, Jacob Flaming, Joe Goering, Jr., Clark Graber, Russell Haas, Norman Hiebert, Arlis Hook, Keith Kaufman, Gary Kingsley, Chester L. Koehn, Floyd Koehn, Ben Krehbiel, Jr., Willis Kreutziger, Dale Lawrence, Lawrence Long, Kenneth McMillen, Dwight Modellmog, William Mott, Virgil Obermeyer, Don Penner, Johnie Phillips, Harold Regehr, Orville Rutschman, Orlando Schmidt, Otto "Nick" Schmidt, Wallace "Vic" Seibel, Henry Toews, Kenneth Umholtz, LaVern Unruh, Orville Unruh, Jerry Vajnar, David D. Wedel, David West, Roy Whitmire, and Alfred Wulf.

Frank Depew, farm equipment group vice-president, completed the program with comments on the company's future.

1975 Record Shows Improved Safety Sense

1975 was a good year for the Hesston Division in the area of accident prevention. The recently compiled statistics on the division's 1975 safety record reveal a definite decline in the number of accidents from 1974. Kenny Miller, Hesston Division safety manager, is pleased with the results.

"For 1975, we set a goal of a 15 percent reduction in the number of accidents from 1974, based on the number of manhours worked; and we surpassed that goal."

Miller said there were 196 fewer accidents in 1975 than in 1974 or over a 20 percent reduction. When adjusted to the number of manhours worked in 1975, then the reduction was 15.8 percent.

There also was a reduction in the number of days lost due to accidents in 1975 -- 472 days less than in 1974 or a 22 percent reduction based on adjusted manhours worked.

What were the reasons for the lower accident rate? According to Miller and Wanda Claassen, Hesston Division medical supervisor, there were several.

"Two major things happened in 1975 that had an effect on our accident rate," commented Miller. "Manpower requirements stabilized at this division and, as a result, employees became better acquainted with their jobs. Second, as employees became more familiar with their jobs, the supervisors had more time to attend to other supervisory duties, including the area of safety."

Commented Claassen, "I can't praise the supervisors enough. They have become very aware of the accident problem and they're zeroing in on accidents. Their feedback has been gratifying and they're always willing to see if they can do something to help."

But, it's not the supervisors who are solely responsible for the decrease in accidents, emphasized both Claassen and Miller. The employees are equally responsible.

"The employees are more aware and more concerned about preventing accidents," said Miller. "Each plant has a chart in its canteen showing the plant's accident rate and employees check it frequently."

Another possible reason for the lower accident rate could be the fact that approximately 100 employees completed an eight-hour Red Cross First Aid course offered in-plant several times last year.

"According to statistics, people with first aid training are more safety conscious and have fewer accidents than people without such training," noted Miller. "During 1976 we will continue to offer in-plant first aid classes free to employees and, for a small fee, to members of employees' families."

Claassen and Miller cited several other factors that contributed to the Hesston Division's lower accident rate in 1975. For example, special task forces were appointed to work on

special safety problems, such as press guards and special inspections.

And speaking of inspections, a new policy became effective last year requiring a monthly safety inspection in every department. Also last year, the division had annual inspections by the Kansas Department of Labor and the State Department of Health — and did well on both of them.

Like company management, the Hesston Corporation Workers Association is also concerned about lowering the accident rate. Both union and company management personnel attended the National Safety Congress in Chicago last September. Union and management also participated in and attended the Governor's Safety Conference in Topeka in December.

"And when we talk about last year's lower accident rate, we can't discount the important parts played by the Safety/Health Committee and our first aid attendants/safety representatives," said Miller.

What's in store for this year? "For 1976 our division has adopted a goal of a five percent decrease in the number of accidents from last year," said Miller. "We did very well in January and, if we can continue that way, we'll exceed our goal for 1976."



Counting in Spanish, Industrial Engineering Manager R.G. Smith presents 23 silver dollars to Edy Murcia at a going-away party for Murcia on February 3. Murcia, a Mennonite Central Committee exchange program trainee from Bogota, Colombia, earlier had received a Hesston jacket and Hesston belt buckles. The 25-year-old South American spent the last six months working in Hesston's Industrial Engineering Department and will work for a company in Canada for the next six months before returning home.

Employee Activity Committee News

FAMILY NIGHT

Don't forget Family Night Saturday, March 13 at 7 p.m. at the Hesston High School gymnasium. All Hesston Division and Corporate Office employees and their immediate families are invited. Employees also may bring friends and relatives to the event; however, only employees and members of their immediate families will be eligible for door prizes.

ACTIVITY CARDS

All active employees and employees on layoff who have not updated their employee activity cards should bring their cards to the lobby of the Personnel Department as soon as possible. Cards must be updated for employees to be admitted to Activity Committee events.

