S. Dephteros To Move To North Adams As Director Of Materials

Spero Dephteros, Operations Manager of the Barre, Vermont plant, has accepted new responsibilities as Corporate Director of Materials. In his new position he will have full responsibility for the activities of the Corporate Materials Department, under Francis Jenkins, and its personnel will report to him.

Mr. Dephteros joined Sprague Electric in April 1966 as Assistant to the General Manager, Tandem Operations headquartered at Concord, New Hampshire. In July 1967 he transferred to the then Rock of Ages Capacitor operation in Barre, Vermont as Rolling Room Superintendent and later Production Manager. When the plant was acquired by Sprague Electric in 1969, he was promoted to Operations Manager.

A native of Watertown, New York, Mr. Dephteros is a graduate of Cornell University, Ithaca, New York where he received a BA in economics. He was awarded an MBA in management and marketing from New York University in 1966. Following graduation from Cornell he served with the U.S. Army Artillery in Korea for two years as a 1st Lieutenant.

In 1957 he joined the Western Electric Corporation where he was employed as an Inspector at locations in New York State and Pennsylvania. In 1959 he transferred to their corporate headquarters in New York City where he was involved in various positions including purchasing.

While in Barre, Mr. Dephteros has been involved in many community activities including the Barre Town School Board, the Barre Area Development Board and as a Director of the Chamber of Commerce.

Mr. Dephteros' wife is the former Carol Osborne of Watertown, New York and they and their two children will reside in Williamstown.

Three Major Items Affecting Company's Operating Results

As Sprague Electric employees, we are all concerned by the recent cutbacks in facilities and personnel. Foremost in everyone's mind is the cause of the current situation and what may reasonably be expected in the foreseeable future.

A major factor was the recent strike which had a tremendous impact on our competitive position in the industry. Business which was lost in several areas will be difficult to recover. Customers who placed orders with other suppliers have undoubtedly made firm commitments to continue with them.

In addition, there has been a general softening in the economy. Government expenditures in military and space programs have been curtailed and consumer and industrial products, with a sizeable electronic content, have been adversely affected by reduced sales and the tremendous impact of foreign imports.

These three items: the strike, softening in the entire economy, and foreign imports have resulted in the Company experiencing a loss for the first half of the year. It is imperative that all possible economies be incorporated which will improve our financial position for the balance of the year.

We are targeting mid-August to achieve normal pre-strike shipments. This, plus an improvement in the general economy, would be most important in achieving more satisfactory operating results for the year as a whole.

Study Programs Held For Employees Who Will Be Implementing Work Factor System

Seventy-five Sprague Electric employees recently completed a 20-hour Work Factor study program under the direction of Frank Zaleski, Work Factor Consultant. The group was divided into three separate classes and each met for two hours every day for two weeks in the Building 9 Conference Room.

Henry Plummer, Corporate Manager, Manpower Standards and Controls, who will have overall responsibility for implementing the Work Factor program, welcomed the three groups at their opening sessions. He then introduced William S. Templet, Vice President, Operations, who explained the Company's reasons for instituting the program. Mr. Templet noted that "the entire electronics industry is threatened, more seriously than at any time in its history, by imports from low-wage countries and by intense competition within our own country which has resulted in severe price cutting. The only way in which we can meet this competition is by improving our manufacturing methods and increasing our productivity."

Class participants included supervisory personnel, foremen, the IUE President and Chief Stewards, and Industrial Relations and Corporate Industrial Relations members. The purpose of the program was to develop an understanding of the Work Factor program. The second week of the course was devoted to slide and film presentations illustrating the work simplification program and how it can be implemented to improve methods.

Additional 20-hour programs will be scheduled to familiarize all North Adams production supervisory personnel with the Work Factor system.

120- HOUR INDEPTH PROGRAM

In addition to the 20-hour programs, a series of 120-hour study courses are planned for Work Factor Analysts who will be responsible for implementing the program at all locations. The first group has completed their studies and were awarded certificates of completion at a luncheon held early in July.

Their studies provided them with the technical knowledge to properly supervise implementation of the Work Factor program. The 14 graduating Analysts were: John Benoit, Robert Redwood, William Burdock, Paul Cardell, Gerald Dubois, Lida Fix, Robert LaPierre, Ralph Leasure, John Mahoney, John Osterhout, George Paquin, Robert Petri, William Pierce and Martin Seokolov.

