JOHN PIERCE CELEBRATES 50 YEARS OF SERVICE

Fifty years of employment at Sprague Electric is the anniversary recently achieved by John Pierce, Tantalum Superintendent. Employees in the Tantalum Division organized and served a special luncheon, held in the Cafeteria, honoring him for his many years of service. Two hundred co-workers, friends and retirees were present to extend their congratulations and express their good wishes. Frank Gamari, Division Manager, served as master of ceremonies for the brief program and introduced John Murphy, Group Vice President, who spoke briefly. John Pierce was presented an anniversary clock on behalf of the group.

Joining Sprague Electric in August 1933, he was promoted to Foreman in 1939 in the former Dry Test Department at Beaver Street. He remained at Beaver Street until 1952 when he moved to Marshall Street as a General Foreman in the F. P. Division. He became Superintendent of the Dry Division in 1955 and assumed Production Superintendent responsibilities in the Tantalum Division in 1977, the position he currently holds.

He will also be honored at this year's Quarter Century Dinner to be held on November 4, 1983.

FUN FAIR ATTRACTS 12,000

Crowds of people were lined up at the Main Gate at 11 a.m. on October 1, 1983 waiting for the first glimpse of the many exhibits and presentations at the Fun Fair. As they poured through the entrance they filled the courtyard and the adjoining buildings. The Industrial Relations Office offered a documentary on the history of the Company and its growth to become a world-wide organization. In the Research Center the NASA display proved to be extremely popular and the drawings for the space shuttle models also were a popular attraction with both young and older visitors.

The Brown Street exhibit in a large tent near the Shipping Department featured a slide presentation highlighting employees in their work area and an outstanding product display. Capacitor banks were distributed to children. In the Shipping area itself the display featured a special “Cad-Cam Computer Assisted Design” and a 3-D movie in the Cafeteria, provided by Hughes Aircraft, proved to be extremely popular.

The craft tent was filled to capacity with exceptional displays of handmade items produced by employees and many were on sale at reasonable prices. Children were delighted with the face paintings and, as always, the food table complete with cheese, cookies, doughnuts, cider and apples proved to be a popular spot. The Tantalum Hillbillies were a big hit as they performed throughout the day supplemented by the music of the Dixie Land Jazz Band.

As the Fair closed the many weary workers joined the visitors in proclaiming the event a huge success. The remark heard most often was, “When are you going to do it again?”
QUALITY CIRCLES RECOGNIZE PEOPLE AS OUR MOST IMPORTANT ASSET

A quality circle is formally defined as a group of people (2-10) who meet together on a regular basis to identify, analyze and solve problems, investigate causes, recommend solutions and take corrective action with appropriate follow through. Circles also provide the environment for capturing the creative and innovative abilities that are within people. Quality circles also require discipline to be successful at Sprague because this environment has been cultivated.

A large round oak table was recently purchased for quality circle meetings. The table round contributes to the concept of team work and the equality of participation of all circle members. Each member has a voice in the decision making process of selecting the problems to be solved and the approach and mechanisms that will be used to arrive at a solution by the team members. Upon resolving a problem and before implementation, the team makes a presentation to management for approval. This presentation is a formal affair in which, the problem, the mechanism for its resolution, and the solution are presented.

Circles meet for one hour each week during working time. A team leader who may be an employee or supervisor guides the team during the meetings in using previous quality circle training. Team members do the majority of their own investigation, analysis and work, but at times request consultation with experts from various fields for added inputs.

Quality circles are working at Sprague because they give team members the opportunity to contribute their thoughts and ideas about their jobs and work environment. It allows them to use and develop their work knowledge and to have a say and influence in some of the decisions that effect them. Quality circles also recognize people as experts in their jobs and gives them the opportunity to use that expertise in making contributions to efficiency, output, quality and mutual benefits to both employees and the company.

All the quality circle teams were major contributors to the success of the recent Fun Fair. Circle participation in community projects such as the Fall Foliage Parade and the camaraderie shown at the picnics and banquets have resulted in new enthusiasm and spirit within the North Adams operations.

Quality circles are action programs by which Sprague Electric is recognizing that people are its most important asset.

