

# Six Production Records Fall In Month

Employees at the 12-Inch and 14-Inch Mills shattered six production records in the last month.

The 12-Inch Mill got the month off right with back-to-back marks on rod production on March 2. The 3-11 shift produced 544.1 tons and the 11-7 shift came right back to crank out 553.4 tons.

This record production at the 12-Inch Mill allowed the crew at the Multi-Pass straightener to run 145 tons on the 3-11 shift, producing 2 x 1 1/2 x 3/16 angles, and 165 tons on the 11-7 shift, producing 2 x 1 1/2 x 1/4 angles.

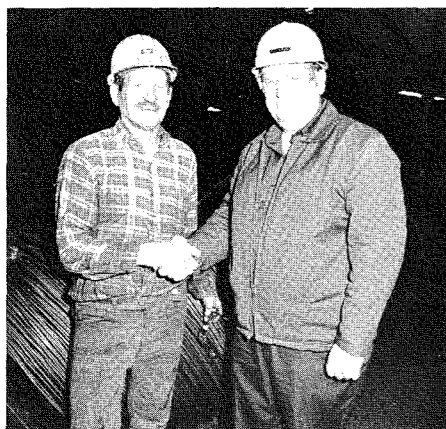
On March 5, the 3-11 shift ran 345.5 tons of 2 x 2 x 3/8 angles through the Multi-Pass for a shift record.

The 12-Inch Mill also set a 24-hour record on March 21 by rolling 1387.3 tons of rod. The 7-3 shift produced 432.5 tons, the 3-11 shift produced 449.5 tons and the 11-7 shift hit the 505.3 tons mark.

Employees on the 11-7 shift at the 14-Inch Mill set an eight hour record of 4-inch channel on March 28, for a shift record 748.9 tons.

In addition, employees at the 14-Inch Mill Shipping department should be congratulated for establishing a monthly shipping record in February. The new mark is now 27,525.4 tons. The old record, established a month earlier was 26,789.6 tons.

Northwestern Steel and Wire Company wishes to congratulate all of the employees who contributed in establishing these new marks.



**Rudy McCrady (right) Plant 4 foreman, shakes the hand of Arturs Grabeklis on his 35-year retirement from our Company. In all those years Arturs missed just three days' work -- to attend his daughter's wedding.**



**Members of the 14-Inch Mill Shipping Department who contributed to a record-setting month are (picture at left), M. Francis, R. Garza, F. Royer, E. O'Neal, J. Branch, R. Martinez, M. Kramer, J. Zweifel, R. Castle; (picture at right) E. Diedrick, C. Jones, O. Cummings, D. Linboom, A. Ruiz, J. Garcia, B. Wyatt, J. Downey, D. Burgess, C. Foy, G. Heather, J. Kenney; Absent when the picture was taken were: W. Mathes, D. Moore, C. Planthaber, C. Fiorini, K. Anderson, H. Wilkinson, E. Cook, E. Last, J. Guerrero, E. McKenna, A. Millerschoen, J. Ryan, M. Kitzmiller, D. Kulas, D. Kested, W. Bradley, J. Jennigan.**



**Members of the crew which broke a production record at the 12-Inch Mill are (front row) Sanders, Ortiz, Sturtevant, Hermes, Cross; (back row) Lewis, Hill, Friel, Meiners, Tichler, Know.**

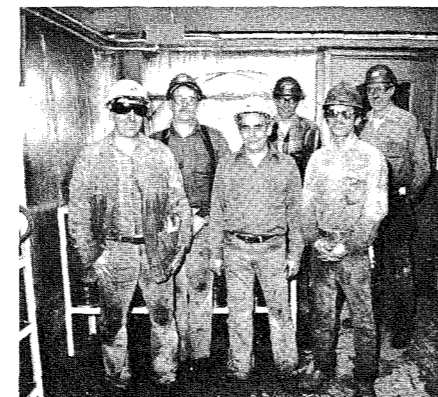
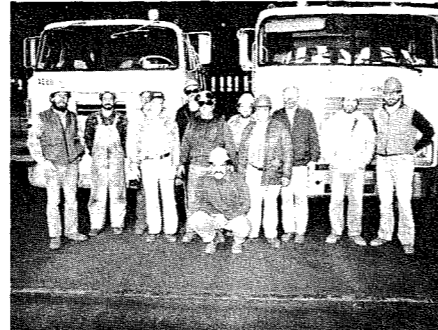
## Gerald Shinville Named Quality Assurance Manager

**Gerald Shinville** has been named Manager, Quality Assurance for our Company.

The position will function as a staff position under the President, and will continue to maintain full authority of quality assurance over the processes and products produced at Northwestern Steel and Wire Company.

