



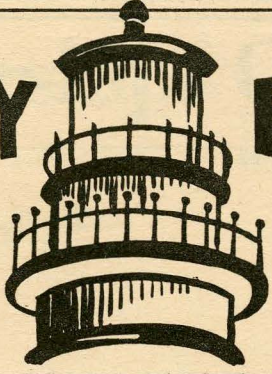
Bleachery Beacon

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Bleachery Beacon - February 1971

Rock Hill Printing and Finishing Company

BLEACHERY BEACON



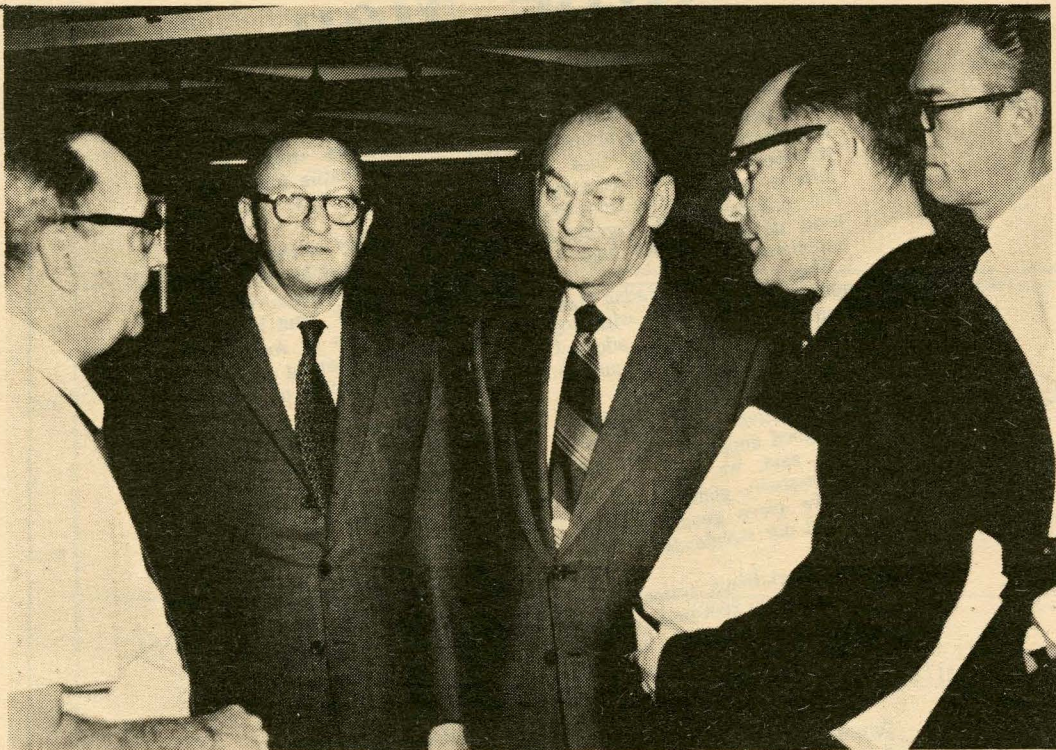
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FEBRUARY 1971

ROCK HILL, S. C.



VISITS BLEACHERY-Robert Bendheim, President of M. Lowenstein & Sons, is seen above during a recent visit to the Bleachery. Bendheim (second from left) is seen discussing plans for 1971 with (left to right) Harold Connelly, divisional superintendent; General Manager Durward Costner; James F. Magarahan, Executive Vice President of the Finishing Division; and Charles Reese, III, Plant Superintendent. Later at a management meeting, Bendheim told the Rock Hill group. . . "the Bleachery had a bad year in 1970. It is imperative that we take steps to improve the operation in 1971".

New Housekeeping Program Will Include Everyone

A program designed to make our daily lives at the Bleachery more pleasant, safer, and more efficient was announced this month by General Manager Durward Costner.

The program will include all phases of Housekeeping throughout the plant and includes each department, job, and individual employee. George Brandt, Jr., executive assistant to the General Manager, will coordinate the program with supervision.

"I have been concerned with the Housekeeping in the plant for sometime", Costner said. "Since each of us spends eight hours each day on our jobs, I am confident we will have the enthusiastic support of each supervisor and employee."

"In addition to the environmental effects, we found that poor Housekeeping is also affecting our quality and efficiency", Costner added, "and it is imperative that we take immediate steps to correct this situation".

Brandt reported that a complete survey of weekend cleaning methods and procedures has been made and is currently being studied and evaluated. Changes and improvements are currently being implemented.

"However, this is only the beginning", Brandt said. "If we hope to have a cleaner and safer working area, it will take the active participation of everyone in the Bleachery".

Brandt said current plans call for emphasis on cleaning up the smoking booths and smoking areas in all departments. Plans include equipping each booth with a dust pan and broom so

that the booths could be kept clean at all times. Attention will also be stressed for rest rooms and canteen areas.

From these areas, the campaign will move to each machine and job in the plant.

"We have found that considerable cloth is being damaged as a result of poor housekeeping in and around the machines and in storage areas", Brandt said, "cleaner work areas should make our work more pleasant and reduce damaged cloth".

To get the clean up started, a "clutterbuggy" is making regular trips through the plant. The "clutterbuggy" provides a means for each department to move items not in use that tend to clutter up "nook and crannies" in the departments. It is not to be confused with the regular trash pick-up.

The programs also include a reorganization of inspection teams who will inspect and report every two weeks.

An inspection team will consist of two supervisors and two employees. Teams from Plant #1 will inspect areas in Plant #2 and vice-versa. The inspections will be made off shifts.

Employees selected for inspection teams will serve for one month, or two inspection periods.

"We will be making other improvements as we go along", Brandt said, "and will try to bring the program to a peak in time for Open House during "Come See Me Week" at which time employees' families and our friends in Rock Hill will be invited to visit the plant."

30 Join Red Cross Gallon Club

More Details And Photos On Page 10

There were 30 Lowenstein employees who became new members of the Red Cross Gallon Clubs during the February Bloodmobile visit, bringing to a total of 462 employees holding memberships in the Bloodmobile Gallon Clubs.

ONE GALLON CLUB-William B. Edwards, Color; Leila T. Moss, Samuel F. Childers, and Arthur B. Perdue, Packing; Bobby T. Garrick, C. Wayne Jarvis, and Herbert W. Low-

ery, Mechanical; Robert G. Ledford, and Raymond N. Griffin, Grier Division; Bobbie L. Ligon, Edith A. Carter, John W. Monteith, and Donald H. Lowder, Management Services; George W. Wallace, Sr., Shipping; E. P. Alexander, Open Stock; Wylie O. Hartness, Dye; Shirley J. McRorie, Office; and Thomas E. Marshall, Calenders.

TWO GALLON CLUB-Mary Pittman, Management Services;

Bruce A. Vaughan, Mechanical; Thomas R. Horne, Color; Leroy Ellison, Shipping; Kenneth Parker, Jr., Cost; Harrison Stilwell, Packing; Steadmon Oxendine, Dye; and Clyde T. Harvell, Grey.

THREE GALLON CLUB-Leroy Childers, Sample; Luther Lesslie, Dye; and Thomas L. Williams, Rayon.

FOUR GALLON CLUB-James B. Mayo, Office.

Credit Union Elects Officers For 1971

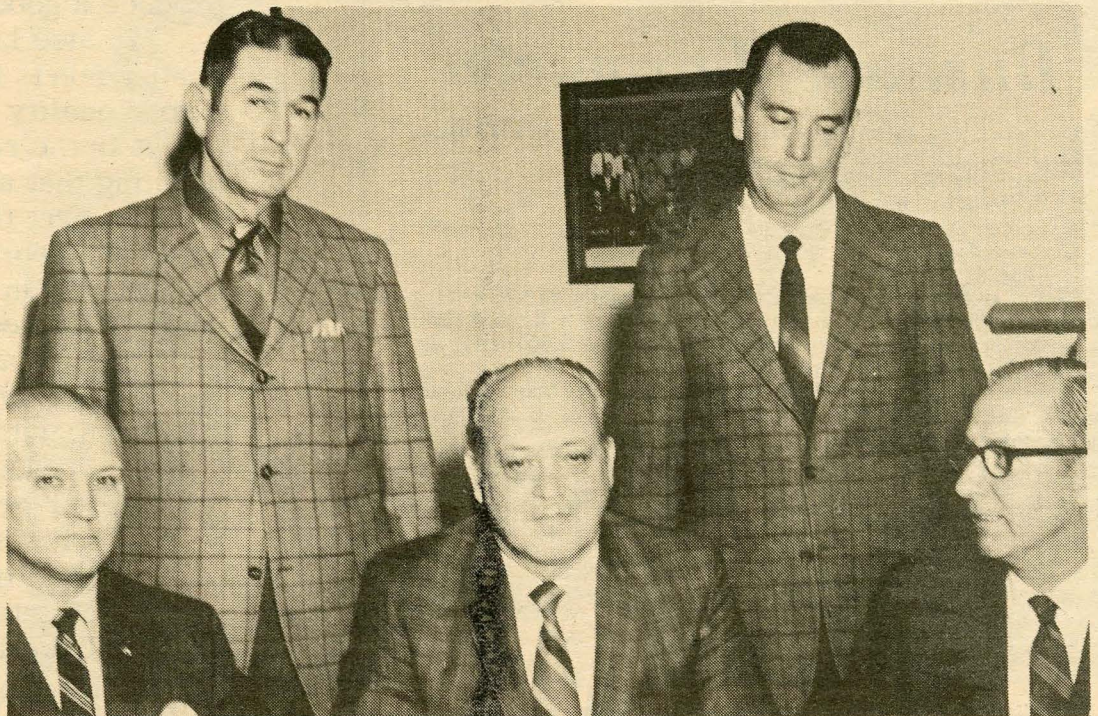
Members of the RHP & F Federal Credit Union elected officers and directors for 1971 at the Annual Membership Meeting held on the second floor of the Credit Union Building on Saturday, January 23.

Elected to the Board of Directors for a term of two years were Harry Givens, Printer; Ernest Boling of Packing; Bob Lesslie of Frames; Robert W. Gordon of Open Stock; and Alex Wolfe.