Frank Gamari and Hugh van Zelm

A REPORT FROM THE FILTER DIVISION

In India, where baby elephants are trained, control is established while the elephant is very small. A chain is placed around the baby elephant’s leg and attached to a three foot iron stake which is driven into the ground. Thereafter, for several days, the baby elephant pulls and tugs and strains against the stake and chain, but he is too small to dislodge it. Soon he is convinced, by this experience, that the three foot stake and chain have the power to bend him.

He no longer attempts to pull free. Ten years later, when the elephant is fully grown — weighing thousands of pounds — capable of uprooting trees — pushing or pulling a loaded railway car — he can still be held by a three foot stake. Yet, if that stake were as big around and planted as deep as a telephone pole, he could easily uproot it. How does the stake and chain hold the elephant? By the force of past experience! And it's the same way, with most of us. We are chained to unhappiness because of past experiences, old ideas and old concepts.

There have been many improvements in the Filter Division since last October and there will be more. Business conditions, however, are still not what they should be. The Filter Division has come a long way; we are tugging at the stake and chain, but we have yet to establish a winning tradition. The time to do so is now. We accomplish in proportion to what we attempt. Fly and we will catch the wind; dream and we will reach our goals. The Filter Division can be an organization where ordinary people produce extraordinary results.

Neil Denning

FILTER DIVISION PICNIC

The Third Annual North Adams Filter Division Picnic was held at the Readsboro Lion’s Club Park on Sunday, August 7th.

Beautiful weather, good food, and an excellent turnout made it a most enjoyable day. Several strenuous volleyball games were played. There were those who vowed to practice and even the score next year. The teams showcased the unusual versatility of employees and families alike. There were senior employees, youngsters, and even a one-armed (the other was in a sling) virtuoso. Bill “Slammer” Gaffey, “Tough” Joe Sharkey, “Determined” Rita Sporbert, “Bouncing” Brenda Famiano, “Diehard” David Simonds, “Dynamic Duo” Kim & Bob Michaels, “Jumping” John Alibozek, and “Gutsy” Gail Critelli spearheaded their team’s efforts.

The wiffle ball game was no less exciting, and it was here that the youngsters really outshone their parents. Pitchers Carl “Waffeball” Famiano and Neil “Run-em-down-at-first” Denning led the attack for their respective teams. Scott and Christine Critelli, Todd and Eric Underwood, and Chris and Jenny Bailey showed the adults what hustle really means.

The T-shirt contest was ably M-C’d by Dave Simonds. Judges were Millie Conroy, Roger Follett and Neil Denning.

That the T-shirt is no longer just a plain ‘ole undergarment was evident from the variety entered in the competition. In the under 12 category prize-winners were Brendan Hayes, Scott Critelli and Scott DeMarco. Winners in the 12-20 age group were Christine and Jennifer Critelli.

Adult winners were Alyce Hall, Most Unique; Gus Jammallo, Funniest; Ruth Follett, Most Original; George Barone, Best Filled (see Filter bulletin board for picture); Chuck Bailey, Least Inspiring; Dave Simonds, Best Non-T-shirt, and runners-up Anna Mae Jammallo, Sue Bailey, Maureen Follett, Rosemarie Thomas, Rita Sporbert and Maryann DeMarco.

An AM-FM stereo clockradio with snooze alarm and battery backup and cassette player was presented to Roger Follett on behalf of all of the Filter Division employees.

Roger has left the company to pursue a new career as Vice-President of Sales and Marketing, RCL Shallcross in Manchester, N.H.

GROUP TRIPS PROVE POPULAR

A new activity for Sprague employees, family members and friends that began in November of 1982 has proven to be an overwhelming success. The scheduling of group trips by the North Adams Industrial Relations Department has been received with enthusiasm and full participation and interest in the program.

Starting on 13 November 1982, a bus trip to the Pittsburgh-Army football game at West Point, New York was a real success. This trip, with a dinner stop on the return trip, accommodated some 47 persons.

On March 19, 1983, 94 employees and friends enjoyed a trip to Quincy Market and later in the day, attendance at the annual Boston Flower Show. A great show and great food made for an exciting day.

Attendance at a Red Sox-Angels game on July 9 with a dinner stop at the “Old Mill” in Westminster on the return trip was a pleasant trip. Probably adding to the success of the trip was the fact that the home team “Red Sox” won this one.