The balance of Shinville's organizational structure will remain unchanged.

The purpose for this change is to increase the emphasis on quality improvements that must be forthcoming in the manufacture of our products.



**Members of the crew which broke a production record at the 12-Inch Mill are (front row) Von Holten, Rodriguez, Chapman; (back row) Buntjer, Steder, VanDyke.**



**Members of the production record-breaking multi-pass straightener crew at the 12-Inch Mill are (front row) Gozzi, Albus, Skinner; (back row) Hanabarger, Kreiser.**



April, 1985

## 3 LMPT Teams Begin Problem-Solving Tasks

Three Labor-Management Participation Teams (LMPT) have begun to function as problem-solving units at Plants 4 and 6.

The three teams, two at Plant 4 and one at Plant 6, meet once a week for an hour to try to solve work-related problems. In all, there are 31 people presently involved and trained in the problem-solving process.

One team, STEP (Security Through Employee Participation), is made up of workers from Plant 4. They have identified 48 problems to work on. Their first problem will consist of an attempt to keep the No. 13 Electroweld machine running continuously. That machine does not run continuously at present when producing garden fence because it must be shut down frequently to unload the baler.

The STEP team determined that this machine presented a problem because its deficiency resulted in: 1. Low production (approximately one half of the machine's capacity is ever used); 2. Excessive labor costs; 3. Too much down time; 4. Wasted material; 5. Low morale.

The STEP team meets from 2 to 3 p.m. every Friday. Team leaders are: Representing management - Tom Baker; representing the bargaining unit (Local 3720) - Richard Mocklin; recorder - Dale Nehring.

A second LMPT at Plant 4, called RISE (Resolving Issues Serves Everyone), consists of 12 members. They have 50 problems to work on.

The RISE team selected two problems to work on: 1. Inefficient material handling in the warehouse; 2. Loading bundles of wire from wire racks into stems on machines 5, 6 and 13.

Team leaders are: Representing management - Leroy Holloway; representing the bargaining unit - Merle Heckman; recorder - Dick Devers. The Rise team meets on Mondays from 2 to 3 p.m.

The Plant 6 LMPT team is known as the Corner Post team. Their motto is

strength for tomorrow). They identified 36 problems to work on.

The 7-man Corner Post Team chose



**Members of the "Security Through Employee Participation" (STEP) team, which is one of three Labor Management Participation Teams at Plants 4 & 6, are tackling down time on the No. 13 wire drawer at Plant 4. Pictured are (from left to right): Linda Braun (Kirkwood consultant), Noel Little, William Porter, Richard Mocklin, Tom Baker, Ron Bruder, John Sotelo, Richard Spotts, John Thayer, Leonard Greer, Jim Alls, Dale Nehring, Laurence Fisher and Wendy Davis (LMPT facilitator).**

to look into the current method of attaching a spade to a post. The current method, the team contends, has too many limitations.

Corner Post Team leaders are: Representing management - Don Heeren; representing the bargaining unit - Bill Schauff; recorder - Larry Johnson. The team meets 7-8 a.m. on Mondays.

When a team has researched a problem, collected data, and comes to a satisfactory solution, it will make a presentation to the Steering Committee composed of management and union representatives. If the Steering Committee approves the solution, the team will make a presentation to Company President Robert M. Wilthew and Company Vice Chairman Peter Dillon.

If Mr. Wilthew and Mr. Dillon approve of the solution, the Company will implement it. The team will also monitor the results after implementation.

## W. Martin Dillon Retires On 75th Birthday

Northwestern Steel and Wire Company Chief Executive Officer and Chairman of the Board, W. Martin Dillon, retired on March 19th, his 75th birthday, after more than 55 years of service with the Company.

Although he retired as Chief Executive Officer, Mr. Dillon remains as Chairman of the Board and is available on a daily basis for consultation with management.

