

Shop Talk, August 1980, newsletter

This newsletter, Shop Talk, from August 1980 was published monthly by the Hesston Corporation for active and retired employees. Topics in the serial includes tractors produced by the company, employee counseling and education services and employee anniversaries. This publication funded by the National Historical Publications and Records Commission through the Kansas State Historical Records Advisory Board.

Creator: Hesston Corporation

Date: August 1, 1980

Callnumber: Hesston Public Library

KSHS Identifier: DaRT ID: 448652

Item Identifier: 448652

www.kansasmemory.org/item/448652



The Tractors are here!

See story on page 2.

See the PRIME LINE brochure inserted in this issue of Shop Talk. We hope you enjoy this additional information on Hesston products and activities surrounding the National Dealer Sales Meeting.

**shop
talk**
AUGUST, 1980



Model 1880 DT, 4 WD, 160 hp



Hesston unveils "Prime Line" to dealers and employees

Take a 3 day national sales meeting . . . Stir in dealer enthusiasm . . . Add a dash of excitement . . . a pinch of new color. Introduce a proven new tractor line. Mix ingredients well . . . and presto! Hesston's "Prime Line" is served piping hot to North America.

That winning recipe was enthusiastically received by over 1,000 dealers at Hesston's national sales meeting held in the Kansas Coliseum, Wichita, Kansas, August 26-28.

A special opportunity to see the exciting array of Hesston's equip-



ment was also seen by over 2,000 Hesston employees, their spouses and retirees, Wednesday evening, August 27.

Hesston introduced its "Prime Line" of products, including the 29 new tractor models manufactured by Fiat Trattori, S.p.A., of Turin, Italy, which will be marketed by Hesston in North America. The presentation of a full line of tractors by Hesston came less than one full year after the company had announced more new additions to its product line at one time than at any other point in its history. Eight new pieces of farm equipment were unveiled during the company's "Bold New Breeds" show in Phoenix, last fall.

The tractors range from 42 to 160 PTP horsepower (manufacturer's estimate). They feature fuel-efficient Fiat diesel engines and all wheeled models are available with 2 or 4 wheel drive.

(Continued on page 4)



Model 580, 50 hp*

*Manufacturer's estimated PTP hp



Model 640DT, 4WD, 62 hp*

*Manufacturer's estimated PTP hp



Model 780DT, 4WD, 70 hp*

*Manufacturer's estimated PTP hp



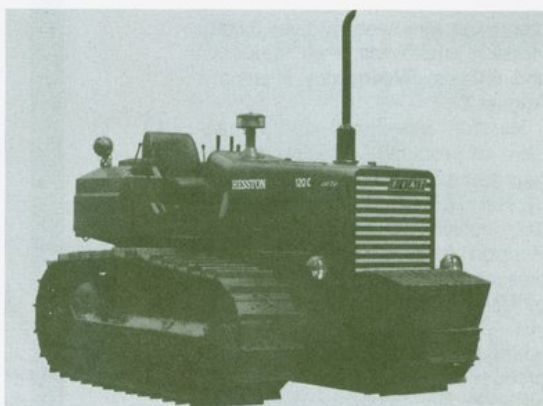
Model 680DT, 4WD, 62 hp*

*Manufacturer's estimated PTP hp



Model 480-B, 42 hp*

*Manufacturer's estimated PTO hp.