On August 4th we made a bus trip to the Jacob’s Pillow dance festival where the group was entertained by the Frank Hatchett dance troupe. In addition, a delicious catered picnic type dinner was enjoyed by all.

On Saturday, August 27, 46 employees and many young family members enjoyed a most enjoyable day at the “Great Escape” amusement park in Lake George, New York. It was a day of activity on the roofs, attending the circus type shows and a picnic outing. All of this resulted in a group of tired but happy young people on the return trip.

Our next scheduled trip will be on 5 November when some 94 persons will be attending the Army-Boston College football game at West Point. On this trip those attending will also have the opportunity to watch the weekly Cadet Review program. To conclude the day’s schedule, a dinner stop is planned on the return trip.

As a result of the overwhelming response shown in this type of trip, planning of other trips and programs is in process. As dates and programs are confirmed, announcement of details will be made.

NORTH ADAMS LOG

OCTOBER 1983

Marion H. Manion, Editor
Assistant Editors
George H. Bateman
Robert J. Diodati
Donald J. Boyer
Walter D. Wood
HIGHLIGHTS OF THE FUN FAIR

PHOTOS BY PAUL SPRAGUE
MORE OF THE FUN FAIR
PHOTOS BY PAUL SPRAGUE
**SUGGESTION SYSTEM AWARDS**

Besides being dedicated, Sprague employes are alert and innovative which is demonstrated by the two most recent monetary awards for cost savings suggestions. Mark Cahoon and George Lord, Jr. recently received checks for $734.25 each for their suggestion to assay sump sludge from the waste water treatment storage tank in Building 23 which resulted in a savings of precious metals from the sludge. One of our fine Quality Circle groups from the Tantalum operation, known as the Tantlizers, suggested the replacement of grinding tig fusion welding electrodes by hand with a mechanical holding fixture permanently attached to the grinding equipment. This fine cost savings idea resulted in awards of $444.96 each to Germaine Couture, Alice Kawa, Jane Mongeon and Claire Thomann. Our heartiest congratulations to all.

At Sprague, where people count, employes are continually on the alert to maintain our high quality and productivity and thus keep us competitive in the marketplace. These ongoing efforts will assure our success as a company and provide job security for people. Meanwhile, the Suggestion System is being utilized more than ever by concerned employes who wish to contribute to the success of their company and in turn receive recognition, as well as monetary awards for their efforts.

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**WE'RE LEARNING!!**

Sprague Electric employes are smart! They're proving it every day in the classroom by taking advantage of the Sprague Electric Company Educational Sponsorship Program. So far this year, the Company has sponsored 69 employes from various North Adams departments who are currently enrolled in a continuing education subject directly related to their job. More than half of these students are working toward a college degree. With the coming of the "computer age" at Sprague, many employes have opted to familiarize themselves with this new technology by learning about computers and their operation. Over one third of our employes in the program are currently participating in a computer related course of study. Computers are invading most departments. Knowledge overcomes fear, so the more we know about them, the better we can perform our jobs.

The Company's investment so far this year is over $15,000 for employes, most of whom are attending North Adams State College. Some of the other schools selected by students have been Berkshire Community College, Williams College, Rensselaer Polytechnic Institute, Union College, Drury High School, McCann Technical School, and for those interested in obtaining a Masters Degree, the University of Massachusetts offers an extension program at BCC in Pittsfield.

Sprague Electric encourages its employes to participate in this program by rewarding not only to you, the employee, but also to the Company which shares in your knowledge gained in the classroom. It takes perseverance and dedication, and in many instances the sacrifices are great, but the end result, whether it is the completion of one course or the obtaining of a college degree, is well worth the effort. For more information on the Sprague Electric Educational Sponsorship Program, contact the Benefits Department, Ext. 2389.

Pat Gazaille

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**SPRAGUE COMPETES IN CORPORATE INVITATIONAL RUN**

Fourteen employes from our various New England facilities represented Sprague Electric at the eight annual Corporate Invitational Run held on Sept. 24, 1983 at Purchase, New York. Representing our N. Adams, Ma. facilities were Fred Thompson, John Childs, Leon Beverly, Dick Bellini, Fran Abusi and Jerry Koenig.

The first CIR took place in New Canaan, Ct. in 1976 when 500 runners representing five companies. Spurred on by physical fitness programs promoted by corporations throughout the Northeast, the event this year featured 1500 runners involving thirty companies.