In addition to the Board of Directors, election was held for the Credit Committee. Reid Roach of the White Department and Annie Poag of the Credit Union office were re-elected to serve a two-year term. Vernon Ezell of the Packing Department was elected to a one-year term.



CREDIT COMMITTEE-Shown above is the new Credit Committee of the RHP&F Federal Credit Union. They are: Vernon Ezell, Packing; Annie Poag, Credit Union Office; and Reid Roach, White. Roach was elected Chairman.



BOARD OF DIRECTORS-Shown above is the new Board of Directors who were elected at last month's annual meeting of the RHP & F Federal Credit Union (left to right) Bobby Gordon, Open Stock; Ernest Boling, Packing; Alex Wolfe, Credit Union staff; Bob Lesslie, Calenders; and Harry Givens, Printer.

BLEACHERY BEACON

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Placing The Blame

In America we often think everything wrong is someone else's fault.

We often hear--"They ought to do something about these awful taxes." But do we stop to think that many taxes are made necessary to pay for the very things we have asked for and insisted upon--like new programs, additional services, and increased benefits? And have we considered the need versus the cost?

Realizing that the cost of these programs and services will result in additional taxes, have we ever told our government what we can do without?

We often hear--"Inflation is killing me." But do we stop and ask ourselves what we have done as an individual to curb inflation? Think it through--inflation starts with the individual on his or her job. A lag in production--waste of materials--unwarranted downtime--poor quality---sloppy workmanship---these all lead to increased costs. Now, multiply these by the number of processes the product passes through before reaching the consumer and the increased costs become quite inflated. Ultimately, it all comes back to haunt us in increased prices.

So what do we do? We point our finger and blame someone else. Sometime it is the President or the Congress. Other times it may be the Governor or the Mayor. Then again it may be the company, the boss, or the man next door. Sometimes we just call them "they".

Everything wrong is somebody's fault. If each of us makes sure it isn't his, there'd be a lot less of it.

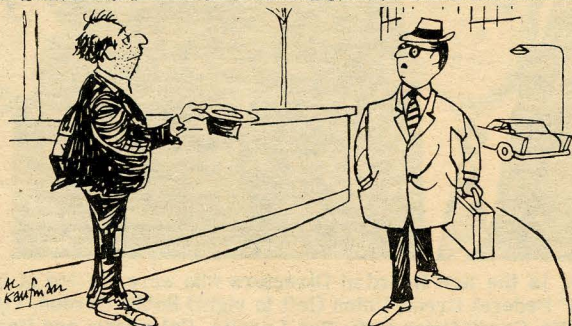
Business Barometer

The latest report on National Business Trends for 1970 show:

1. Personal Savings up	-	25%
2. Industrial Production down	-	5.8%
3. Corporate Profits down	-	5.2%
4. Hourly Earnings up	-	4.0%
5. Labor Costs up	-	5.5%
6. Federal Debt up	-	3.8%

Closer at home, it appears the S. C. economy will follow the national trend in 1971. Recovery is going to be a difficult task. Employment in the textile industry is already 5,000 below its 1969 high. The road back will be rough.

Here at home, the new additional 25 mils for city taxes will add nearly \$70,000 to the cost of operation of our plant. It will take a lot of doing to offset this.



"I give at the office."

10A THE CHARLOTTE OBSERVER Wed., Jan. 27, 1971

S. C. Apparel Makers Warn Textile Men

By PHILIP MOELLER
Observer Staff Writer

A South Carolina apparel association has served notice on the textile industry that its members are tired of receiving inferior quality cloth from textile makers. And it is going to send defective goods back to suppliers.

The S.C. Needle Trades Management Association, with 105 member companies, adopted the resolution at its annual meeting in Columbia, S.C.

In order to receive immediate corrective action from our piece good suppliers," the resolution said, we, as a group, are massively going to return defective piece goods that do not meet our standards."

The association's action was taken after repeated complaints from individual members unable to get satisfactory product improvements on their own.

Commenting on the resolution, association spokesman Herbert Young said, "The problem (of quality) has been with us since time immemorial but has become worse in the last two or three years because of the labor situation." Young said that newer textile workers have not been as concerned with making quality products.

"The fact still remains that the people who have been hired in the last few years have been largely untrained and have been difficult to mo-

tivate," Young said.

He also suggested that association members might buy less imported textile fabrics if the quality of U.S. fabrics were higher.

"I'm sure many of them are buying imported fabrics and finding quality problems with them too," he said. "But higher quality products of American textile makers would offset the lower price appeal of imported fabrics."

Young said the association was not fighting with the industry. "The textile and apparel industry have common goals," he said. "If the garment producers could sell more they would buy more from the textile industry."

Young said part of the problem stems from growing returns of apparel shipments by retail buyers, who claim inferior quality is the reason for the returns.

"When business is bad retail buyers will find excuses to return goods; when business is good they'll sell anything."

Members of trade associations representing the textile industry, nationally and in South Carolina, said they hadn't heard about the charges from the Needles Trades group and could not comment on them.

The S.C. Needle Trades Ass. represents all makers of products using sewn fabric, including home furnishings, as well as apparel makers.

Illusions frequently accompany impulsive acts.

In times such as these we need intelligent, thoughtful, self-analysis and action to solve our problems or we may weaken our industry at a time when strength is most needed.

This is not a time for finger-pointing.

We know from experience that the materials used in a finishing operation seldom cost more to produce a good job than a poor one.

We also know the labor cost to produce a good quality fabric is the same as the cost of producing a poor quality fabric.

It is the returns and the extra cost of re-handling that affects our cost of operations.

To meet the challenge, we should "keep our cool" and approach the problem intelligently and thoughtfully in order to maintain high standards of quality that keep old customers and get new ones.

As a plant and a company, we can best hold our competitive position in the marketplace by:

1. Maintaining a high standard of quality.
2. Producing a dependable uniformity in our product.
3. Eliminating waste by "Doing it Right the First Time".
4. Maintaining good production schedules.
5. Excelling in service to our customers.

THOSE WHO RESORT TO "EXCEPTIONS" AND/OR "SHORT-CUTS" ARE ONLY KIDDING THEMSELVES AND JEOPARDIZING THEIR JOBS.

By Lowenstein Foundation

Two \$3,000 Scholarships Offered Seniors

Applications for the 1971 Lowenstein Scholarships are now being accepted by the Personnel Department.

The scholarships are awarded each year by the Leon Lowenstein Foundation and amount to \$750 per year, or a total of \$3,000 to each recipient who maintains passing grades for a period of four years.

The deadline for receipt of applications is May 1.

Full details and the application blanks may be obtained from any members of the Industrial Relations staff.

This year marks the twenty-fourth year the scholarships have been awarded. During that time 48 students have been aided in their college education through the Lowenstein Foundation.

Terms of eligibility have been broadened at the present time so that graduates of any high school in York County may apply regardless of whether they have any connection with the Bleachery. First consideration, however, is still given to students with close relatives employed at the Bleachery.

Two scholarships have been awarded each year since 1948 with the exception of 1960 and 1965, when the scholarship for girls was divided between two outstanding applicants.

Since the origination of the program, the amount of the scholarship has increased from \$600 per year to \$750 per year. Also, the male recipient now may take Engineering and Chemistry courses which can be utilized in the textile industry.

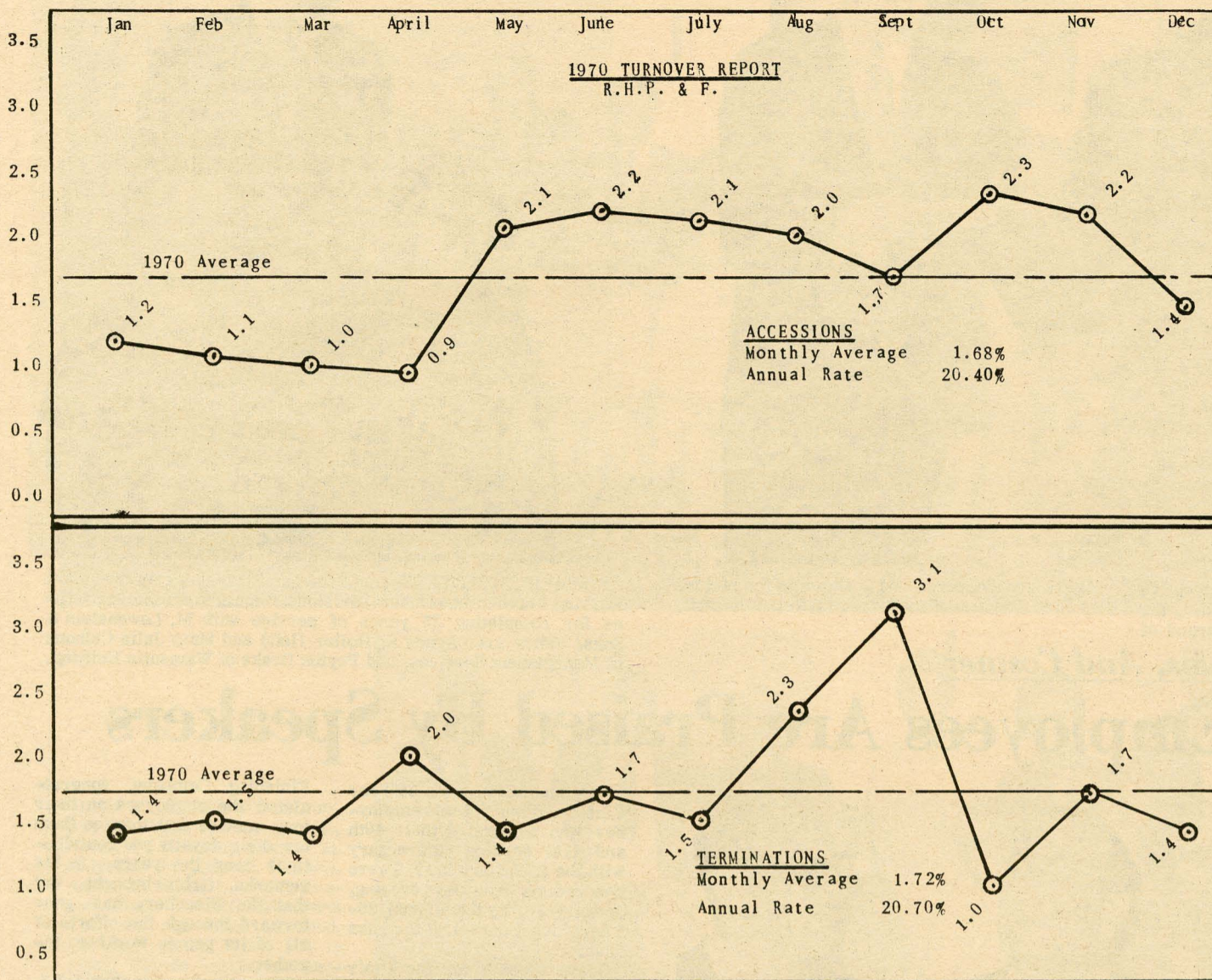
All applicants must take the Standard Scholarship Aptitude Test and include a copy of the test score with a completed application form and other required information.