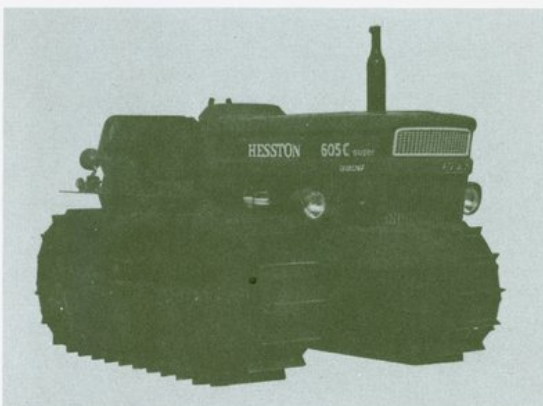
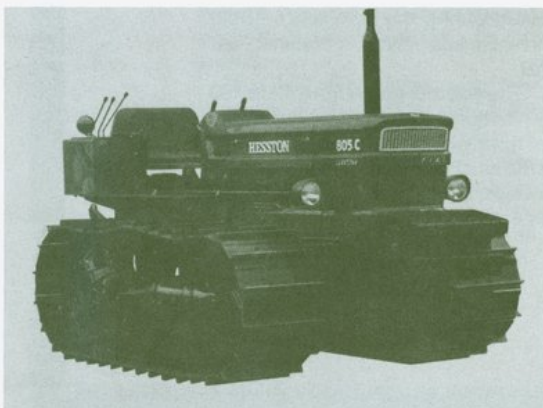


"Prime Line"

(Continued from page 3)

Beginning with two utility tractors and ranging up to the top of the line 100+ horsepower models, the full range of 29 tractors was presented. An impressive list of comfort and convenience features and accessories was also demonstrated.

In addition, the company unveiled a new family color, Autumn Prime, which will replace the traditional "Hesston Red" on all of the products offered by the company.



Hesston initiates counseling program

"Feeling frustrated Insecure?"
Having doubts about life in general? Is alcohol or
drugs your constant companion? Going nowhere fast . . .
no direction in your life? Problems at work and home
keep piling up, you say. No one will listen to your con-
cerns . . . right! WRONG.

An individual working for Hesston and well known to
many hourly and salaried employees may be able to
assist you. His name is Rich Huxman.

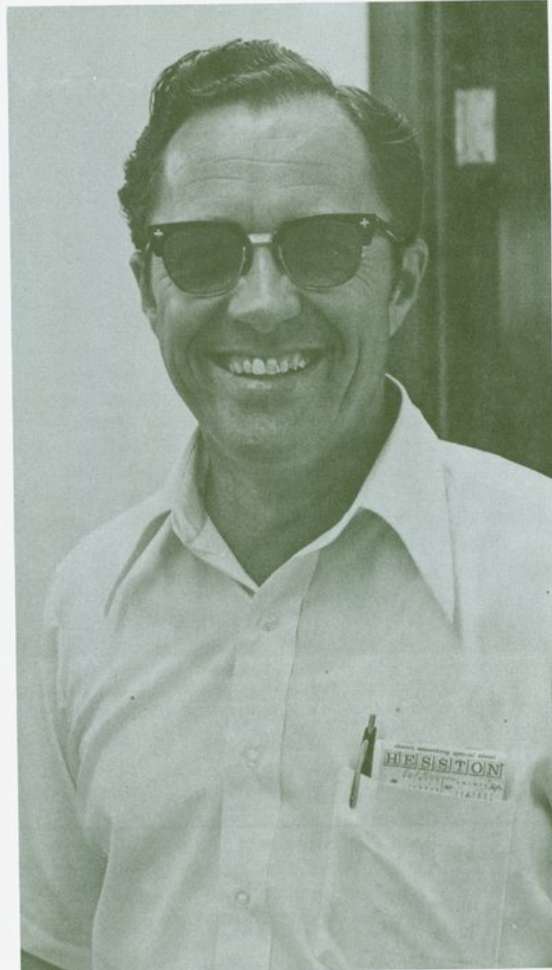
Huxman became the new personnel counseling
manager in March of this year. Twenty-three years of ex-
perience at Hesston combined with a genuine interest in
people has tempered Huxman for his new assignment.

"For some time the company has been interested in
providing an employee assistance program. We want the
employees to know that we are interested in them
beyond their 8 hour work day at Hesston. The
philosophy at Hesston has been that we are a peoples'
organization, and this is one way of showing it," ex-
plained Huxman.

"We all have problems of one kind or another; what's
sad is when we have a problem that we need help with
and we don't know where to go. These problems can
take many forms such as physical, emotional, financial,
marital, spiritual or perhaps the misuses of alcohol or
drugs.

Many times our unsolved problems lead to an even
larger problem, the loss of income and job security. This
is why our company wants to help and it's for this reason
the position was created," said Huxman.