SWAP SHOP

FOR SALE

House in Lehigh -- two story, five bedrooms, one acre lot; call 523-3432 (Lehigh) after 4:30 p.m.

1974 El Camino Classic -- 400 cu. in., two barrel, automatic transmission, power steering, power brakes, air, AM/FM stereo eight track, cloth interior, just tuned, Crager supersport mags, TuTone blue; call Jim Schultz, ext. 691 or 283-7037, Newton.

FOR RENT

Duplex with two one-bedroom apartments in Newton: one partially furnished and one unfurnished; no pets; call 283-4957 after 5:30 p.m.

RIDE OR RIDER WANTED

From Burrton, 1st shift; call Gene Carlson, ext. 359.

Quotations From Two Great Men

Every American knows that the birthdays of two famous presidents are celebrated this month -- George Washington (February 21) and Abraham Lincoln (February 12). Washington, "the father of our country," served as the first president of the United States from 1789-96. Lincoln, a man of the people and symbol of human freedom, served from 1861-65 as the country's sixteenth president.

During our nation's bicentennial year, it seems appropriate to take a moment to reflect on some of the words of these two great men -- words that are as timely today as they were when they were first spoken.

"This government, with its institutions, belongs to the people. Whenever they shall grow weary of the existing government, they can exercise their constitutional right to amend it, or their revolutionary right to dismember or overthrow it." -- Lincoln

"Truth will ultimately prevail where there is pains taken to bring it to light." -- Washington

"Government is not reason, it is not eloquence -- it is force! Like fire it is a dangerous servant and a fearful master; never for a moment should it be left to irresponsible action." -- Washington

"The legitimate object of government is to do for a community of people whatever they need to have done but cannot do so well for themselves. In all that people can individually do well for themselves, government ought not to interfere." -- Lincoln

Service Anniversaries

20 YEARS

Ray Adee, Corporate

15 YEARS

Jerry Decker, Inventory Control
Alvin Musser, Quality Control
Joe Brenneman, Purchasing
Glenn Kaufman, Production Control
Gurley Womack, Fab

10 YEARS

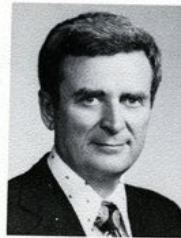
John Gomez, Assembly (917)
Cyrillo Garcia, Material Control
Vladimir Urbanek, Packaging (924)
Leo McChesney, Engineering Shop
Albert Hulse, Dallas, n.p.

5 YEARS

Max Malone, Indianapolis
Gary Dyrda, Denver

ORGANIZATIONAL CHANGES

Bob Taylor, finance administration manager to assistant treasurer, Corporate Finance
Don Fink, senior industrial engineer to Industrial Engineering group leader
Jim Gaeddert, Hesston Division marketing manager to general manager, Farm Equipment Marketing Division
Nelson Galle, director of international personnel administration, Corporate Administration, to general manager, Hesston Division
Don Schmidt, Hesston Division controller to Corporate controller
Carl Wohlgemuth, Corporate Planning manager to vice-president, Corporate Planning
Mel Voth, vice president and Corporate treasurer to vice-president, Corporate Finance
Susie Lehner, patent control analyst to administrative assistant, Corporate Research and Development, n.p.



ADEE



DECKER



MUSSER



BRENNEMAN



KAUFMAN



WOMACK



GOMEZ



GARCIA



URBANEK



MCCHESNEY



MALONE



DRYDAHL



TAYLOR



FINK



GAEDDERT



GALLE



SCHMIDT



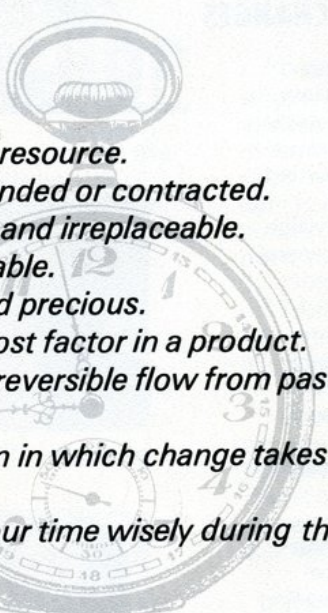
WOHLEGMUTH



VOTH



WHAT IS IT?



*It is an economic resource.
It cannot be expanded or contracted.
It is irrecoverable and irreplaceable.
It is highly perishable.
It is expensive and precious.
It is the highest cost factor in a product.
It is a one-way, irreversible flow from past to future.
It is quantifiable.
It is the dimension in which change takes place.
It is . . . TIME.
Resolve to use your time wisely during this year.*