When he joined the Company in 1930, Mr. Dillon was named to head Northwestern's newly acquired subsidiary, Parrish Alford Fence and Machine Co. in Knightstown, Indiana. He served as President of Parrish Alford until it was absorbed by Northwestern in 1968.

Mr. Dillon was elected to the Board of Directors in 1930; elected Assistant Secretary of Northwestern in 1933;

Secretary in 1944; Treasurer in 1948; the Company's fourth President in 1951, and its second Chairman in 1980.

Best wishes for good health and happiness are extended to Martin in his retirement. The Company also extends its appreciation for his past dedication and for his continued service as Chairman. **Thanks, Martin!**



**W. Martin Dillon**

## Performance Improvement Program Teams Seek Solutions

Northwestern Steel and Wire Company's Rolling Mills Performance Improvement Program is meeting with great success as several Action Teams delve into the task of reducing mill delays and improving yield at our three rolling mills.

Through the participative management approach to problem-solving, the Action Teams deal with problems affecting production and yield.

The recommendations that come out of these Action Teams will accelerate the Company's return to profitability as waste and efficiency will be reduced.

At present, members of the Action Teams are analyzing data on delays at the mills and are formalizing appropriate plans of action.

The Rolling Mills Performance Improvement Program training sessions have been so well received that this training has been expanded to include primary steel and maintenance support supervisors.

"The Action Team Program has created a super opportunity for every supervisor to express his ideas and thoughts in a totally new environment," Dick Frasor, 14-Inch Mill Superintendent said. "Handled properly, it can be one of the best management tools we've ever had. Right now enthusiasm is running high,

and if we have the resources to implement some of the Action Teams' recommendations, it should help us return to profitability."

**Norm Woost**, Superintendent-



**Members of the Joint Task Force working on the Rolling Mill Performance Improvement Program are (seated from left): Jim Ozimek and Linda Braun, of Kirkwood Consulting; Ed Howerton, NSW; Earl Schick (from Kirkwood working on NSW's LMPT program); (standing from left): Keith Padgett, NSW; Wendy Davis, LMPT facilitator, NSW; Ted Collins, Kirkwood Consulting, and Frank Rausa, Facilitator/Trainer, NSW.**

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## New Appointments In Hot Rolled Sales

Northwestern Steel and Wire Company has appointed **Mark Vest** as Hot Rolled Sales Representative for the Northeastern United States region.

Mark will be covering the territory consisting of most of Ohio, Pennsylvania, Maryland, New Jersey, West Virginia and New York.

A graduate of Sauk Valley College with a degree in mathematics, Mark has been with Northwestern in our Hot Rolled Sales Division for the past four years. Mark and his wife, Susan, say they are looking forward to this new assignment.

Named as inside correspondent for the Hot Rolled Products Division is **Betty Henson**.

Betty and her husband, Jack, live in the greater Sterling/Rock Falls area. Betty has worked in the Hot Rolled Sales Division as a stenographer for the past 18 years.



**Mark Vest**



**Betty Henson**

Caster, said he is impressed with the open flow of communication. "Communication is always a problem. This program should improve our communications vastly. Everyone appears to be enthusiastic about the team concept and this is very important in solving problems."

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## Best Retirement Wishes

Northwestern Steel and Wire Company wishes a long and happy retirement to the following employees who have completed their years of service with our Company.

**Effective April 1, 1985**

**Lowell Payne**, Plant 4 Electroweld, 26 years.

**John Stuker**, Mobile Equipment, 31 years.

**Darwin Kinnamon**, Bale Tie, 31 years.

**Kenneth Stringer**, Scrap Yard, 23 years.

**Paul Cooney**, East Plant Millwright, 23 years.

**Malvin Bendon**, Plant 3 Electrician, 26 years.

**Joel Devers**, Nail Room, 15 years.

**Robert Dickson**, 14-Inch Mill, 31 years.

**Adolph Ganther**, East Plant Drawing, 26 years.

**Lloyd Cook**, West Plant Pollution, 31 years.

**A.J. McCullough**, West Plant Cranes, 25 years.

**Harry Smith**, Nail Room, 22 years.

**Alberto Ruiz**, Cleaning House, 37 years.

**Charles Savoure**, West Plant Electrician, 32 years.

**W.M. Dillon**, Private Payroll, Executive, 55 years.

## New Assignments

Effective March 27, **Jim Patterson** has been appointed General Foreman of the electronics shop and has been assigned beeper No. 190.