The average of the S. A. T. scores submitted must be at least 600, as determined by the following formula: Verbal, plus Verbal, plus Math, divided by 3.

Applicants must have an academic record in the upper third of their class. The character and reputation of the applicants, need for financial assistance, and leadership in school activities also are given consideration.

Among some of the outstanding recipients of the awards during the years have been the Head of the Chemistry Department of the University of North Carolina at Charlotte, and a Research Specialist of the National Aeronautical and Space Agency.

Several of the recipients have gone on to obtain graduate degrees.



Labor Turn-Over Decreases In 1970

As a result of an in-depth study and survey conducted in the fall of 1969, Rock Hill Printing and Finishing Company was able to reduce its turn-over rate during 1970 by about 25%.

The survey and analysis indicated there were three major factors causing labor turn-over. They were:

1. The need for better orientation in both the Personnel Department and in the plant.
2. The need for more intensive on-the-job training of new

employees during their probationary period.

3. Better communications and understanding between the new employee and the first line supervisor.

As a result of these findings, Bleachery management inaugurated a uniform plant-wide approach on orientation, training, and indoctrination of the new employee, effective January 1st.

The program resulted in a 25% reduction in turn-over and reduced the monthly average to 1.7% or about 20.4% annually.

This is about one-third of the labor turn-over average of 5.1% or 60% annually for the Textile Industry as reported this month for January through August.

The graph above gives the monthly figures for 1970 and includes the employment and termination of summer replacements for vacation and National Guard. The formula used in tabulating and computing is the same as the one used by the U. S. Department of Labor and the ATMI.

"The decreased turn-over benefits everyone in the Bleachery", Roscoe Cox, Personnel Director, said in reviewing the 1970 figures. "It reduces the in-flow of inexperienced people which is costly and time-consuming."

"Our rate has always been below the industry average",

Cox said, "however, it is our hope to reduce it even more. We are very encouraged on the improvement and believe we are now seeing the results of our efforts launched last January".

"We also believe that the additional orientation and communications between the first line supervisor and the employee has been most effective among the young people who are now applying for jobs. They have been most responsive to our efforts", Cox added.

The figures for the month of January 1971 showed a labor turn-over of about 1%. It also indicated an adequate labor supply of 166 applications for the 31 job openings during the month. This indicates over five applications for every job opening during January.

Firsthand View:

Winthrop Newcomers Club Visits Bleachery

The Bleachery and its employees were commended for their interest in other citizens of the community by the Winthrop College Wives Newcomers Club when 24 members of the club toured the plant last month.

Mrs. Salley Viault, who arranged the tour said that the club was very much impressed with the plant and its employees.

"The Bleachery is to be congratulated for taking an interest in a group such as ours and in

helping to promote a better understanding of industry to people in the community. You really are performing an educational service. So many people in the academic field do not have the opportunity to actually visit an industry and see first hand what is really going on. Surely tours of this type promote a closer relationship between the academic community and industry", added Mrs. Viault.

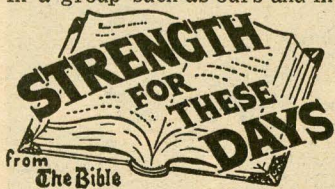
The members of the group were fascinated by the amount and wide variety of cloth that was being processed and expressed particular interest in the Bleach, Print and Color areas.

In addition to the plant tour, the Newcomers Club members were given a history of M. Lowenstein and Sons and Rock Hill Printing and Finishing Company when they assembled in the Industrial Relations Conference Room before the tour.

Guides for the group were David Oates, Packing; Dewey Mahaffey, Methods and Standards; and Frank Williams and Eddie Bolton of Color.

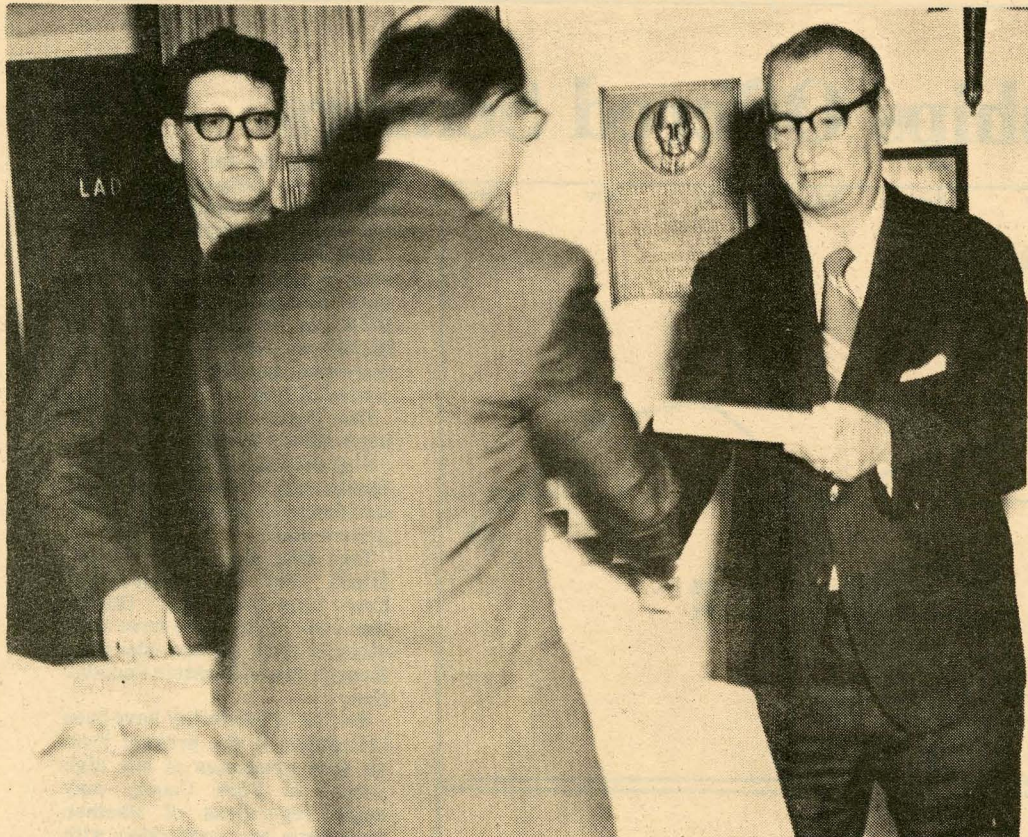


NEWCOMERS VISIT PLANT—One group of the Winthrop Wives Newcomers Club is seen above watching the Pantograph Operation in the Engraving Department. Valerie Misskelley is seen operating the machine and Dewey Mahaffey, who guided the group, is seen on the back row.



Son, be of good cheer; thy sins are forgiven.—(Matt. 9:2).

When we have feelings of guilt we should recognize our past mistakes and humbly beg for God's forgiveness. We can rest assured that God, in His infinite mercy, is always ready to grant forgiveness to sinners.



CONGRATULATIONS—J. J. Adams, Executive Vice President, is shown above presenting the 25 year service award to Ben W. Stroud of

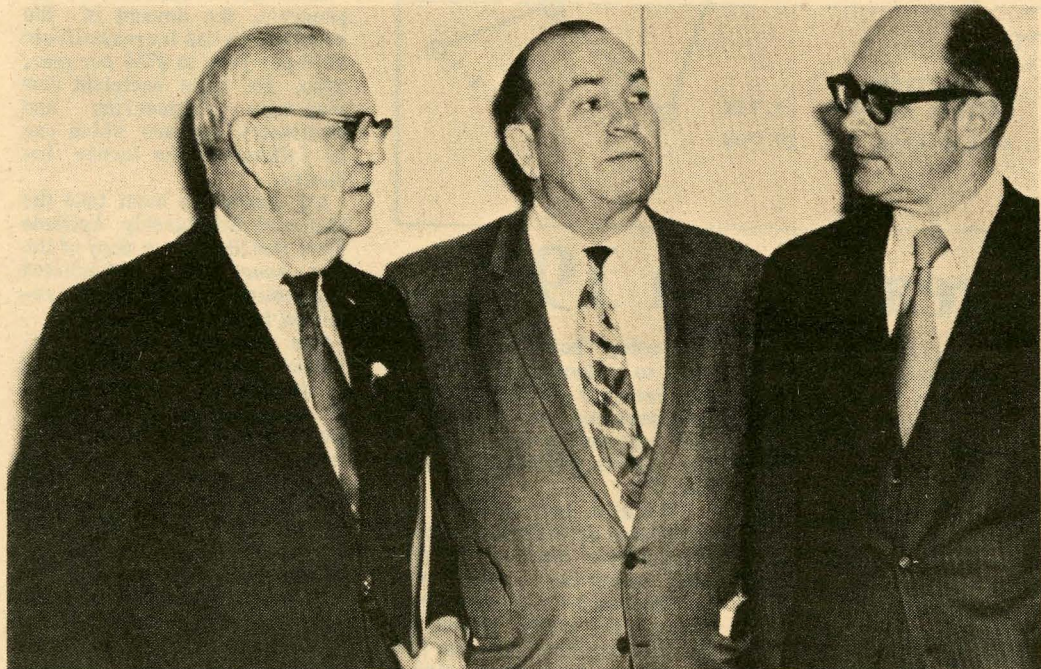
Agers and Soapers. Also shown in the picture is Jack Howison of the Industrial Relations staff.