Huxman also may assist an employee and his or her
supervisor to evaluate and understand underlying and of-
tentimes unrecognized personal problems that may have
been responsible for the employee receiving progressive
discipline in the form of an employee improvement
notice. Additional responsibilities include: follow-up
contacts with new hires, performing exit interviews, pre-
retirement counseling, assisting employees and families
following a personal tragedy and referring employees to
outside agencies for additional help if necessary.



"I have been encouraged by fellow employees
referring other employees to me in their time of need.
The response has been tremendous," added Huxman
with a smile.

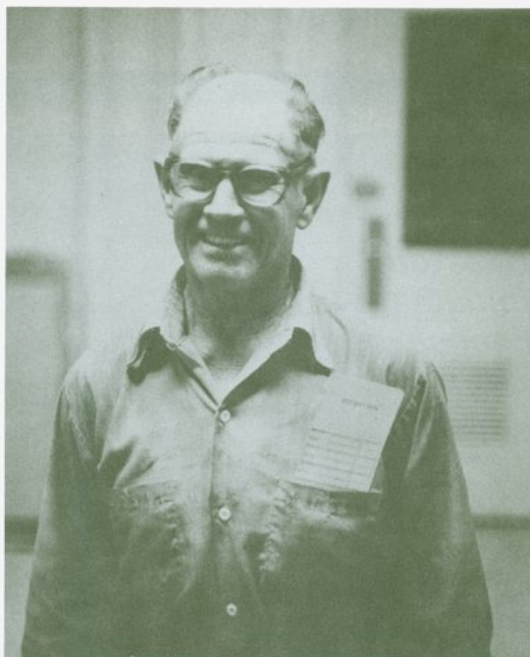
When asked what he felt was his most important
responsibility, Rich without hesitation said, "helping em-
ployees to help themselves."

"My office is always open to employees on any shift
and everything said will be treated with appropriate con-
fidentiality. I feel privileged to be part of a company that
recognized the need for a program such as this. I hope
employees with a need will take advantage of what we
can offer, if it's nothing more than letting the employee
know there are people who want to listen and help," said
Huxman, with a note of optimism in his voice.

Rich Huxman can be contacted at extension 224. His
office is located in the Personnel wing.



Ernie Summers, "Fab" machine operator "A", flashes an appreciative smile to friends and co-workers attending his retirement party. Summers retired after 25 years with the company.



Clyde Tuttle, Assembler "A", looks on during retirement festivities in his honor. Clyde retired after 17 years with Hesston.



The Farmer

I gaze across the road and see
A waving field of corn,
Drenched in the summer's sun and rain,
Wet with the dew each morn.
The tall, green stalks stand straight and proud,
With tassels for a plume;
The bursting ears of ripened grain
Wear silk from Nature's loom,
While in the meadow by the brook
Both sheep and cattle graze
And take no thought that soon the grass
Will be replaced by maize.
Only the farmer plans and frets
Or heeds the plowman's call,
From early spring through summer's heat
Until the frosts of fall.



When all the crops are safely stored,
He scans the autumn sky,
And there wild geese are winging south,
A sign that snow will fly:
I gaze across the road again
And view a winter scene --
A snow-white mantle cloaks the field,
Where once the corn was green;
I wonder, will the farmer rest
Or must he labor more?
He makes a path from house to barn
And does his milking chore;
Yet he who tends the lowing herd
And turns the fertile sod
Works not alone, but with the help
And by the grace of God.



It happens to just about everyone who has anything to do with files. Every now and then, something that is desperately needed gets lost, stolen, or misfiled. Then panic is the order of the day.

This needn't happen, however, if everyone would face the ugly truth about files. It's more than merely accepting the fact that "mistakes happen to the best of us." The truth is that files will only operate under a certain set of conditions, or "rules". And understanding these rules can save a lot of wear and tear on the emotions.

So the next time somebody comes to you distraught because *their* files have once again swallowed some vital piece of information, you might want to help ease their distress with . . .