The race course set on the spacious Pepeco and SUNY grounds, included the 5000 meter, 10,000 meter, predicted mile and mixed team relay events. Enthusiasm ran high for the small contingent of Sprague runners who entered the 5000 meter and 10,000 meter road race events. Final times indicate that Sprague can be very competitive at this annual event.

The Sprague runners will be defending their 5000 meter trophy on Oct. 9, 1983 in the Southern Vermont Autumn Leaf Road Race. We wish them good luck and continued success in this running program.

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**MONITOR YOUR HEALTH COSTS**

Health costs have risen dramatically over the past decade. At Sprague Electric Company we strive to offer our employes and their families the best possible health care that we can. We need your help. Although the vast majority of your incurred medical claims are paid by the Company, you as the consumer do pay the balance. Efficient utilization of our plan by you and your family can save you, and the Company, time and money.

Our plan is designed to offer a variety of options which promote efficient utilization and cost containment features while providing an opportunity for the best health care. For example, there is coverage for a second surgical opinion when facing elective surgery. A second opinion can be a great comfort and a safeguard against unnecessary procedures and accompanying costs. We have outpatient surgery benefits for dental as well as our health program. When outpatient surgery is performed you will receive the same level of insurance benefits for the surgery as if it were done in a hospital.

You can effectively use our health program by visiting the Emergency Room at hospitals for routine matters, minor problems or non-emergencies. We would like to encourage all employes and their dependents to avoid Friday and Saturday confinements to hospitals for non-emergencies. Unless in the case that immediate attention, a weekend in the hospital can be a waste of your time and your money because hospitals are not geared for operation at full capacity on weekends. Remember, you are the consumer and have the right to question when you are admitted to hospitals for non-emergency reasons. Also, don't be afraid to discuss the costs of medical care with your physician. You have every right to expect a full explanation on estimated costs and courses of treatment, and to suggest alternative care. Your medical expenses shouldn't be a mystery until you receive the bill. Be a wise consumer of health services.

Barbara Trenti

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**SPRAGUE GOLF LEAGUE**

The Sprague Golf League held its annual handicap 18 hole tournament on 17 September 1983 at the Skyline Country Club in Lanesboro where the winning prizes went to Walt Schroeder, low gross honors; and Tom Reardon, low net honours. Several other gross and net prizes for division winners were awarded, after which a buffet luncheon was served.

Also, the 1983 league champions were decided after the two leading teams were matched for playoff with the Wing Foot team coming out on top.

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Wing Foot team members Bob Lilley, Bob Rousseau, Tom Hurley, Phil Brucato, Howard Lee and Vince Moderski pose for photo after winning league championship.
How many people are fortunate enough to be earning their living doing what they enjoy most? Pete Esposito, a 24-year employee in the company's Aviation Department, is one of those lucky individuals.

In 1979, Pete and Alan Loncto, of Adams, organized Northeast Air Shows. Al is the announcer for the group. Flying acrobatic planes along with Peter are Stan and Bill Segala (father and son) of Canaan, Connecticut and Russ Gage of Canton, Massachusetts. Don Davison (Nashua, New Hampshire) flies a P-51 World War II fighter, and Ron Donley and Karen Hoag (both of Plymouth, Massachusetts) handle the T-28 and T-34 post-World War II trainers. From May to October each year the group performs in a variety of air shows throughout New England, New York, and New Jersey.

Together, the team practices accuracy and timing for several hours at least once a month and, of course, they all practice individually. Peter goes through maneuvers in his Pitts for hours — three or more times a week — before a show. Local residents have often been treated to mini-air shows as he practices four and eight point hesitation rolls, inside and outside loops, vertical rolls, Cuban eights, double snap rolls and vertical spins. The only thing missing is the smoke inside and outside loops, vertical rolls, Cuban eights, double snap rolls and vertical spins. The only thing missing is the smoke. The smoke trail, which enhances the intricacy of the maneuvers during actual air shows, and inverted and knife edge fly-bys 50 feet off the ground.