FORMER EMPLOYEES—Three former Bleachery employees now working in other Lowenstein Divisions, were also presented watches for completing 25 years of service with M. Lowenstein & Sons. They are: Agnes S. Holler (left) and Mary Julia Calhoun of Management Services, and Peyton Drake of Wamsutta Knitting.

Gettys, Grier, Adams, And Costner

Veteran Employees Are Praised By Speakers



DIGNITARIES—Shown above, left to right, are W. H. Grier, Sr., President of Rock Hill Printing and Finishing Company, Congressman Tom Gettys of the Fifth Congressional District, and J. F. Magarahan, Executive Vice President,

Finishing Division. All three were participants in the annual banquet honoring the new 25 Year Club members. Congressman Gettys was the main speaker at the banquet.

New members of the 25 Year Club and other veteran employees who celebrated their 40th and 41st service anniversary with the Bleachery in 1970 were honored on Saturday evening, January 16, at the Annual 25-Year Club Banquet at the Elks Club.

Guest speaker for the affair was Congressman Tom S. Gettys of the Fifth District. Congressman Gettys praised the 142 veteran employees for their loyalty and took the audience back in time and traced the history of the Bleachery from 1929 to the present day. He observed that the Bleachery and its employees had always been leaders in Rock Hill in community activities and the employees and the company could be counted on to do more than their share for their community.

Gettys said that the influx of cheap imports is one of the textile industry's biggest problems and that he hoped the Congress would do something about the situation in the upcoming session.

W. H. Grier, Sr., President of Rock Hill Printing and

Finishing Company, congratulated the employees on their long service and thanked them for their loyalty and contributions over the years. In his remarks, Grier brought out that the Bleachery has gone forward through the efforts of all of its people working together.

Other speakers included J.J. Adams, Executive Vice President, and D. W. Costner, Vice President and General Manager.

Adams also was among the group of veteran employees who were being recognized for 40 years of service. He said that he had been honored throughout the years to present 864 gold watches to members of the 25 Year Club and that the new members represented the spirit of all of the employees of the Bleachery.

D. W. Costner presented gifts to the 40 Year Club members. "You and the other veteran employees are the backbone of the company, and we appreciate your loyalty, enthusiasm, and the many contributions which you have made," added Costner.



NEW MEMBERS—(Front row, left to right) Paul M. Howard, H.G. Thomasson, and George Turner, Rayon; Hattie F. Watts, White; R. O. Thornburg, Robert L. Starnes, Jack Nunn, and Harold J. Honeycutt, Print. (Back row, left to right) Fred Childers, Rayon;

W. T. Swann, Night Superintendent; Richard Neely, Grier Division Color; Burton McDaniel and Franklin Thompson, White; H. N. Hilderbrand, Print; and Jake Crockett, Jr., and Charles Rawlins, Stock Room. Other new members on page 7.

At 25 Year Banquet

Gold Watches Presented To 112 Employees



25 YEAR CLUB-New members of the 25 Year Club are (front row, left to right) Mildred Gardner, Office, Ann Moore, Office; Alma Ratterree, First Aid; and Annie L. Ainslie, Margaret Clinton, Myrtle Ussery, Mary Comer, Nancy Windell, and Jo M. Truesdale, all of the Office. (2nd row, left to right) William B. Bolin, Joseph Martin and Jack D. Bailey, Color; Chalmers Dill, Roy M. Adams, and Otis Helms, Calenders; Harry Wright and Gordon Threatt, Bleach; and David Gillespie, Carl Green, Jr., and Ben Stroud, Agers and Soapers.



NEW MEMBERS-(Front row, left to right) Evelyn Yandle, Rhoda T. Watson, Lucy M. Rollings, Virginia C. Barnett, Annie M. Barnett, Ann V. Hester, Mary M. Hill, Margaret Childers, and Rena O. Good, Packing. (Back Row, left to right) Claude Childers, Garfield Harris, and Fred W. Neal, Print; Mary E. Franklin and Mary Wallace, Packing; Boyd Blackwell, Print; Obedia Jones, Shipping; and H. D. Beamguard, Packing.



1945-1970-(Front row, left to right) Maggie Barfield, Lorena B. Peay, Ruth Jackson, Helen Stroud, Fay Doby, and Julia Stevens, Packing; Inez Grant, Open Stock; Wilma T. Armour and Margaret R. Broome, Packing. (Back row, left to right) Wilkie Porter and Thomas Durham (retired), Power; Luther Johnson and John L. Craig, Power; James L. Currence, Packing; Eli Massey, Shipping; William Adams and Roger Cherry, Yard.



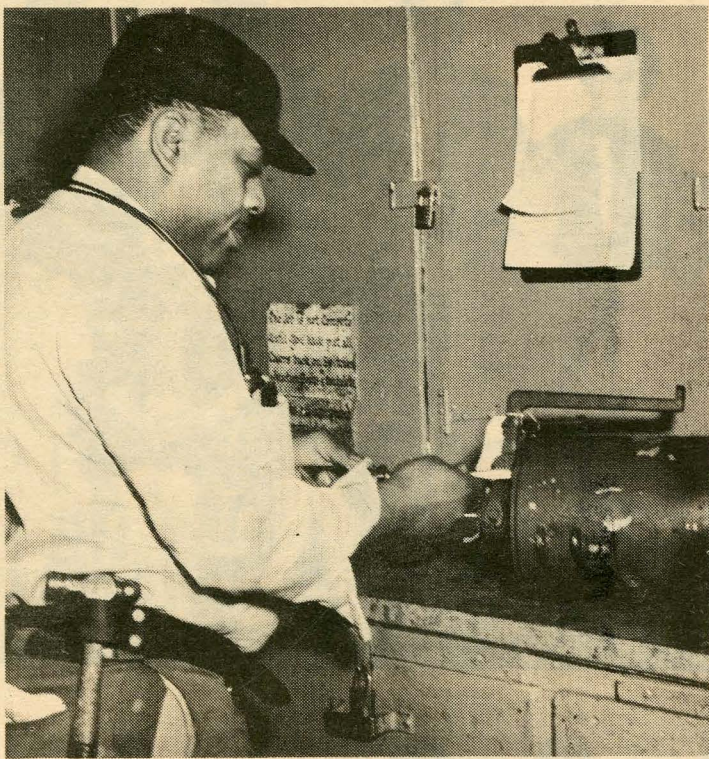
RECEIVE WATCHES-(Front row, left to right) John D. Thomas, Frames; James L. Helms, Lawrence A. Burns, Theodore R. Wolfe, George S. Rollings, Grady S. Martin, Steadmon Oxendine, R. J. Bochette, and C. W. Rainer, all of Dye. (Standing, left to right) Sylvester Thompson, Yard; Willie T. Page, Laundry; Robert D. Beckham, Arthur S. Hope, Neal Johnson, and David E. Lesslie, Mechanical; and Forest J. Newton and Hugh A. Maloney, Frames.



John L. Mercer
Packing Department
(on Left)



Robert Barnette
Grey Bales
(on Right)



Electrician in Mechanical Department
Thomas Durham, Jr.

From Midnight . . .

The employees of the Bleachery's third shift have a unique esprit d'corps which sets them apart from their fellow workers. Some like it, some don't.

After all, not everyone works from 11 p.m. to 7 a.m., then adjusts his sleeping habits to conform with his work schedule.

Who are these night owls and why are they working this most unusual of shifts?

A random sampling by the Beacon of the third shift turned up these answers:

Edwin Ferrell, who admits to being 65 years of age, is one of the oldest third shift employes. A double-edge man on the back of tender frames, Ferrell has been on the third shift "since I came back in 1960" and he prefers the hours.

Why?

"Well, I get along with the forman and the boys I work with," he replies, "and in the daytime I have time to go downtown and talk with my friends."

Ferrell also is quick to point out that he helped build the Bleachery in 1929 and worked there until leaving in 1946. He is married to the former Nell Feemster, the Bleachery's first telephone operator who now is employed at Catawba Trucking Co. on an 8 to 5 shift.

The youngest third shift employe is 17-year-old John Mercer who has been a floor man in Packing for the past six months. John prefers night work for a far different reason.

"First, I don't like to get up too early in the morning," Mercer explains, "and I couldn't work the second shift because I'm going to school at night. And this gives me plenty of time to date, go hunting or bowling and enjoy other activities."

How about the ladies? How do they feel about night work?

Mrs. Elma Harvey, who sews on the third shift, is one of those who would rather work in the daytime. She's married, but her husband travels a lot so the hours don't interfere with her home life too much.

During her free time, Mrs. Harvey does quite a bit of work for the Emanuel Baptist Church, especially with a girls group called "The Sunbeams."

Kathleen Kirk, who's been a frame operator for the past year and one-half, disagrees. She likes her hours but primarily because her husband, Elijah Kirk, also works the third. He is in frames and the Kirks have three children.

Working at night poses no problems for their family life, however, since a relative stays with the children at night and the free afternoon and early evening hours gives them more time with their children.

Another frame operator, George Blackmon, has been working all night for the past 23 years.

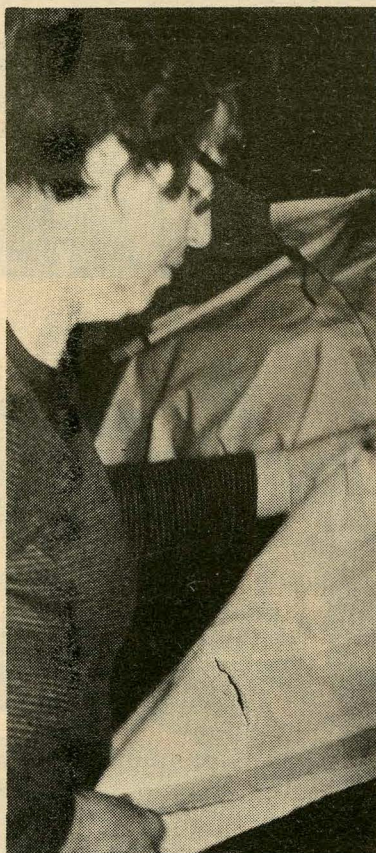
Blackmon, a bachelor, says he's "just gotten used to it."

