

Firestone

NEWSLETTER

VOL. 1, NUM. 9

GASTONIA, NORTH CAROLINA

JANUARY, 1988

PLANT MANAGER'S MESSAGE

By: J. Anand

Thanks to all the employees who came in to work during the snowstorm. A special thanks to those employees who helped in picking up and dropping off other employees.

This snowstorm, coming at the heels of the Christmas and New Year's holidays, has made the fabric situation extremely tight at the tire plants. It will take a few weeks for us to get out of this situation. We need each and every one of you to be at work giving your best effort.

We are currently producing some tire cord samples for McCreary and Bridgestone and some industrial fabric for Cooley. Special care needs to be taken as all these accounts could prove to be big business for the Gastonia plant.

The Personnel Department is currently holding meetings regarding the changes in our absentee and lateness policy which will be made effective February 1, 1988. These changes are a result of employee input over the past few months.

SAFETY NEWS

Incidents 3
Lost Time 0
Incident Rate - Month: 6.3 Year to Date: 7.7

DECEMBER PRODUCTION

Department*	Pounds per Day	
	Required	Actual
Ply Twisting	158,000	149,210
Cable Twisting	158,000	152,497
Sales Yarn	1,500	1,363
Tire Cord Weaving	158,000	153,159
Industrial Weaving	2,500	2,520
Treating	165,000	161,178

Total Pounds Shipped for Month 4,238,220

*Operating days vary by department.

WASTE REPORT

	Actual % to Production	Objective % to Production
Twisting	.43	1.13
Weaving	.55	.43
Treating	.59	.78

CUSTOMER COMMENTS

By: Jeff Heavner

Gastonia's chargebacks were substantially up in December. We did not begin the year the way we would have liked to. The worst situation in December was at Decatur where our performance has steadily worsened with respect to material chargebacks (August 466 lbs., September 117 lbs., October 569 lbs., November 814 lbs., and December 1129 lbs.). Decatur's major complaints have been for filling tails or trash outside the selvage and poor roll starts. Until we address these problems Gastonia will continue to be the target of a lot of criticism from the Decatur tire plant.

In 1986, there were chargebacks totaling 38,358 lbs. costing \$54,818. In 1987, the domestic chargebacks amounted to 20,958 lbs. costing \$26,571 which is a substantial improvement. This was accomplished during a time when the standards for fabric are becoming much more strict. We are not perfect, but as long as the tire plants see improvement they will be cooperative.

Gastonia did receive some favorable responses from customers in December. The prospects for the west-end continue to look very promising. Gastonia will need to expedite trial orders for Cooley and Reeves in January. If successful, it would result in more business for the west-end. Chemprene has purchased a small amount of fabric from Gastonia, and might be a potential customer in the future. A short roll of fabric is scheduled to go to America Fuel Cell for their evaluation. Gastonia is experimenting with 210d for Action and Reeves which might result in some business.

BASIC EDUCATION GED PROGRAM

Mondays and Wednesdays
2:00 p.m. - 5:00 p.m.
2nd Level Warehouse

Have you registered?

MARTIN LUTHER KING, JR.
1929 - 1968
THE MAN WHO DARED TO
DREAM.

REWORK REPORT

Weaving Rerolls Generated	216	{	TOO	}
Reweaving Rolls Generated	60	{	MANY!!	}
Treated Rerolls Generated	220	{		}

=====
DEPARTMENT NEWS

TWISTING: In our search for better quality, greater production, and a more desirable job, we will be renovating one Utex ply twister in January. We will put on a double bottom feed roller system and raise the twister 8" higher. This will resemble a conventional twister when completed; therefore, improving the number of ends down and also keep the twist from running back to the beam.

If anyone has an idea on other ways to improve our machinery, please let me know. We will be spending around one million dollars this year improving and upgrading our twisters.

WEAVING: Everyone should be commended on increasing productivity from an average of 146,191 lbs./day in November to 154,513 lbs./day in December. This is really good improvement and we need to continue to increase and maintain our daily production requirements. Both Draper and Sulzer Weaving areas are operating under "Group Bonus Programs" relating to productivity; therefore, the more production run equals the opportunity for everyone involved in these programs to make more money.

Weaving non-conformities are listed below for the last 2 months.

	<u>November</u>		<u>December</u>	
	<u>Month</u>	<u>Day</u>	<u>Month</u>	<u>Day</u>
Rerolls	215	10.1	216	9.7
Reweaves	68	3.2	60	2.7

Please note that we generated less rerolls and reweaves on a "per day" basis in December than in November. We have implemented "Quality Bonus Programs" in the Draper and Sulzer Weaving areas in addition to the "Production Bonus Programs" noted above. The Quality Programs give employees the opportunity to share in the savings of making tire cord fabric "right the first time" without having to reroll and/or reweave. There continues to be improvement in our non-conformities, and both weaving areas have received bonuses due to these improvements.

MAINTENANCE: The Machine Shop purchased and put into operation a new Sharp Milling Machine during the month of December.

We have been replacing all of the older model Draper looms with the newer X3 looms from the first floor main mill. This will standardize all of the Draper looms allowing us to reduce our stores inventory.

QUALITY ASSURANCE: December saw us getting all the paperwork complete for our test rolls of fabric for Bridgestone. We will start producing them in early January so expect to see some Japanese men in your area looking at your quality. It will be a real feather in our cap when we show we have a quality level suitable to a Japanese customer. This can be a very big piece of business that will insure our future survival.

December also got us started on a smaller test order with McCreary Tire Co. While the order we make for them in January will be smaller, it is potentially worth millions of pounds per year, if we get the contract. They are considering us not because our price is best (it isn't--remember "the gap"?) but because we promised superior quality. We will have to be very careful with their fabric to get the business.

So Santa (Larry Shute) brought us a couple of nice gifts for Christmas, but we get to keep them only if our quality is very good.

Happy New Year!

TREATING: The #8 Unit average efficiency for the past 4 weeks was 73.7%. We had 2 bad weeks in a row with a fire in the top of the #2 oven the first week and a fire in the top of Zone 3 the 2nd week. The 2nd fire resulted in the loss of the #4 exhaust fan and it will take 3 months to replace it. The #3 Unit average efficiency was 88% which is good considering our low inventory.

I appreciate the effort of the Unit employees to make it in to work during the snowstorm. This effort prevented the shutdown of a tire plant.

I also appreciate the work the reroll operators are doing. They are working hard to keep our rerolls in production. 220 rolls have been sent to the tables and 220 rolls have been repaired.

=====
SERVICE AWARDS - JANUARY

	<u>Department</u>	<u>Years Service</u>
J. B. NEAL	Twisting	35
ROBERT L. RHODEN	Twisting	20
PAUL E. TIGNOR	Weaving	20
WILLIAM C. COCHRAN	Weaving	15
WILLIAM G. HOLMES	Warehouse	15
RAY NATIONS	Twisting	15
HAYWOOD O. REID	Weaving	15
BARBARA A. SHANNON	Weaving	15
FRED D. BATES	Twisting	10
JIMMY L. BECK	Twisting	10
ROSIE B. BOONE	Warehouse	10

RETIREMENTS FOR JANUARY

BETTY G. TOMPKINS	Q.A.	37 yrs.	2 mos.
DAVID FRIDAY	Twisting	16 yrs.	6 mos.