The second indepth (120-hour) program will include six IUE members as well as Sprague personnel who will be closely allied to the Work Factor principles.

Seven Area Students Awarded Scholarships

Seven area students were awarded Sprague Electric scholarships at Class Night and Graduation ceremonies held early in June. Three scholarships were granted to college bound students who are children of Sprague employees. In addition, an engineering, a cooperative engineering, and two nursing scholarships were awarded.

Sprague Electric scholarships to children of employees were given to: Brian M. Allard, son of Mrs. Ruth Allard; H. Edward Goetsch, son of Mr. & Mrs. Henry G. Goetsch; and Mary Ann Papiez, daughter of Mr. & Mrs. Walter Papiez.

Glenn M. Mills, son of Mr. & Mrs. John Millis received the Sprague Electric engineering scholarship; Silvio J. Baruzzi, son of Mr. & Mrs. Frank Baruzzi, was the recipient of the cooperative engineering scholarship; and Carol A. Krzanik, daughter of Mr. & Mrs. Aldo Krzanik, and Mary E. Londergan, daughter of Mr. & Mrs. William Londergan, received the two Sprague Electric nursing scholarships.

The three scholarships for children of employees provide $500 per year for four years of college study. The Sprague Electric engineering scholarship provides a grant of $500 per year.

Continued on page 3, col. 2
The Next 20 Years Of The Free Enterprise System
by Maurice H. Stans, Secretary of Commerce

I want to raise some of the major questions that I think we should be answering in order to assure the progress of our great free enterprise system between now and 1990.

OUR SYSTEM

What I have to say stems from a bias—a strong bias of faith in what we variously call free enterprise, competitive enterprise, the free market system, or the American way of private capitalism.

There are today around the country the young who place no confidence in our business system; the irresponsibles who would destroy it without any idea of what is to follow; and the frustrated and bitter who challenge its right to survive.

There are the proliferating public critics who indiscriminately attack business in the guise of protecting the consumer, who blame business for committing all the sins of pollution, who find it a convenient whipping boy for all the errors of commission in our society.

"THey HAVE NO PLAN"

I do not exaggerate when I say this. Only six percent of our college students tell Gallup that they look to a career in business. The anarchists milling on our streets admit that they have no plan beyond destruction of today's institutions.

There are those who question the desirability of market building, of advertising, of promotion; who predict the demise of the business world as we know it who suggest that somewhere around 1990 or 2000 we will all be serfs of an industrial state.

Who is speaking out today in defense of the American business system? Where is the voice of its beneficiaries? Where are those who participate in it and reap its extensive rewards? Why did the Columbia Journalism Review cite as one of the ten least covered stories of American Journalism in the 1960's the story of American industry? In short, why are there not more people recognizing and extolling the magnificent effectiveness of American competitive enterprise?

MOTIVATION

The superiority of American life is due to the fact that our business system is built upon the most fundamental instincts that motivate people—beyond those of family affection and survival. They are the instincts to compete and to acquire and own. Backed by a society and a government that stand for equality of opportunity and freedom of choice, these instincts are the basic incentives that fuel progress. The heart of the American economy, and what makes it so uniquely effective, is its ability to encourage and channel these characteristics into constructive endeavors.

True, there are imperfections. There is inequity in the distribution of our mass products. Business has its malfunctions and its shysters. There are many reasons for the consumers to be dissatisfied, for conservationists to be critical, for the underprivileged to be unhappy. But we are gaining on all that. There is a will today to give everyone an equal chance at the starting line, and to help those who falter, or those who face obstacles which are not common to all of us. There is a growing recognition by business of the need to become more involved in solving social problems.

1990

1990, a distant horizon that once seemed a long way off, is only 20 years away. The year 2000, which opens a new millennium, is only 30 years away.

In the face of the attacks on the business system and in the face of our failure to defend it adequately, what kind of economy will we have in 1990? Will we take this system that has given us everything we have and perfect it into one that can give us everything we want?

Or will we let it go by default because we fail to recognize its superiority and build upon it?