An athlete who once played in the Shrine Bowl football game, Blackmon likes to bowl, play tennis and badminton. The night hours give him more time for his sports.

The Bleachery's third shift also has its student corps. Jim-



Joe N. Thompson



Elma L. Harvey



Samuel L. Whitlock



Joyce S. Thompson
(Print Swings
(on Left)



Walter L. Crome, Sr.
Sanforizers
(on Right)

... 'til Dawn

my Deese, who recently dropped out of the University of South Carolina, is one of them.

Deese is helping finance his education by working as a dry can winder. He spends his off hours in computer school, plans to take data processing next and eventually return to USC.

He has another reason for liking the third shift.

"It gives me more weekend time to visit my girlfriend at Columbia College."

Romance also plays a big part in Samuel Whitlock's liking for the late night hours.

A back tender, Whitlock says the hours give him time "to do a lot more things such as be with my girl friend."

Robert Barnette, who has worked both the first and third shift during his 29-year career at the Bleachery, is one of those who would rather work in the daytime and sleep at night.

Married to a wife who works day hours, and father of eight children, Barnette says, "A fellow likes to rest some at night."

Despite his preference for daylight hours, Barnette describes the third and its personnel as "a good shift."

Thomas Durham Jr., an electrician who has been employed at the Bleachery for 26 years, worked the first shift as a helper for 21 years. When he was promoted to electrician five years ago he chose the third shift over the second.

"I like it better," he said. "The working conditions are good and the fellows are easy to get along with."

Durham has six boys, one of whom is in college. He pointed out that the hours also give him time to pick up extra money on a part-time job.

Sanforizer Walter Crome has a daughter in college and he, too, uses his off hours to pick up extra work.

Crome has been working the third shift for four years and says he likes it because "it's more convenient."

Joe and Joyce Thompson are one of the husband and wife teams who work the late shift and neither would give it up, they say.

Joe, a White Room print line assistant, has been working from 11 to 7 for 18 years.

"I enjoy working with boys," he commented, "and this gives me time for a job supervising carrier boys for The Evening Herald. It also gives me more

time to fish and be with my family. And you get all day off Sunday and Monday."

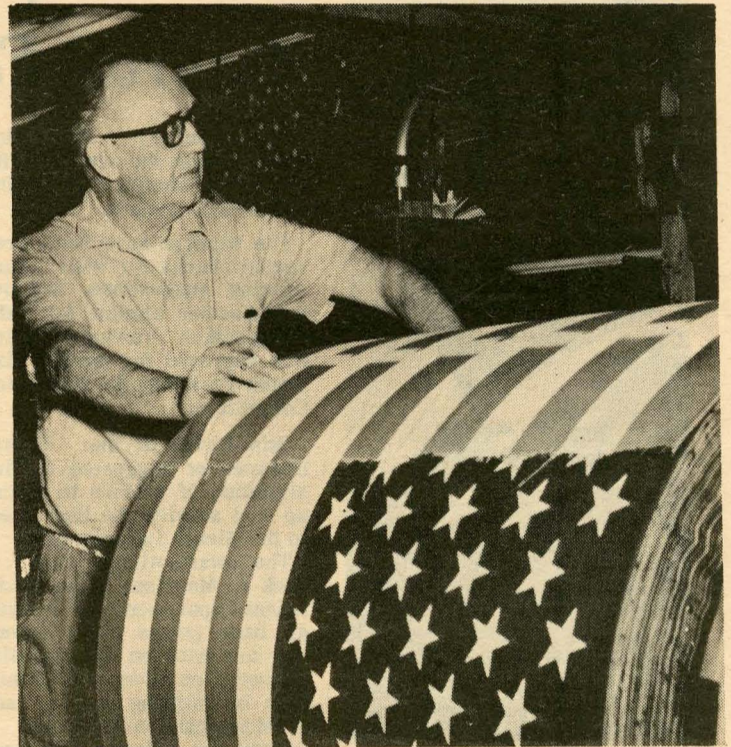
Mrs. Thompson, who has been on third shift print swings for five years, wouldn't have it any other way.

"Even if my husband didn't work the same shift," she declared, "the third is the only one I could take. I've got to be with my children."

And how do these night owls who sleep by day and work by night stack up with the other shifts?

"We stay right up there with them," Night Supt. W. T. Swann says with a touch of pride, "and on occasion we're the number one shift as far as production goes."

That's the third shift for you!



Edwin Ferrell
Frame Operator, Finishing Department



William G. Blackmon



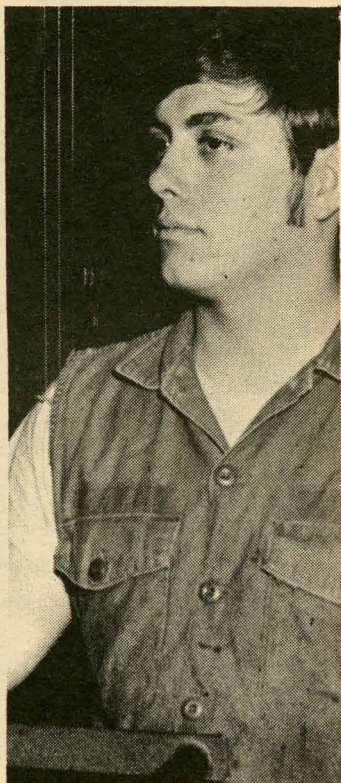
Kathleen Kirk



James W. Deese



FLOYD COLLINS



EDWARD L. BLACKWELL



WAYNE RAMSEY



LEWIS ALEXANDER



RALPH STONE

Nine Employees Presented Cash Awards For Ten Winning Ideas

The Bleachery Suggestion System began the new year with 10 award winning ideas being selected in January.

The winners have been presented checks for their award winning suggestions, and also they become eligible for the Sweepstakes drawing which was approved for another six-month period by the Suggestion Committee.

Otis Green of the Bleach Department suggested the installation of ladders to thread up and service the high reels in the Bleach Department.

The award-winning idea of Jack L. Morrison of the Mechanical Department was to equip all hand trucks and wagons that are used on the roof with balloon type tires. This would help in stopping leaks and breakthroughs in the roof.

Mary Sue Rainey of the Personnel Department suggested

that the Company stock all sizes of intercommunication envelopes. This award-winning idea would cut down on the number of envelopes now in use.

Lewis Alexander, Frames, was a double winner in January when both of his ideas were accepted. He suggested the installation of a hook to hold the small roller off of the drum at the entrance to the oven of the frames. This would enable the small roller to be placed out of the way, and the operator would be free to fix a wrap-up.

Alexander's second idea was to place a four inch lever on top of the guide adjustment on the frame.

Ralph R. Stone, also of the Frames Department, suggested that breakers in the switch boxes be marked with appropriate tape in order to help the electricians to work more rapidly, as they could tell the

purpose of each breaker as it was designated by the colored tape.

Edward Lee Blackwell of the Grier Division Screen Print suggested that a cart be built that would hold screens horizontally and carry twelve at one time. The cart could hold four stacks of screens with three on each stack.

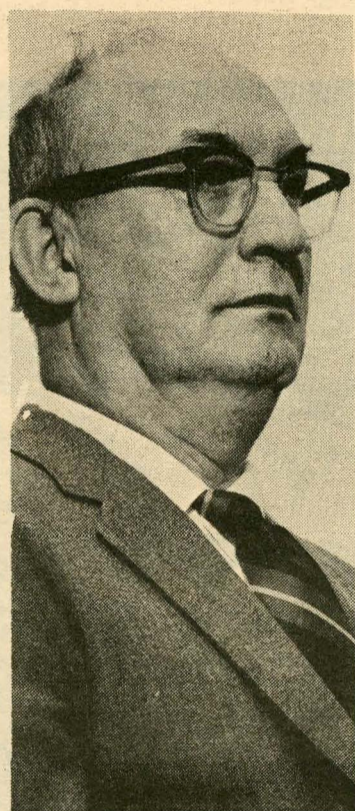
Floyd Collins of the Calenders suggested that roll revolvers be placed on the front of the calenders. The revolvers are hand-operated and will help to reduce seconds.

Wayne Ramsey, also of the Calenders, suggested a roller be placed on the back of the calender to keep the color from coming off.

Martha A. Cauthen of the Packing Department presented an award winning idea concerning a new filing system for the ticket girls at the winders in the Packing organization.



SUE RAINEY



PERRY G. JACOBS

Jacobs Retires

A Bleachery career that spanned over 19 years in the Plisse Department ended when Perry G. Jacobs retired on January 15.

The retired employee plans to move to Lexington, South Carolina, in the near future where he and his wife will be near his six stepchildren.

In discussing his move, Jacobs says that his adopted family consists of 30 stepgrandchildren and 10 stepgreatgrandchildren. All of the family lives either in Lexington or in the surrounding area.

Jacobs will help his children with their farms in his retirement. In addition, he hopes to get in some hunting and fishing. The retired employee says that one of the biggest reasons for moving to Lexington is to be closer to his family, see the youngsters grow up, and generally take life easy.

Jacobs has been a member of the Grace Lutheran Church of Rock Hill and has served on the Church Council.

He is married to the former Cora Lowman of Lexington County.

In discussing the Bleachery, the retired employee says that he will always have a soft spot in his heart for the people and the company.

"This company and all of its employees have meant a great deal to me in the past 19 years," added Jacobs.

