

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: 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**
January, 1979

New Year's Thought

Write it on your heart that every day is the best day in the year. He is rich who owns the day, and no one owns the day who allows it to be invaded with fret and anxiety. Finish every day and be done with it. You have done what you could. Some blunders and absurdities no doubt crept in. Forget them as soon as you can, tomorrow is a new day; begin it well and serenely, with too high a spirit to be cumbered with your old nonsense. This new day is too dear, with its hopes and invitations, to waste a moment on the yesterdays.

--Ralph Waldo Emerson

Three retire in December



Roy Schmidt



Kenny Richter



Al Wulf

Three Hesston Division employees retired last month bringing to 15 the number of employees who retired in 1978. Roy Schmidt retired December 12, while Kenny Richter and Al Wulf retired December 29.

Schmidt began working for Hesston as a custodian in July, 1967. He worked in that job one-and-one-half years before being transferred to Department 917 as an assembler. In January, 1969, he was promoted to assembler A, a job he held at the time of his retirement.

When asked about retirement plans, Schmidt said he was going to "take life easy and do all the things I never had time to do.

"I enjoy dismantling machinery and I may go into the salvage business. I have a farm near Goessel and I want to get things back in order there, too."

He added that he would probably do some community work, fish and read quite a bit. "It's been ages since I've read a good book."

At a retirement party in his honor, Schmidt received a gift of money from friends and co-workers, a savings bond from the union and a weather station from the company.

Kenny Richter said his retirement plans include "being a sheepherder and playing with my horses."

A packager A in Department 964, Richter said he had 30 head of sheep, many of which were ready to lamb. A horse lover, Richter also owns four horses.

The new retiree lives in Canada, Kansas, near Marion Reservoir, and he noted that, although he doesn't fish, he "might have to take it up this summer for something to do."

Richter joined Hesston in September, 1966, as a trades helper. He was transferred to Department 914 as a packager in February, 1967, and to Department 964 in March, 1975.

At his retirement party, Richter

received gifts of money and a horse belt buckle from friends and co-workers, a bond from the union and a weather station from the company.

Al Wulf, a machinist A in Department 901, retired after almost 14 years with Hesston. He joined the company in April, 1965, as a trades helper. In May, 1965, he was promoted to a drill press operator and in January, 1970, to a machinist.

A Newton, Kansas, resident, Wulf plans to work part-time for his cousin on a nearby farm. "I don't want another full-time job," he stated firmly. He added that he was sure his wife had some jobs for him at their home, "but she hasn't told me yet."

Travel plans include visits to a sister in Oklahoma this month and to a sister in California later this year.

An avid bowler, Wulf plans to continue with the sport following retirement. He has been on the same bowling team, sponsored by Hesston, almost 10 years.

Because Wulf told friends and co-workers he didn't know what he was going to do after retirement, they gave him a tin cup, sunglasses, shoe laces and pencils to help him "make a little money". They also gave him a piece of luggage. A bond from the union and a weather station from the company completed Wulf's retirement gifts.

Hesston Sweepstakes winners announced



Jim Crumpler of Arthur Young and Company (right) draws one of the winning entries in Hesston's Challenge Sweepstakes. Hesston officials present for the drawing were (l to r) Jim Gaeddert, North American Sales director; Howard Brenneman, company president; and Max Bennett, vice president-general manager, Hesston Division.

Four grand prize winners won the Hesston product of their choice in the Hesston Challenge Sweepstakes which concluded last month. In addition, 40 runners-up won \$250 gift certificates from Sheplers, Inc., the world's largest western store.

The winners were announced during the telecast of the final championship performance of the 1978 National Finals Rodeo sponsored by Hesston and its participating dealers.

Grand prize winners were James Paxon, West Grove, PA; Dennis Kelley, Grand Junction, CO, both winners of a Hesston model 6610 self-propelled windrower; Gary Premus, Ft. Pierre, SD, winner of a Hesston 1014 hydro-swing windrower; and

Grant Sandling, Searcy, AR, winner of a Hesston 1090 pull-type mower conditioner. Winners will take delivery of their Hesston product from the Hesston dealership where they entered the contest.

Hesston sponsored the national contest in which farmers and ranchers competed only against entries from the same Hesston branch area in the U.S. The company's four U.S. branches are located in Denver, CO; Kansas City, KS; Minneapolis, MN; and Indianapolis, IN.