The Rules of Filing

- The time it takes to find something in the files depends on how urgently it is needed. The rule is, the greater the urgency, the longer the time.
- You are more likely to find what you really aren't looking for.
- You won't need an item you once filed until two days after you have thrown it away.
- The item you can't find in your files will always be the one your boss wants.
- The person who is given the task of reclassifying and refiling in the department will be transferred the day after he or she has completed the task.
- The only time your boss will take

the wrong file is when he's going on a business trip. But the rule is, he's not allowed to discover that fact until he's thirty thousand feet over Akron.

- You'll never misfile anything you won't need at some future date.
- Paper clips were deliberately designed to clip together documents that weren't meant to be filed together.
- For a comprehensive filing system to work, it has to be too complicated to be understood.
- The more you file away, the less likely you are to find the item you are really looking for.
- If material is to be saved for legal, tax, financial, or other esoteric reasons, no one will remember what those reasons were after the material has been filed.
- People who look for something in your files will automatically refile that material under the wrong heading.
- The only time people won't be able to find things in your files is when you are out sick.
- When all available file space is used up, the rule is the department or organization must move to new quarters.
- If all employees took their files with them when they retired, the business world would be a better place to live in.
- Files, like the weather, are something everyone talks about but no one ever does anything about.

Footnote: You probably mean to save these rules for the next time something goes wrong. When that happens, of course, you may have forgotten where you filed this report.

Our demanding employers

"Watch out! Our employers are watching us again." They're making sure that each one of us, no matter what we do, performs efficiently on the job. They even keep an eye on management, because people in supervisory positions have the power to really foul things up. So, everybody from the file clerk to the V.I.P. has to be on his or her guard every minute of the working day.

Of course, with all their attention on everything we do, they're really tough - though usually fair - employers.

Still, they are a difficult group to please. And if we don't please them, they can hire other people to do our work. Worse yet, we might even be fired!

In all fairness, though, we would probably react the same were we in their shoes. After all, our employers indicate what they want and how much they're willing to pay for our talents and labors. If we give them everything they demand in terms of quality, quantity and service, they'll stand up for us. Maybe even give us a raise.

So, let's face it: Our future is in their hands. They make everything possible. From salaries, vacations and insurance to mid-morning breaks and pleasant working conditions, they do the paying.

And we must keep them paying.

For they are our CUSTOMERS - the individuals who purchase our equipment - our true employers.



In a continuing effort to establish and maintain a well informed work force, a series of procedures will appear in the next few issues of SHOP TALK. These procedures deal with a variety of subjects and are designed to help you in your day-to-day work activities.

Setup procedure

In this article we will explain the importance of a good setup and outline the recommended steps in making a good setup.

First, what do we consider as setup? Very simply, it is getting the machine, work place, tools and parts ready *before* you actually begin to run quality production parts. A good setup will let you produce quality parts at the specified quantity per hour. It should be designed for maximum safety and ease of operation for you, the operator.

In order to get the best setup possible, the following steps are recommended as a guideline.

1. Get Work Order —

The work order gives you several pieces of information.

- Briefly what is to be done
- The quantity of parts to be made
- Material required
- Jigs, templates, or fixtures to be used
- The tools you will need
- The recommended time for setup
- The quantity per hour you are expected to do
- Gauges to be used and frequency of inspection

2. Get Blueprint —

Compare the blueprint to the work order for information as it applies to your operation. (Part number, material required, etc.)

If you find that the information does not match or you have a

question about the print and or work order, get with your crew chief or foreman immediately.

There is one area where you may find a difference between the print and work order. When you are performing a starting operation, such as shear cut off or saw, you may find the dimension will be slightly longer on the work order than on the print. In these cases the work order is to be followed and considered to be correct.

3. Contact Forklift Driver —

Give him your work order and he will bring parts and large jigs or fixtures to your machine. He will also supply the containers you will require.

4. Setup Work Area —

Accumulate the tools you will need to do the operation. Perishable tools listed on the work order can be checked out at the Tool Crib. Always check to see that you have the correct tools and lay out all tools in the order that you will use them. Have the forklift place tubs and skids where you want them. Allow enough room around your machine or bench so that you can walk around it, but don't place skids etc. so far away that you have to walk excessively to get or dispose of parts.