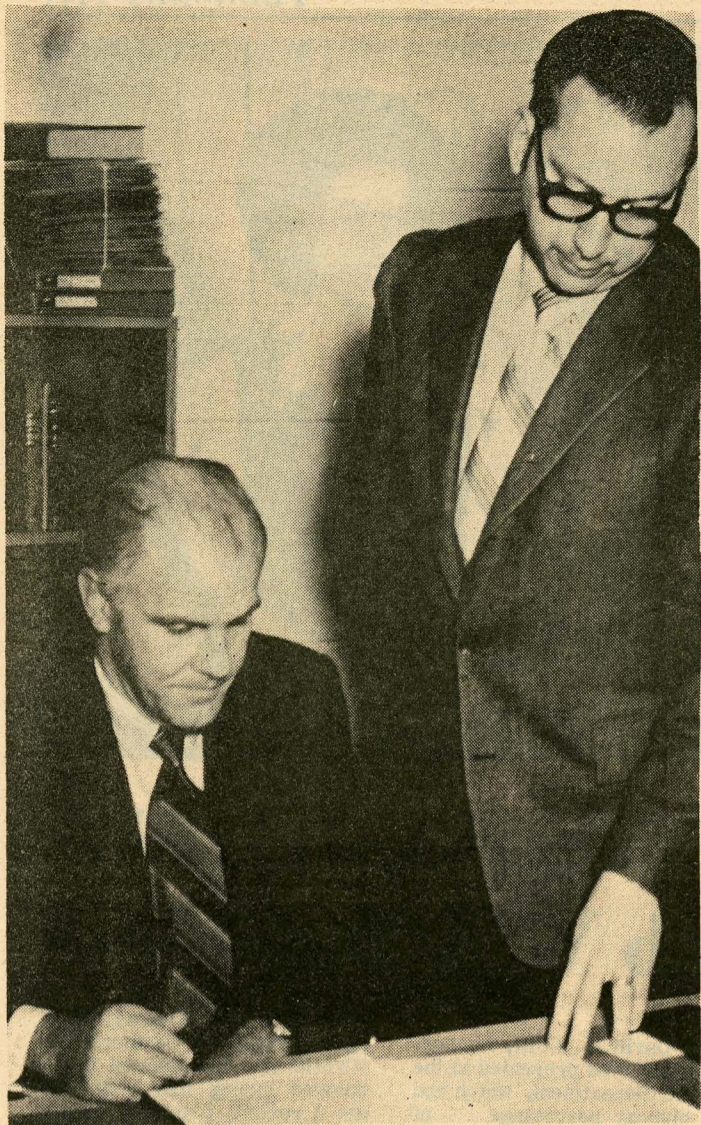


Nine Left

In 1929 the Bleachery employed 230 people. At the end of 1970, eleven of these original employees were still working. Since that date J. L. Hall and A. C. Boyd have retired leaving only nine of the original employees. They are (left to right) Marion Sealy, Engraving; A. C. Boyd (retired), Grey Bales; G. C. Nunnery, Packing; Otto Adams, Agers and Soapers; Pauline Baskin, Packing; James Adkins, Frames; Herbert Williams, Mechanical; J. L. Hall (retired), Frames; Franklin G. Walker, Color; and Roy Laney, Mechanical. Grier McGuire was not present when the photo was made at the Annual 25-Year Banquet.



OTIS GREEN



VISITS FINISHING DIVISION—Art Pearson (right), Corporate Training Director of M. Lowenstein and Sons, Inc., is shown above reviewing the training functions at the Bleachery with R. T. Cox, Jr., Personnel Director (seated). Pearson spent a week visiting the Bleachery, Lyman, Wamsutta Knitting Mills, and Management Services, during which time he reviewed the various training programs in effect at each plant.

Wood Ends 35 Year Career As Printer

When John K. Wood, Printer, retired on January 29, he returned to his 170-acre farm located near York to continue farming his land.

The retired Printer had over 35 years of continuous service with the Bleachery at the time of his retirement. All of the service had been in the Print Department.

When he began his employment, Wood recalls that there were approximately 13 print machines in the Main Plant. "Today there are 36 print machines, and there are more diversified patterns than ever before," added the retiree.

Several years ago Wood became very interested in raising goats, and in fact he says he was known around the Bleachery as "The Goat Man of York County". During his retirement he might again build up a herd of goats.

Wood has been a farmer all of his life and will continue to raise a large garden for his family's use, plus he will also raise hogs for his own use.

The retired employee is married to the former Nancy Cook of York County. They have five children, ten grandchildren, and one-greatgrand-



JOHN K. WOOD

child. He is a member of Allison Creek Presbyterian Church.

In discussing the Bleachery he says that it is a fine place to work. It has been a dependable over the years, and his son Bill Wood works at the Bleachery as a Printer in the Grier Division.

Three Complete First Aid Course

Three members of the Bleachery staff completed the American Red Cross Multimedia First Aid Instructors Course last month.

Joyce Dubuc, First Aid Department, M. D. Westerlund, Mechanical Department, and R. T. Cox, Jr., Industrial Relations Department, completed an intensive two-day training course in standard first aid during the week of January 15.

The course was under the direction of Stuart R. Taber, Field Instructor of the American National Red Cross.

The course was based upon

the content of the regular ten-hour standard First Aid Course. The subjects were introduced through a series of six filmed accidents which set the stage for first aid, posed questions on critical aspects of the accidents, and introduced implicit accident preventive messages. First aid skills were presented in brief filmed demonstrations. Practice sessions followed each demonstration in which the trainees practiced the procedures that they had observed.

The course also included four workbook sessions plus a final examination.

First Shift Employees Reduce Absentee Rate

Absenteeism during the five-week period, December 28 to January 30, fluctuated up and down, week by week.

On a plant-wide basis, the absentee rate increased from 5.5% to 5.6% during this period.

The rate jumped severely during the week ending January 2, reaching a new all-time high of 7.1%. Included in this week was New Year's Day plus the first snow of the season.

The second week, the rate dropped drastically to 4.9% which was a new all-time low.

Only the first shift showed improvement during the five-week period, dropping from 5.5% in December to 4.2% the second and third weeks, only to finish the period at 4.6%.

The third shift was the most erratic with weekly rates of 9.8%, 7.3%, 7.1%, 5.5%, and 7.4%. This compared to a 6.0% in December.

The second shift fluctuated much like the third shift, reaching a new high of 7.5% in the first week and reaching a new low of 4.8% the second week.

Among the departments, Grey Receiving (1.2); Mechanical (1.7); Yard (1.9); Printers (1.9); Stock Room (2.3); Rayon Dye (2.6); Grier Division (3.3); Bleach (3.8); Open Stock (3.9); Nappers (4.0); and Soapers (4.4), were the pace setters.



"Say—that must have been some idea Harvey put in the suggestion box last week."



"No. We didn't double your salary. We forgot to take out the deductions."



PROMOTION—John R. Poore, above, was promoted to a supervisor trainee in the Screen Print Department on January 28. Poore began his Bleachery career in April, 1955. The new supervisor is married and is the father of two children. The family lives at 120 West Gregg Street, Fort Mill.



TWO PROMOTED AT MSC—Agnes Holler (left) and Charles (Chuck) Tucker were promoted to new posts at Management Services last month. Agnes Holler was promoted to the position of Program Analyst. Mrs. Holler is a new member of the 25 Year Club. She has an extensive background in data processing with MLS. Charles (Chuck) Tucker was promoted to the position of Methods Analyst. He joined M. Lowenstein and Sons in 1968. The new Methods Analyst is a graduate of Mercer University.

Gilmer Retires After 30 Year Textile Career

A textile career than spanned over 30 years ended when George B. Gilmer, Corporate Payroll Manager at Management Services Center, retired on January 1.

The retiree began his working career in Textiles on January 13, 1940, when he became associated with Orr Cotton Mills in Anderson. His first assignment at Orr was in the Payroll Department.

Gilmer recalls that they computed their payroll at that time by hand on wrapping paper.

"The rolls of wrapping paper were just like you find in the store where they are wrapping packages," he added.

"The average hourly wage back then was 37 1/2¢, and as I recall, we only had one tax, and that was Social Security which was 1% of an employee's wages, and of course the Company paid 1%. This compares to 5.2% contributions that became effective on January 1 for both the employee and the company," explained Gilmer.

"A lot of people say that those times were the good old days, and really I guess things were less complicated, but good old days they were not. Today we live in the most challenging time, and if we all work together we will continue to reap the vast rewards which our company, state, and our country afford us," Gilmer said.

In 1945 M. Lowenstein and Sons purchased Orr Cotton Mills, and the name was changed to Orr-Lyons.

In 1946 or 1947, the retiree recalls, the company purchased Covington Mills in Covington, Georgia, and Gilmer was put in charge of the Covington payroll which was computed in Anderson.

As Lowenstein secured additional plants, the Payroll functions of the new facilities were placed under Gilmer's supervision.

In 1958 Gilmer was given the assignment of Payroll Supervisor, Grey Mills Operation, and the Payroll function was



GEORGE G. GILMER

placed on Data Processing equipment with headquarters at Anderson.

In 1962 the company combined the Payroll operations of the Grey Mills with the finishing plants including Rock Hill and Lyman, and moved the function to Rock Hill.

Shortly after the move was completed, the retiree was given the responsibility of Corporate Payroll Manager which included all salary and wage employees in M. Lowenstein and Sons. He continued in this capacity until March 1, 1970, when he became disabled.

He is married to the former Carol Sanders of Hartwell, Georgia. Mrs. Gilmer is employed at Winthrop College. The couple have five children and six grandchildren.

During his retirement Gilmer will not be inactive. He has become very interested in his hobby of woodworking, and he specializes in making clock cabinets. He has outfitted his workshop with the latest equipment and has become quite an expert in the woodworking craft.

He is a member of Oakland Avenue Presbyterian Church. During his retirement the Gilmers will continue to make Rock Hill their home. They live at 2549 Shiland Drive.



PLANT #1 CHAMPS-A. Hand (second from right), Superintendent of Plant #1, is shown presenting the Joseph H. Easley plaque to (left to right) Lillian Neely, Wallace Neely, and Laura Ratterree of the Lab.

BALTHAZER CUP WON BY OFFICE DIVISION-(left to right) Ben Mayo, Esther Bailey, and Linda Rhodes of the Office are shown above receiving the champion's trophy from Joe S. Balthazer.