Pete calls his Pitts Special, which he purchased in 1976, a “pilot's aircraft”, built to take no more than 7-12 Gs (the pull of gravity), and before he can fly it properly, a pilot should have at least 1,000 hours of flight time. Of his current total of 22,000 flight hours, Pete has accumulated about 2,500 hours in acrobatic flying, 15,247 hours flying corporate aircraft with Sprague, and the remainder for military and other flying time. He has eight FAA pilot licenses — commercial, flight instructor, airline transport (the highest rating a pilot can hold), single-engine land, multi-engine land, single-engine sea, glider and helicopter.

As a Captain with Sprague, Pete has flown a wide variety of aircraft, a partial listing of which includes single-engine Cessna 172 and 206 and Beech Bonanza; twin-engine Beech Bonanza, Queen Air, King Air A-90, E-90 and Super 200, Cessna 310 and 411; Bell JetRanger helicopter and a Jet Commander.

He has received the Million Miler Pilot Safety Award from the National Business Aircraft Association and, as of December 1982, had accumulated 2½ million accident-free miles flying corporate aircraft.

MAINTENANCE GOLF TOURNAMENT

On July 31, one of the hottest most humid days of the year, Maintenance Department held its first ever golf tournament at Pontoosuc Lake Country Club. There was a great turnout with thirteen golfers competing. The day had its array of excellent shots as well as its humorous moments; but in all it was quite competitive, with two divisions of talent.

After the tournament, a dinner was held at the Old Forge Inn in Lanesboro, where many of us reminisced about the day's events that took place. Some tried to forget their strenuous day by indulging in the reins of liquor; while others to celebrate individual scores. In all, it was a very memorable event that everyone enjoyed.

On Monday, Ed Bassi, Chairman and sponsor of the event passed out trophies with all Maintenance cheering the victors. In the A Division, Mel Peck took low net while Tom Felten took low gross honors. In the B Division, George Lord took low net as David Chalifoux took low gross. Ed Bassi also humored Maintenance by presenting Bruce Belanger with the Dubber Award that he earned hands down. Ed Bassi was overwhelmed with the turn of events and suggested that another event take place in the future. Plans for the event are presently being made.

Those who participated: Mel Peck, Tom Felten, Bruce Lewis, David Chalifoux, Dick Lavariere, George Lord, Bill Tessier, Steve Mirke, Michael Cardinal, Bruce Belanger, Frank Ziter, Brian Manoogian, Chris Koczela.

SOME TIPS TO HELP AVOID BACK PAIN

Sitting with knees higher than hips takes pressure off the back, whether it is in a car, on a fork lift or at a desk. Bring car or truck seat up as far as possible. Put feet on bar or small box under desk or work site. Try a small rolled towel or magazine behind your back.

A person who stands all day should put one foot slightly in front of the other and keep the knees slightly bent. If a bar stool or box is available use this to put one foot on. Alternating the feet will help the back feel more rested at the end of the day.

Don't pull it, push it. It is much better for the back if you push things. If you have to pull use two hands instead of one to lessen the chance of twisting. Twisting causes the greater number of back injuries.

Lifting can be done by putting one foot in front of the other. Bend to the floor and keep the object you are lifting as close to you as possible. Use your legs instead of your back.

Yard work is a major contributor to back injury. The same principles above can be applied to yard work especially when mowing the lawn, bending to trim the grass or pushing that snow blower.

Stay active, muscles tighten and stay in spasm if they are not allowed to stretch. Walking is a good exercise for lower back pain.

Florence Pettibone R.N.

FLEA MARKET ATTRACTS THOUSANDS

Early Saturday morning on September 10th, as the first of the 65 employees taking part in the second annual Sprague Employe Tag Sale/Flea Market started to set up their sales booths, the skies were gray and it was drizzling. By 8:30 a.m., 65 booths were set up, the rain had subsided and a brilliant sun was shining. During the day, some 5,000 people passed through the gate of the parking lot adjacent to the Artery Arcade and thoroughly enjoyed themselves browsing, visiting with each other and making many purchases from the fine items that were on display by the 65 “proprietors.” Once again, our friends from NOBARC operated an efficient refreshment stand which dispensed delicious hamburgs, hot dogs, and beverages to the hungry customers. The Sprague employees' one day version of Quincy Market was a rousing success, thoroughly enjoyed by the same principles above can be applied to yard work especially by the 65 entrepreneurs who went home with happy smiles and a little extra cash in their pockets. There is no question that the very popular Sprague Employe Tag Sale/Flea Market has become an annual event.