Drawing of the winning names was made by Jim Crumpler, principal in the accounting firm of Arthur Young and Company, Kansas City office.

Letters we like!

Editor's note: The following is an excerpt from a letter written by Edison Real Bird, Crow Agency, Montana, which appeared in the "Letters to the Editor" column in a recent issue of the WORLD OF RODEO magazine.

Dear Leslie,

In this time of Thanksgiving, rodeo fans, contestants and all people involved in this great sport should thank those who contribute so much to rodeo of today. These are the people in big corporations who encourage the preservation of our western heritage and lifestyle. There are many of them, but right now I would like to suggest a nice round of applause for the Hesston Corporation, who for the fifth consecutive year, is providing us rodeo fans with a televised view of the National Finals Rodeo direct from Oklahoma City, Oklahoma. We are very appreciative of their contribution to the sport and feel they deserve a special thanks.

The people at Hesston had the foresight in 1974 of providing us with some fine entertainment while at the same time telling us about the advances in machinery technology for the improvement of farming and ranching.

If the Hesston Corporation was a human, he'd be out in the field lending a helping hand to our cowboys and farmers who are trying to make a living. In rodeo, he would be a leading contender for the all-around title. If Hesston was an animal, I would want to use him in the timed events because of his dependability, smooth performance and proven results. If Hesston was a rodeo judge, I would want him because of his honesty, integrity and know-how.

However, since Hesston is a business, we welcome his interesting and educational commercials into our living rooms, bunk houses and tee pees.

Hesston announces three new policies affecting employees

Pregnancy leave

After extensive discussion between the company and officials of the HCWA, agreement has been reached on revision of Hesston's policies regarding pregnant employees. Effective immediately and retroactive to October 31, 1978, a pregnant employee who meets Hesston's general disability requirements now will be considered on sick leave for the purposes of accumulation of seniority under the company's Collective Bargaining Agreement. An employee who is physically disabled by pregnancy will now have the same maximum accumulation of seniority as an employee disabled by a non-job related accident or sickness.

A pregnant employee will be placed on sick leave at the time she becomes physically unable to perform her normal job requirements. She will remain on leave until she is physically able to return to work or until the expiration of one year from the date the sick leave began, whichever occurs first.

To be placed on sick leave, a pregnant employee will be required to have her doctor complete a disability leave form to establish her disability. (This form is available from the insurance secretary in the Personnel Department.) As soon as the employee is physically able to return to work or, in no case, later than 45 days following the date of delivery, she

will be required to have a return to work permit signed by her doctor. (This form also is available from the insurance secretary.) If the employee is physically unable to return to work at that time, she will be required to have a continuing disability leave form signed by her doctor periodically until the disability ends. Questions or concerns about the existence of a disability will be resolved by a company physician; however, the physician's decision and the company's final determination as to the existence of a disability is subject to standard grievance procedures.

If an employee who has delivered a child is released by her doctor to return to work, but desires a maternity leave (unpaid), such a leave may be granted for up to six months beginning from the date of delivery. This leave is not to exceed one year from the time the employee first began a



continuous leave of absence related to the pregnancy. An employee will accumulate seniority during the period of maternity leave (non-disability) only if the length of the previously granted sick leave for pregnancy was less than 30 days. If so, the employee shall continue to accumulate seniority until a total of 30 days credit has been received.

The following two examples may help you better understand the company's new pregnancy policies:

An employee became pregnant on February 1. Her doctor indicated she should quit work September 1 at which time she was placed on sick leave. On November 1, the child was born and the employee's doctor released her to return to work on December 15 at which time her sick leave ended. The employee did not want to return to work on December 15, but requested and was granted a 30 day personal leave (unpaid) from December 15 to January 15. On January 15, the employee requested and was placed on unpaid maternity leave. The leave extended from January 15 to April 30. On May 1 the employee had to return to work because that date was six months after the birth of the child.

A second example would be if the employee again became pregnant on February 1, but her doctor said she should not work after March 1. On March 1, she was placed on sick leave. The child was born on November 1 and the employee was given a return to work permit by her doctor on December 15. The employee requested from the company a 30 day personal (unpaid) leave from December 15 to January 15 which was granted. On January 15, she requested and was placed on a maternity (unpaid) leave. This leave extended from January 15 to February 28. The employee had to return to work on March 1 because she began her sick leave the previous March 1 and she had been off work a maximum of one year.