Office, Standards, Sample, Lab Win Trophies

Four trophies offered by the Bleachery's Bloodmobile Committee have been awarded to the Office, the Standards Department, the Sample Department, and the Laboratory, based on the results of the Bloodmobile's February visit to the Bleachery.

The Joe S. Balthazer cup, which honors the Bleachery's champion division, was won by the Office.

The William M. Hull memorial plaque was again presented to the Standards Department. The department again maintained a 100% average with every member of the organization giving blood during the recent visit of the Bloodmobile. This was the third time in succession that the Hull memorial plaque has been won by the Standards Department, in accordance with the rules set forth by the Bleachery's Bloodmobile

Coordinating Committee, the Standards Department, having won the award three times in succession, gets to keep the award on a permanent basis. A new award will be purchased for the next Bloodmobile visit in August.

The Joseph H. Easley plaque was presented to the Laboratory as the outstanding contributors in Plant #1 during the recent visit on a percentage

basis.

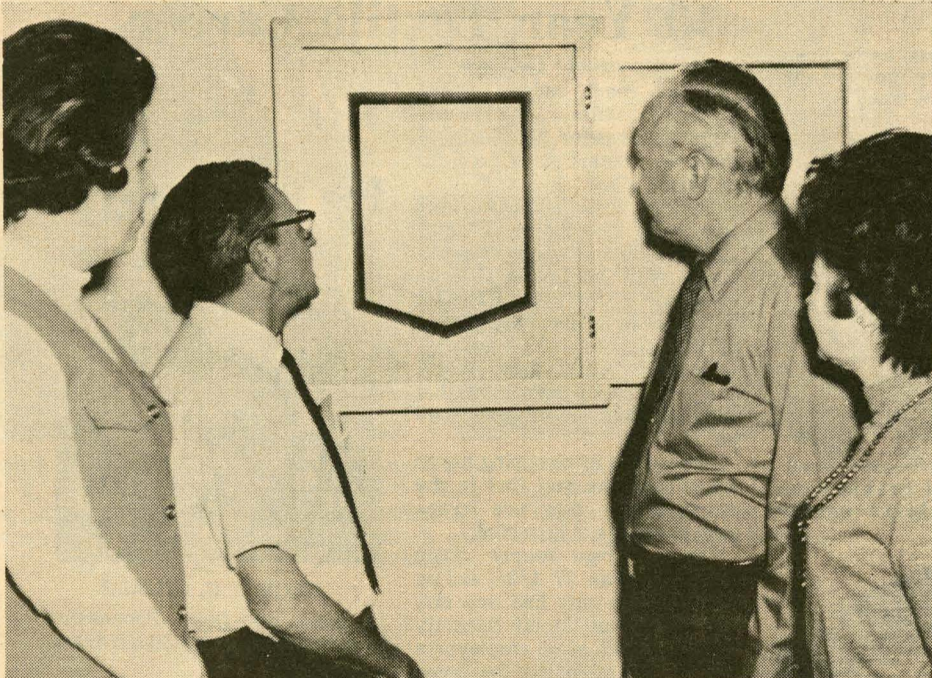
The David H. Colitz memorial award was presented to the Sample Department, which had the highest percentage of donors in Plant #2 Division.

The recipient departments will retain the awards in their respective organizations until the August visit when they will again be in competition for the organizations giving the most blood for that visit.

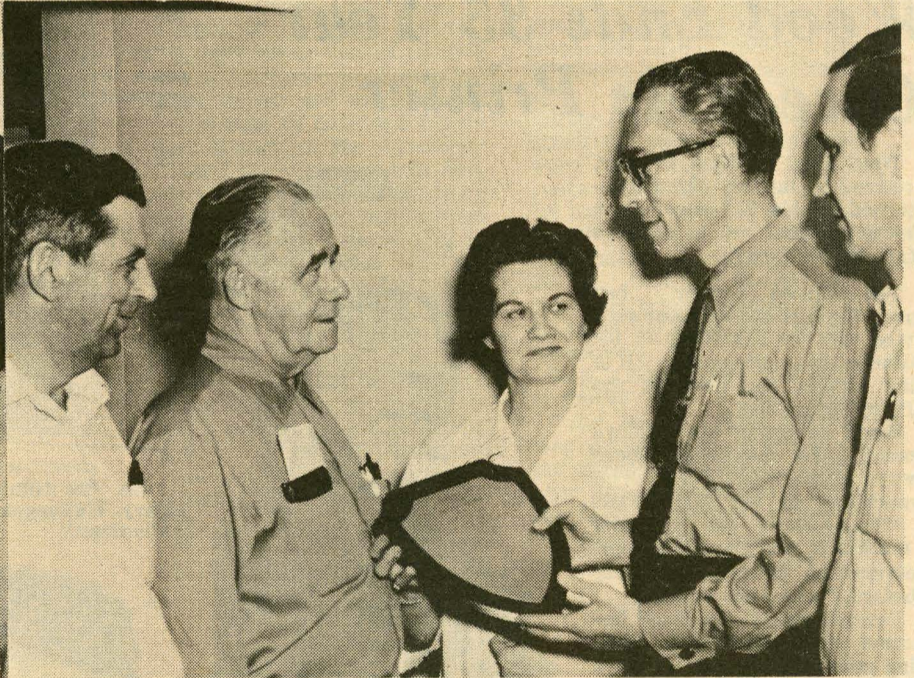
Commenting on the February

visit, Bleachery General Manager Durward W. Costner said, "While the 308 pints of blood donated during this visit was not a record, I am very proud of every employee who unselfishly donated blood during the visit."

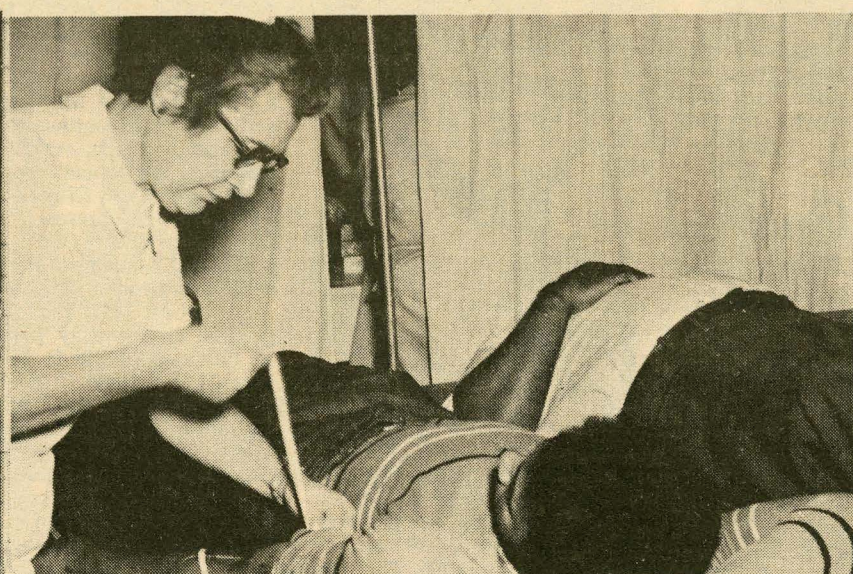
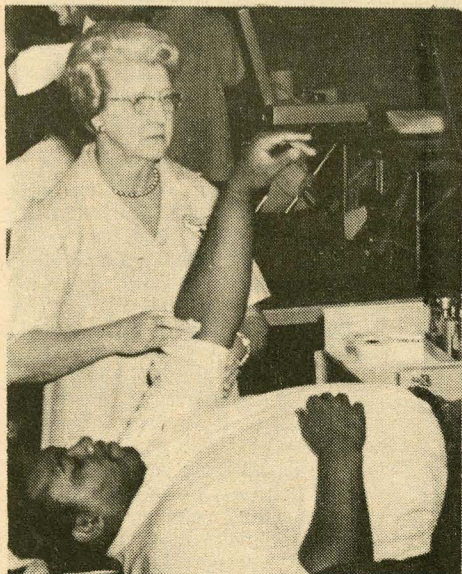
"The Red Cross Bloodmobile program has always been very well received by the employees, and I am sure that it will continue to be so in the future," added Costner.



WILLIAM M. HULL MEMORIAL PLAQUE WON THREE TIMES IN SUCCESSION BY STANDARDS-Trophy presented by Ben Mayo (second from left), Bloodmobile Coordinating Committee, and received by (extreme left) Sue Laney, Ralph Roach (right), and Valley McManus, Methods and Standards Department.



PLANT #2 CHAMPS-Charles Reese (second from right), Superintendent of Plant #2, presents the David H. Colitz Memorial Award to (left to right) Leroy Childers, Bill Robinson, Josephine Harris, and Jimmy Yongue of the Sample Department.



Blood Donors

Shown above are scenes from the recent American Red Cross Bloodmobile visit to the Bleachery when 308 employees donated blood. The Bleachery employees have consistently been among the leaders in donation of blood in the Rock Hill chapter of the

Red Cross. The company sponsors the Bloodmobile twice during the year, usually in February and August. In the 1970 visits, 950 pints of blood were donated by employees.

25 Supervisors Attend Seminar At York Tec



SUPERVISORY TRAINING—Shown above with Dr. Howard Wilson, nationally known lecturer and conference leader, are three members of the class of 26 supervisors from the Bleachery who attend-

ed a one-day seminar in February. (Left to right) Thomas Roach, III, Shipping; Oscar Martin, Management Trainee; and Bobby Lineberger, Mechanical.

Twenty-six Bleachery supervisors attended a one-day training seminar especially designed for line supervision at York County Technical Education Center on Monday, February 8.