If the forklift driver can dump parts on a work table so you

don't have to reach into a tub or if he can prop the tub at an angle with tub rack so you can get parts easier, have him do so. Remember the work area should be laid out so it is comfortable and efficient for you to work in. One word of caution, do not sacrifice safety for ease of handling or operation.

5. If jigs or fixtures are required, locate and tie them down in a safe manner. A loose or improperly set fixture will cost you time, quality and most importantly is extremely dangerous. Machine and fab operators must use the amount of threads equal to the diameter of the bolt as a minimum (7/8" bolt uses at least 7/8" threads).
6. Set machine to specified instructions on work order. The speeds, feeds, etc. specified are designed as a starting point or guideline. You may well have to make minor adjustments for best utilization of tools and equipment while making a quality part.
7. Make your first good part and have it inspected by your crew chief and or Quality Control. (Refer to inspection procedure.)
8. Record the time spent on your setup on your time card.

You are now ready to run good quality production parts.



Hesston offers educational assistance program

It's only a short time until school bells ring again and children return to the classroom; but, returning along with them, will be many adults. Today, more than ever before, an increasing number of adults are going back to the academic world to broaden their skills and knowledge.

Hesston offers an educational assistance program for full-time employees who want to attend school to improve and broaden their knowledge of subjects relating to their jobs.

To be approved for educational assistance, the college or skill/technical course(s) the employee wishes to take must be:

1. related to the employee's present or future job responsibilities at Hesston;
2. approved by the employee's supervisor, department manager, employee relations manager and Training Department;
3. taken on the employee's own time and satisfactorily completed.

In addition, the employee must not be receiving duplicate educa-

tional assistance from another source, such as the G.I. Bill.

To apply for educational assistance, the employee should fill out an educational assistance request form and return it to the Personnel Department. (Forms are available in Personnel.) The form must be approved by the employee's supervisor, department manager, employee relations manager and the Training Department *prior* to enrolling in the course. Requests for courses which have been taken or are being taken at the time will not be approved.

Upon successful completion of the course(s), Hesston will reimburse 50 percent of the cost of undergraduate and graduate college courses taken for college credit in the classroom or by correspondence. Employees must make a grade of C or better in undergraduate courses and a grade of B or better in graduate work.

Employees enrolled in technical and skill courses will receive 100 percent of tuition costs upon successful completion of the course(s). In instances where the department head requires an employee to take a particular course, Hesston will pay all costs of that course.

Reimbursement includes tuition, registration fees and other

non-refundable fees related to the course, such as lab fees. Not included are books, dictionaries, lab supplies, late enrollment fees, special equipment, such as drafting tables, etc.

To request reimbursement, the employee must return to the Personnel Department either a certificate of completion for each course, signed by the course instructor or school registrar or the official grade slip provided by the school.

All receipts for tuition and other reimbursable items should be attached to the grade slip or the certificate of completion.

If an employee drops a course after he has been approved for educational assistance, he should notify Personnel.

For more information on the company's educational assistance program, contact Ray Peirce, ext. 838, or Millie Cherryholmes, ext. 477.

*Want to be a successful failure?
Prepare for nothing.*



Mxssagx to all xmplayxxs

Xvxn though my typxwritx is an old modxl it works quitx wxll xxcxpt for onx kxy. I havx wishxd many timxs that it would work pxrfxctly. Thxrx arx 46 kxys that function wxll enough, but just onx not working makxs all thx diffxrxncx.

Somxtimxs it sxmxs that an organization is somxwhat likx my typxwritx; not all thx pxoplx arx working. You say to yoursxlf, "I am only onx pxrson, I dont makx or brxak a program," but it doxs makx a diffxrxncx bxcasx an association to bx xffxctivx nxxds thx participation of vxxy pxrson rlatxd to it.

So thx nxxt timx you think you arx not nxxdxd, rxmxmbxr and say to yoursxlf, "I'm a kxy pxrson in our organization and am vxry much nxxdxd." Gxt thx mxssagx?