TAXATION

What about taxation? Will we have a tax structure that will allow adequate private capital accumulation to permit industry to satisfy the tremendous growth needs ahead? How can we mould taxes to provide the revenues required for realistic public needs, but not so high that they become confiscatory? President Nixon warned recently that the economy would lose its private character and become a state controlled economy, if taxes took a substantially larger portion than the present 37 percent of the national income. Are those people who advocate spending countless billions more on government programs fully alert to the capital requirements of a productive economy? Will we be able to prevent taxes from growing to levels which destroy individual incentives to expand income?

BUSINESS-LABOR RELATIONS

What about the relations between business and labor? Isn't it about time that someone came up with a more rational way to settle disputes than through strikes and lockouts? Such head-knocking methods may have been the only recourse to the workers in the brutal beginnings of the Industrial Revolution in the Nineteenth Century. But must we suffer through more of the same for the next twenty years? In the computerized society of 1990, can't some programming genius devise formulas for apportioning a fair division of profits and wages, based on principles acceptable to both labor and management?

F. H. Potter, Longtime Plant Manager, Retires After 40 Years With Company

Frederick H. Potter, a 40-year employee of Sprague Electric, was honored at a retirement party held at Taconic Park Restaurant and attended by 175 Sprague employees and friends. Mr. Potter retired on May 1.

Fred Winchover, longtime business associate of Mr. Potter, served as master of ceremonies. During his remarks he reminisced about some of the humorous incidents during Mr. Potter's career at Sprague Electric and his years of public service on the City Council and more recently, the North Adams Redevelopment Authority.

Robert C. Sprague, Chairman of the Board and Chief Executive Officer, thanked Mr. Potter for his years of loyal service and noted that he was one of the top three employees in line of service, having been hired on April 8, 1930. His work assignments, Mr. Sprague stated, had included a wide area including Barre, Vermont; Kingston, New York; Ponce, Puerto Rico and Visalia, California, in addition to his considerable responsibilities in North Adams. Neal W. Welch, Vice Chairman of the Board, in his remarks, recalled that he and Mr. Potter had grown up together in North Adams. Mr. Welch joined the Company in 1932 and he and Mr. Potter had been closely associated over the years.

William S. Templeton, Vice President of Sprague Electric in 1932 and he and Mr. Potter had grown up together in North Adams. Mr. Welch joined the Company in 1932 and he and Mr. Potter had been closely associated over the years.

Sprague Products Honored At Trade Show

Pictured above with the attractive Miss NEW (National Electronics Week) Show are R. William Woodbury (left), President of Sprague Products, and Stanley D. Pitkin, Exhibits Manager. They proudly display the Certificates of Honor Sprague received for "show oriented space advertising" and "exhibit booth creativity" respectively. The Show was held at the Conrad Hilton in Chicago. The theme of "baseball" was used to exhibit the promotional assortments.

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JUNE-JULY, 1970
MARION H. MANION Manager, Corporate Publications
JUDITH S. COLLINS, Associate Editor
Sports Editor: JOAN BURY
Photographer: PAUL F. SPRAGUE

Continued on Page 6, Col. 2
Stephen Long Joins Corporate Group As Mgr. Public Affairs

Stephen M. Long, Jr., formerly on the staff of radio station WMNB, has joined Sprague Electric as Corporate Manager of Public Affairs. He will be responsible for Companywide programs involving communication and relations with our various plant communities, and is assigned to the Corporate Industrial Relations Department.

A native of Greenfield, Massachusetts, Mr. Long is a graduate of Lyndon State College, Lyndon Center, Vermont. He served in the U. S. Navy for four years and prior to joining WMNB in 1964, was employed by the Twin State Broadcasting Company in St. Johnsbury, Vermont. For the past year and a half he has been staff announcer for the Sprague LOG of the Air radio program and is familiar with many aspects of Sprague Electric operations.

Sprague Pilot Named Examiner For FAA

William G. Benedetti, a Sprague Electric Pilot since 1951 and Manager of the Company's Flight Standards Operations, has been named a Federal Aviation Administration Check Pilot and Examiner for Beech King Air craft, it was announced jointly by Messrs. Steve J. Bistran and Robert E. Jones of the FAA and Robert C. Sprague, Jr., Senior Vice President, Corporate Services. A certificate of designation and certificate of authority was presented to Mr. Benedetti at a special ceremony held at the Country Restaurant, Williamstown, and hosted by Robert M. Epperly, Director of Sprague Flight Operations.