In addition to allowing a disabled pregnant employee to be placed on sick leave, the company also intends to modify the accident and sickness insurance plan to provide accident and sickness benefits for any pregnancy-related total disability period up to 26 weeks. This modification currently is being negotiated with the insurance carrier and will become effective prior to April 29, 1979.

Any employee who was disabled by pregnancy on or following October 31, 1978, will accu-



multate seniority from that date under the terms of the new policy. Any employee to whom this applies may be requested by the company to furnish statements from her doctor establishing the existence of such a disability.

If you have any questions regarding this policy, call the insurance secretary at ext. 477. Corporate employees should call ext. 398.

Vacation shutdown

Effective January 1, 1979, Hesston changed its fiscal year to coincide with the calendar year (January 1 through December 1). Because of this, some changes have been made in inventory procedures and inventory shutdown at the Hesston Division.

Inventory counting and auditing no longer will be conducted each



July. Instead, the company will begin a new program called "cycle counting" which will be done on a continuing basis throughout the entire year. This new program will eliminate the need for shutting down plant operations once a year to physically count inventory.

Therefore, production operations will *not* be suspended during the two week period from July 23 - August 3, 1979, designated as "vacation shutdown", in accordance with the union/manage-

ment agreement. This will benefit a large number of new employees who will not have sufficient service to be eligible for vacations at that time, as well as allow senior employees greater flexibility in scheduling their vacations throughout the entire 12 months of the year.

Employees who wish to take the last week of July and/or the first week of August, 1979, as paid vacation time may do so by scheduling it through their department supervisor, providing the employees have earned, but unused vacation time eligibility. Direct and indirect production department employees who wish to continue working during those two weeks may do so. Employees who continue to work during those two weeks may then schedule earned vacation time on other dates during the year, but prior to passing their next service anniversary dates.

To allow the company to adjust production schedules in accordance with available manpower throughout each week of the year, all direct and indirect production department supervisors will be contacting all employees in their departments in the near future to determine when individual vacations are desired and how they can be scheduled in accordance with both seniority and production efficiency. Final approval or disapproval of requested vacation dates by the department supervisor will be given no later than 30 calendar days prior to the requested vacation start date. Once vacations are scheduled with and approved by the department supervisor, they may not be changed within 30 days prior to the start of the vacation, except with the mutual consent of the employee and the department supervisor. Consequently, all employees in direct and indirect production departments are encouraged to give serious consideration to the dates on which they would like to schedule their earned vacations during calendar year 1979.

Retirement

Effective January 1, 1979, the mandatory retirement age for all Hesston bargaining unit employees has been changed from age 65 to age 70. This change was mutually agreed upon by the company and the Hesston Corporation Workers Association.

Employees desiring to continue working up to age 70 may do so, as long as individual productivity and total performance is maintained at satisfactory levels. Employees may still retire at any time after 65 and be fully vested in their individual Hesston retirement fund account. Service after 65 will continue to qualify for any annual contributions to individual retirement accounts.

Employees interested in obtaining more details about Hesston's retirement policies or the Hesston Employees Profit Sharing Retirement Fund should contact Gary



Van Dolah in the Hesston Division Personnel Department.

Any employee needing complete retirement information about Social Security benefits, which can begin as early as 62, should contact the Social Security Administration office in Wichita or Hutchinson.



Letter from the editor

After almost five years of editing SHOP TALK, I am leaving Hesston to take a job with a utility company in Reno, Nevada.

The hardest thing about leaving Hesston is saying good-bye to the many friends I've made while working here. I want to thank each of you for the fun I've had working with you during these years and ask that you extend to my successor the same warmth, friendliness and assistance that you have always shown me.

Tyna Rush
Editor

Safety tip

Employees who use scooters on their jobs should be particularly careful when filling them with gas during cold weather. Because gas expands when it gets warm, tanks filled to the top will overflow when scooters get warm after being driven inside the building, thus creating hazards. So play it safe; don't fill tanks to the top.

shop talk

Published monthly by the Hesston Corporation for active and retired employees of the Hesston Division and its branches and the Corporate Offices. Correspondence should be addressed to Editor, Personnel Department, Hesston Division, Hesston Corporation, 420 W. Lincoln Blvd., Hesston, Kansas, 67062, telephone (316) 327-6241.

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Printing: Gary Blankenship



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Activity Committee News

FAMILY NIGHT

Hesston's annual Family Night has been scheduled for Saturday, March 17. Mark your calendar now, and watch the bulletin boards for more information.