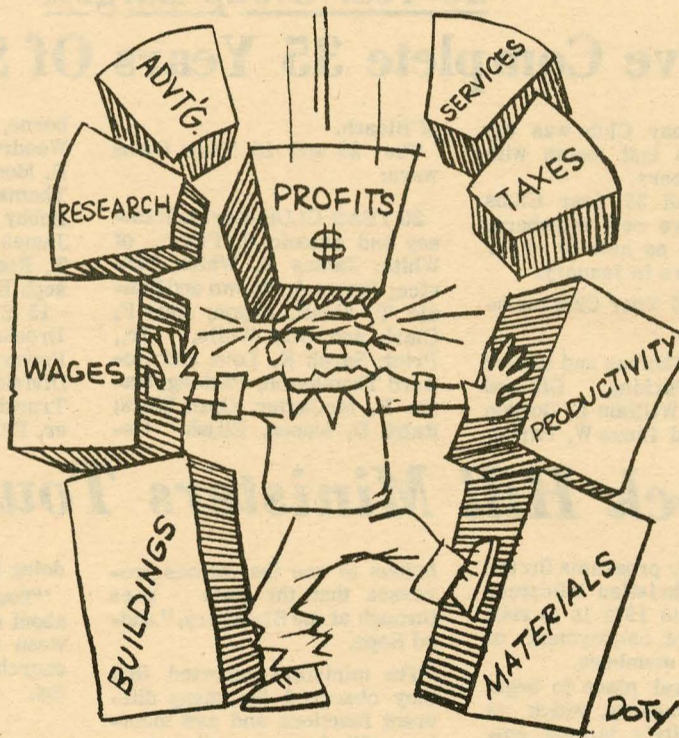
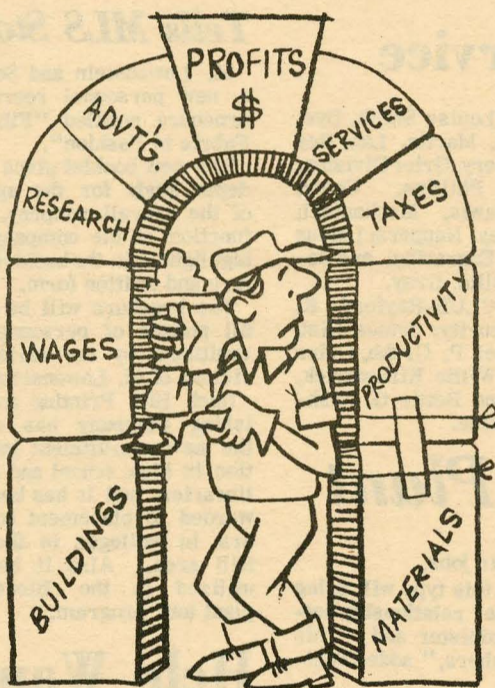
The seminar, entitled "Understanding and Motivating Employees" was conducted by Dr. Howard Wilson, a widely known author, lecturer, and consultant in the field of supervisory development.

Subjects covered during the seminar included Management in Modern Industry, Understanding People, Behavior and its Causes, Motivation and Frustration, Leadership and Management, and Getting Along With People.

The seminar leader brought out the role of manager in modern industry and the changes that have occurred in management since 1950. He also developed the physical and psychological similarities of people and the background of behavior.

Throughout the seminar Dr. Wilson continued to place emphasis on leadership and the development of supervision as managers.

The following supervisors attended the seminar: John Barfield, Hadden D. Johnson, Myron Jordan, and Don Littlejohn, Print; Howard Barnes and Claude Ligon, Agers and Soapers; Kenneth W. Bass, Lab; Robert B. Carter, Bobby Lineberger, Herbert Morton, Edward Y. Murphy, and Ralph D. Penland, Mechanical; Mason Caveny, Rayon; John R. Granacher, Oscar Martin and Ronald Moore, Management Trainees; Wayne L. Harris and Felder P. Hoffman, Jr., Frames; George Hope, Jr., Standards; Arthur Moore, Packing; Robert G. Neal, Open Stock; John R. Poore, Screen Print; Carl A. Ramsey, White; Joe Ramsey, Grier Division; Robert F. Stacks, Grey; and Thomas Roach, III, Shipping.



PROFIT IS WHAT KEEPS IT ALL TOGETHER

Profit is what is left when the costs of running a business are deducted from the earnings of the company. If there is no profit it stands to reason that eventually there will be no company. No company means no job. Simple? No, it isn't. Corporate structure is complex. It is hard for the individual to see himself in relationship to the whole. Suffice it to say that when an opportunity arises to bolster profits—do it. It's your own job that you are protecting.

Twenty Enrolled Chemistry Class At Tec In January

On February 4, 20 Bleachery employees began a 16-hour course in Textile Chemistry at York County Technical Education Center.

The course was primarily designed for Bleachery personnel. It is conducted one night a week for three hours.

Employees attending are: Kenneth Wayne Bass, Alton A. Burns, Richard E. Crolley, Jr., David A. Hinson, Doris R. Jackson, Rufus Joyner, Barbara B. Matthews, John O. Mitchell, Jr., Thomas M. Poag, Laura J. Ratterree, and William B. Simpson, Lab; Forest E. Bolton, Color; Leon M. Brooks, Quality Control; John R. Granacher and Oscar R. Martin, Management Trainees; Sandra Hudson and Judy B. Payne, Office; Jerry D. Jackson, Miller J. Thomas and Luther S. Shillinglaw, Rayon.



"Now we'll have to invite them over to our water cooler sometime!"



CONGRATULATIONS—General Manager D. W. Costner (left) is shown presenting new 35 Year Club members their service awards (left to right) Linus W.

Parker, Bleach; Clifford Parrish, Print; Robert Bigger, Packing; William E. Gordon, Printer; and Harold P. Thomas, Packing.

20 Year Group Largest Five Complete 35 Years Of Service



Jones Joins Engineering As Draftsman

Joe R. Jones is the new member of the Engineering staff of the Mechanical Department. Jones comes to the Bleachery from the South Carolina Highway Department. He is a 1967 graduate of York Technical Education Center in the school's Engineering course. Jones is married to the former Suzanne Kemp of Rock Hill, and they have one daughter, Donna Jo. The family lives at 1133 Westover Circle, Rock Hill.

The 20 Year Club was the largest club last month with 20 new members. The 15 and 35 Year Clubs each had five new members. There were no new 10 Year Club members in January. The new 35 Year Club members were:

Harold P. Thomas and Robert Bigger of Packing; Clifford Parrish and William E. Gordon of Print; and Linus W. Parker


of Bleach. The 20 and 15 Year Clubs were:
20 YEAR CLUB—Carl A. Ramsey and Antonio B. Foxx of White; James D. White, Service; James A. Brown and Donald T. Strait, Rayon; John F. Clark and Otis Wells, Jr., Print; Sarah K. Love and Howard Thomasson, Packing; Maxie E. McCarter, Open Stock; Ralph D. Manus, Elijah Os-

borne, and Louise Smith, Dye; Woodrow W. Martin, Lab; Roy B. Montgomery, Grier Division; Thomas B. Phillips, Color; Bobby G. Rawls, Mechanical; James A. Ray, Nappers; Lumus T. Redick, Engraving; and Joseph E. Shellito, Grey.
15 YEAR CLUB—Rayford R. Brooks, Security; James Gist, Power; Hazel P. Grubb, Grier Division; Willie Kirkpatrick, Trucking; and Bettie G. Wisher, Print Office.

Rock Hill Ministers Tour Plant

The monthly programs for the Rock Hill Christian Ministers Association in 1971 is to visit the places of employment of their church members. The natural place to begin was the Bleachery, which is the community's largest employer. Members of the Association visited and toured the Bleachery on Wednesday, February 3. Robert Hope, the local YMCA Director and program chairman for the Association, speaking for the group upon completion of the tour, said that it was most impressive. "We did not realize that so much went into processing a piece of cloth. It is just fa-

bulous to see the various processes that the cloth goes through at the Bleachery," added Hope. The ministers reported that they observed the many different functions and saw members of their congregations performing these jobs. Approximately 20 local ministers representing all Christian faiths took part in the tour, which was arranged by members of the Industrial Relations Department of the Bleachery. Rev. Robert Toatley of Hermon United Presbyterian Church, president of the local Association, said that the tour gave the ministers an insight into what their members were

doing in their jobs. "Tours of this type will bring about a closer relationship between the minister and his church members," added Toatley.  "Miss Jones, has my wife been in the office lately? Some of these suggestions sound very familiar."

New Brochure Tells MLS Story

M. Lowenstein and Sons has a new personnel recruitment brochure entitled "Fiber to Fabric to Fashion". The new booklet gives an in-depth study for the applicant of the overall company. Each function of the company is highlighted in the booklet in picture and written form. The brochure will be used in all phases of personnel recruitment by the various divisions of M. Lowenstein. Rock Hill Printing and Finishing Company has utilized the new recruitment information in high school and college libraries, and it has been forwarded to placement counselors in colleges in the Rock Hill area. Also it has been utilized in the Bleachery's plant tour program.

Help Wanted

It has been suggested that the Beacon offer a Classified Ad column for employees as a regular feature. The Editors appreciate this suggestion and beginning in the March issue will carry any classified ads submitted by employees in writing to the Personnel Office prior to the first weekend of each month. The items may include For Sale, or Wanted, or Trade. The Editors reserve the right to accept or reject the ad and to reword if necessary.

Chilean Students Find Bleachery Is Different

The number of older employees in the Bleachery impressed a group of Chilean young people who toured the Bleachery on February 5. A spokesman for the group said that he was surprised to see the number of older employees in the company's workforce. He explained that in Chile there is a larger number of younger people in the ratio to older workers. The tour guide, Bill Johnston of Methods and Standards Department, explained that over 70% of the Bleachery employees had been with the company over 15 years. "The size of the plant was also very impressive," added the group's spokesman, "We never realized that there were

so many different operations in a plant such as this." Mrs. P. J. Verna, Jr., of Charlotte accompanied the 12 Chilean visitors on the tour of the Bleachery. The Chileans are spending a month in the United States and are sponsored by The Experiment in International Living. They arrived in Charlotte on January 17 and are guests in private homes of Charlotte during their month's visit. The program is designed to give young people an opportunity to see firsthand how people in other lands live at the grass roots level. The tour was arranged by Mr. Jack Firpo of the Francolor Company with members of the Bleachery staff.



VISITORS FROM CHILE—A group of Chilean students visiting the United States toured the Bleachery last week. They are seen above with guide Bill Johnston of the Standards Department.