Mr. Benedetti is now qualified to conduct necessary tests for multi-engine pilot qualification in Beech King Air 65-90 series aircraft. The certificate states that Mr. Benedetti is "authorized to act in accordance with the regulations and procedures prescribed by the Federal Aviation Administration relating to this designation."

Prior to joining Sprague Electric, Mr. Benedetti was a Flight Instructor. Since 1951, all Sprague pilot training has been conducted by Mr. Benedetti and Robert C. Sprague, Jr. Because of the extensive training programs conducted for Sprague pilots, Mr. Sprague, Jr. was instrumental in making arrangements with FAA for the Sprague Aviation Department to have its own FAA representative.

1970 SCHOLARSHIP RECIPIENTS

for four years and the cooperative engineering scholarship provides an award of $500 for one year. The two nursing scholarships provide grants of $400 each to students enrolled in a three year nursing program leading to an R.N.

An additional feature of the scholarships is a grant to the colleges of an amount equal to one half the scholarship. The college may use this money in any worthwhile manner it chooses.

BRIAN M. ALLARD

Brian Allard graduated from Drury High School this June. He plans to attend the University of Massachusetts in the fall and will major in languages.

Brian was in the upper 1/10 of his class and a member of both Nu Sigma Epsilon and Pro Merito, the junior and senior honor societies. Active in school affairs, he was co-chairman of the student committee for a new Drury, a Member of the Future Teachers of America, the French Club, the Exchange Club, and the Drag Club. He also had a role in the senior class play, was a staff member of the student newspaper and the year book. His mother is employed in Corporate Analysis, Budget and Control.

H. EDWARD GOETSCHE

H. Edward Goetsch graduated from Mt. Greylock Regional High School in Williamstown and will attend Worcester Polytechnic Institute, Worcester, Massachusetts in the fall where he plans to major in electrical or aerospace engineering. His father is Corporate Manager of Protection, Safety and Security.

While in high school, Edward was involved in a variety of extra curricular activities. He is a 1st lieutenant in the Civil Air Patrol; was active in Magwan Studios, a high school movie producing group; and is a junior deacon in the First Congregational Church in North Adams. After school he has been employed at a local paint store and a supermarket.

MARY A. PAPEZ

Mary Papiez, who ranked fourth in her class of 110 at St. Joseph's High School, plans to attend the College of Our Lady of the Elms, Chicopee, where she will major in mathematics. While in high school she was a member of the yearbook staff, the Glee Club, the National Honor Society and the Children of Mary. She also held a part time job and has been accepted for the Work-Study program at Our Lady of the Elms.

Mary's father is employed as a Laboratory Technician.

GLENN M. MILLIS

Glenn Millis, recipient of the Sprague Electric Engineering scholarship, graduated from St. Joseph's High School and has been accepted at Lowell Technological Institute where he will major in chemical engineering or physics.

An honor student, he was Vice President of St. Joseph's chapter of the National Honor Society, Editor-In-Chief of the school newspaper and Vice President of the Math Club. Glenn was also a member of the Student Council, the Forensic Society, a 1969 Boy's State Delegate, a Junior Rotarian and a member of the senior class play cast. In addition, he was a member of the golf team and participated in several acts of the school's Spring Musical.

He has earned money toward his college expenses by working as a cadet at a local golf course and as a stock boy in a local store.

SILVIO J. BARUZZI

Silvio Baruzzi, recipient of Sprague Electric's $500 cooperative engineering scholarship, graduated from Drury High School and has been accepted for Northeastern University's cooperative engineering program. An outstanding math student, he will major in electrical engineering.

While at Drury he was active in the Chess Club and Future Teachers of America and also served as an altar boy at St. Anthony's Church.

Continued from Page 1

Continued on page 7, col. 1
Dental Health

by DR. THOMAS V. URMY
Corporate Medical Director

Two recent newspaper articles predicting help for millions of people with dental problems should be of universal interest and worth reviewing here.