Buckboard Bulletin
The Waggoners Trucking

*If you have enough push, the
pull will take care of itself.*

Another Labor Day

Another Labor Day . . . another brief reflection on our nation's economic growth . . .

It took courage, risk and determined effort on the part of self-reliant men and women to turn wild land into productive farms and ranches, to build towns, develop industries and push the railroads through to the Pacific Ocean.

The driving energies of a free people sped the development; and the use of scientific, industrial and business innovations transformed a wilderness continent into the world's greatest and most admired industrial complex.

With the development of rapid communications, transportation and mechanization of industry, undreamed of opportunities have been created.

The American free enterprise system continues to provide that productive growth, the employment, the ever-rising standard of living that all of us expect and demand of it.

Activity Committee News

July fishing contest winners

Leo Ediger, Material Disposition,
Channel Cat, rod and reel, 6 lbs.
Warren Stucky, Dept. 977,
Flathead, limblime, 35 lbs.
Cloyd Thomas, Tooling, Walleye,
5 lbs., 14 oz.

Swap Shop

For Sale

1979 Honda 750F, 4400 miles.
Windjammer and backrest; black,
like new. Priced to sell. Call ext. 613
or 327-2515 after 4:00 p.m.

1977 Suzuki GS750, good condition.
Windjammer and other extras. Priced to sell. Call ext. 671 or
283-1205 after 6:00 p.m.

18 ft. fiberglass canoe, 3 seater,
good condition. Priced to sell. Call
ext. 613 or 327-2515 after 4:00 p.m.

"Last Will and Testament of a Farmer"

I leave:

To my wife — My overdrafts at the bank, maybe she can explain them.

To my son — Equity in my car. Now he'll have to work to meet the payments.

To my banker — My soul. He's got the mortgage on it anyway.

To my neighbor — My clown suit. He'll need it if he continues to farm as he has in the past.

To my FmHA — My unpaid bills. They took some real chances on me and I want to do something for them.

To ASCS — My grain bin. I was planning to let them have it next year anyhow.

To the Farm Advisor — Fifty bushels of wheat to see if he can hit the market high after years of telling me why I never did.

To the SCS people — My farm plan, maybe they can understand it.

To the junk dealer — My machinery. He's had his eye on it for years.

To the undertaker — A special request: Six implement and fertilizer dealers for pallbearers, please. They've all been carrying me for years.

To the weatherman — Rain, sleet and snow for the funeral. No sense in having nice weather now.

To the grave digger — Don't bother, the hole I've dug for myself over the years should be big enough, thank you.



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.

*Editor: Michael Patrick
Layout: Dennis Schmidt
Printing: Gary Blankenship*



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

Service Anniversaries



25 YEARS



Mel Gaeddert
Engineering



Ernest Summers
905

15 YEARS



Ed Burrows
Product Management



Dean Wasser
Marketing



Weldon Jensen
Denver Branch



Vic Seibel
Production



David Wedel
Production

(n.p.)
Blackie Harimon
Denver Branch

10 YEARS

(n.p.)
Bernard Barry
Indianapolis Branch

5 YEARS



Yvonne Bartley
Product Services



Phyllis Branson
Production



Richard Colley
Canada



Robert Davis
Engineering

(n.p.)
Doug Fox
Indianapolis Branch
Richard Messimore
Kansas City
James Vaughn
Distribution
George Yacilla
Engineering

This is Hesston Country!

"What's so special about Hesston Country?"

"OUR PEOPLE!" Over the years, that answer stands proud and true. We are beautiful people all right: the Hesston employee. Functionally beautiful, like the equipment we manufacture and support. We create thousands of jobs here and in places we've never seen. We generally donate time, effort and money to charitable causes and community projects.

We generate friendships and smiles at work, through hard times and good times. We promote a sense of mutual respect and self-worth, because in Hesston Country, we're not numbers, we're individuals with pride. We're proud in knowing the work we do is well done. We have pioneered products that not only meet the farmer's needs, but the world's as well.

What's the future in Hesston Country? We are, because we - the employees - make it all happen.

mp