Effective April 1, **Robert Winn** is appointed as Shift Metallurgist, with additional metallurgical duties in the 12-Inch Mill.

## How To Survive A Tornado

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This is the peak season for tornadoes. Though tornadoes can strike anywhere, at any time, the peak months are April through June.

If one of these sudden and deadly storms hits our area, the key to your survival could be advance planning.

The storms appear with such speed that official warnings may not be possible, the National Oceanic and Atmospheric Administration advises. In fact, people in the storm's path may have only seconds to act.

At night or during heavy rain, the only clue that a tornado may be near could be its roar or the presence of large hailstones. When you hear either during a thunderstorm, it's best to assume a tornado is nearby and to seek shelter.

Stay informed throughout thunderstorm weather, listen to radio, television or NOAA Weather Radio for the latest weather reports. If a tornado watch is issued, it means that conditions are ripe for tornado formation. Continue your daily routine, but be ready to move quickly to shelter. If a tornado warning -- meaning a tornado has been sighted or spotted on radar -- is issued, move immediately to safe shelter.

At work: An alert signal will be a three to five minute continuous blast of the fire brigade whistle. Upon receiving the alert signal, evacuate to the nearest approved shelter.

At home: At the first sign of danger, move to the safest parts of the home -- the more protected interior bathrooms, closets, halls or basement areas. Stay away from windows, doors and outside walls. Get under something sturdy -- such as a large table -- for protection.

If a tornado catches you outside, lie flat in a ditch or on other low ground. Shield your head with your arms. Stay alert for flooding. If you're in a mobile

home, get out. If you're in a car or truck, abandon it. Never try to outrun a tornado in a motor vehicle.

At schools, hospitals or shopping centers, move to designated shelter areas.

## Tornado Shelters

### Plant 1

Locker room basement  
New warehouse basement  
Nail warehouses - B-1, B-2, B-3, B-4, and B-5  
Pipe Shop  
No. 1 Scrap Baler Pit - 10-Inch Mill

### Plant 2

Electric Furnace: Area on ground level under furnace platform; Electrical shop.  
Caster: Hydraulic room; pump room  
46-Inch: Areas beneath roll lines  
12-Inch: Areas under cooling beds; rod train oil basement(s); support shops (rewind, welders, machine shop, mobile equipment, crane mechanics, carpenters)

### Plant 3

20-Inch Mill East and West Oil Basements  
All piler basements  
24-Inch Locker Room  
Pentagon basement  
Beneath cooling beds and transfer beds

### Plant 4

Office basement  
Compressor basement

### Plant 5

Motor room basement  
Areas beneath 14-Inch Mill reheat furnace platforms

### Plant 6

Basement area under north east section of building directly under the dryer area.

### Plant 7

Westwood Nail: Offices or restroom  
Main Office: Office basement  
Office Annex: First floor, east end of building



**Ted Ganther displays a cake given to him by fellow employees in the wire drawing department. He completed 26 years with Northwestern Steel and Wire Company.**

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## President Wilthew Begins Communications Effort

When Northwestern Steel and Wire President Robert M. Wilthew first came to our Company he promised that better communications with all employees was going to be a top priority.

Now Wilthew is putting his words into action. Monthly meetings with management employees for the rest of the year have been slated. Two such meetings have already been held as has one meeting with hourly employees. Wilthew said he plans to hold another meeting with hourly employees some time in the fiscal fourth quarter.

"We are trying to develop a communication effort for the entire work force at Northwestern," Wilthew said. "The more the work force knows about a company and what it faces, the better the worker will be. Particularly when they know that their ideas and suggestions to improve the company are greatly needed."

Already, Wilthew is meeting with certain management employees on a routine weekly basis and he says he will continue such meetings as long as they are needed.

Wilthew said he and salaried management employees plan to sit down with the leaders of the union locals on a routine basis beginning in the near future. "All four locals have agreed to do this. We'll begin this communications effort as soon as Local 63 has completed its election."

## Ryder Donates Sign

Northwestern Steel & Wire Company would like to express its appreciation to Ryder Truck Rentals, Inc., for donating the NSW Truck Scale Sign located at the top of the hill at the entrance to the Company's Truck Scale facility.