ACTIVITY CARDS

Don't forget to update your employee activity card by Wednesday, January 31. You should bring your card to Karla Allen in the Hesston Division Personnel Department.

Activity cards must be updated for employees to be admitted to Activity Committee events.

Swap Shop

FOR SALE

Four-year-old house in Hesston Park Addition -- call Jim Neuen-schwander, 327-2385.

Infant seat; baby bathtub; Sears automatic sterilizer with bottles; maternity clothes, size 10-12; some infant clothing for newborns; two bottle warmers, one for kitchen and one for car that plugs in lighter; call 283-3332 after 6 p.m.

WANTED TO BUY

High chair in good condition -- call 283-3332 after 6 p.m.

Service Anniversaries

20 YEARS

Bobby Watts, Engineering Shop, n.p.
Henry Doerksen, Maintenance

10 YEARS

Gary Voth, Receiving
Benny Cherry, Fab
Doug Lloyd, Industrial Engineering
Gerald Wickersheim, Minneapolis
Ken Soltis, Indianapolis, n.p.

5 YEARS

Margaret Summers, Product Management
Bob B. White, Tooling
Perry Waltman, Maintenance
Sid Whitcher, Production Control, n.p.
Victor Frederick, Shipping, n.p.
Gene Smith, Shipping
Corky Stahlheber, Tool Crib
Charles E. Baker, Shear
Arthur Janzen, Fab
Floyd Janzen, Fab
Jesse Dixon, Fab, n.p.
Gregg Scott, Welding (909)
David Roach, Welding (919)
Irwin Smith, Packaging (924)
Lance Thornhill, Welding (949)
David Huntley, Welding (949)
Albert Estrada, Welding (949)
Wayne Kuhn, Packaging (964)
Sam Welty, International
Val Johnson, Corporate
Gary L. Unruh, Accounting
Steve Behymer, Systems
Mike Enz, Engineering
Gracie Hargrove, Dallas, n.p.
Gary Osborne, Indianapolis, n.p.
Kim Howard, Kansas City, n.p.
Ron Deramus, Denver, n.p.

Organizational Changes

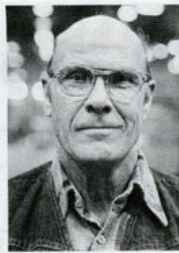
Dennis Maier, territory manager, Kansas City, to regional sales manager, Minneapolis.



DOERKSEN



STAHLHEBER



BAKER



KUHN



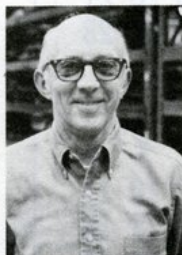
WELTY



VOTH



CHERRY



A. JANZEN



F. JANZEN



JOHNSON



UNRUH



LLOYD



WICKERSHEIM



SCOTT



ROACH



BEHYMER



ENZ



SUMMERS



WHITE



I. SMITH



THORNHILL



MAIER



WALTMAN



G. SMITH



HUNTLEY



ESTRADA



Hesston 1979 Calendar

S M T W T F S
JANUARY

① 2 3 4 5 6
7 8 9 10 11 12 13
14 15 16 17 18 19 20
21 22 23 24 25 26 27
28 29 30 31

FEBRUARY

1 2 3
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11 12 13 14 15 16 17
18 19 20 21 22 23 24
25 26 27 28

MARCH

1 2 3
4 5 6 7 8 9 10
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18 19 20 21 22 23 24
25 26 27 28 29 30 31

APRIL

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8 9 10 11 12 13 14
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22 23 24 25 26 27 28
29 30

MAY

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13 14 15 16 17 18 19
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27 28 29 30 31

JUNE

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S M T W T F S
JULY

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29 30 31

AUGUST

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26 27 28 29 30 31

SEPTEMBER

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23 24 25 26 27 28 29
30

OCTOBER

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7 8 9 10 11 12 13
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21 22 23 24 25 26 27
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NOVEMBER

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18 19 20 21 22 23 24
25 26 27 28 29 30

DECEMBER

1
2 3 4 5 6 7 8
9 10 11 12 13 14 15
16 17 18 19 20 21 22
23 24 25 26 27 28 29
30 31

☐ PAYDAY

☐ HOLIDAY

*Because these holidays are based on the collective bargaining agreement now in effect, they are only tentative and are subject to any future negotiations.