One article reported plans by certain insurance carriers to extend the limits of their coverage of dental treatment, which is certainly welcome news to any who must face the substantial outlays involved in various major procedures not presently included in most policies. However, no one should be encouraged to hope that a policy will soon, or ever, be written to cover routine office dental care — such as cleaning, filling, straightening, etc. — for it is universally needed that premium charges would be just as high, more likely higher, than direct payments to the dentist.

Obviously hope for relief of this seemingly never ending expense, not to mention inconvenience and pain, is not more insurance or even government subsidy but finding ways of preventing tooth decay, currently estimated to include a backlog of 800 million untreated cavities in 200 million Americans.

It was with such prevention that the second news item was concerned as it described reports from the National Institute of Dental Research. Most striking was the prediction that with public cooperation dental caries could be virtually eliminated within the next decade. To support this assertion, several recent advances were described as the results of their intensive research. For instance, research workers now feel that they have succeeded in isolating precisely the bacterium which is the destructive agent in tooth decay, namely streptococcus mutans. Plaque, a transparent film which collects on the teeth, has been studied also and its importance in the development of cavities demonstrated. Efforts are now directed toward finding simple, otherwise harmless agents, which might be included in mouthwashes or toothpaste to destroy the offending bacteria, or dissolve away the plaque.

Another investigator is obtaining very encouraging results with a new procedure which involves painting a thin film of a tough plastic material on the grinding surfaces of the teeth to close off any pits or small fissures which offer an invasion route for bacteria. This type of treatment would involve probably fifteen minutes in a dentist's chair or dental clinic about once every two years.

The action of fluoride as a hardener of dental enamel was not overlooked by those predicting the possible elimination of tooth decay within ten years. All felt that the fullest use of this means of prevention was basic to success.

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Sprague Electric To Establish Plants In Galashiels, Scotland And Rheydt, Germany

Sprague Electric's overseas operations are being expanded with the addition of two new manufacturing locations, one in Galashiels, Scotland and the other in Rheydt, West Germany. Initial production in Scotland will be aluminum electrolytic capacitors primarily for the data processing and telecommunications industries with the possibility that additional product lines will be added later. The German operation will manufacture aluminum and tantalum electrolytic capacitors for both the entertainment and industrial markets in Germany.

Cooper & Horbert Move To Overseas Locations

Two North Adams employees will be involved with the new overseas operations. Alan G. Cooper, formerly of Tantalum Engineering, will be Manager of the Galashiels, Scotland plant and Walter G. Horbert, of Aluminum Engineering, will assume new duties as Engineering Manager of the Rheydt, West Germany operation.

Mr. Cooper, a native of England, joined Sprague Electric in 1967. He received his schooling in England, including a B.S. degree in physics, and was employed as a research and development engineer there prior to coming to this country.

Mr. Horbert and his family have returned to England where he is preparing to assume his new duties.

At the present time, Mr. Horbert is continuing his North Adams engineering responsibilities and at the same time beginning the planning for the German facility.

A native of Providence, Rhode Island and a graduate of Providence College with a B.S. degree in chemistry, Mr. Horbert joined Sprague Electric in 1961. Following graduation from college he was employed for a year by the Cranston Print Works, Cranston, Rhode Island. From 1955 to 1961 he served in the U. S. Army where he rose to the rank of captain.

Since joining Sprague Electric he has held various engineering positions.

Magnetic Operations Move To Visalia Plant

Announcement of the phasing out of Magnetic operations at the Union Street plant was made on July 7 by Bruce R. Carlson, President. The decision was based on "a general sustained decline in markets," Mr. Carlson said.

Magnetic product lines now at the Union Street plant will be transferred to the Visalia, California plant over the next few months. It is anticipated that consolidation of activities will result in an improved market position for these products.

Work Factor Group Completes Studies

The first group of Work Factor Analysts to complete the 120-hour in-depth program were honored at a luncheon held at the Williams Inn. They are: (back row l-r) Robert LaPierre, John Benoit, William Pierce, Robert Petrie, Martin Sokolove, William Burdick and John Mahoney. Front row (l-r): Robert Booth, Frank Zaleski, Work Factor Consultant; Ida Fix; Ralph Lesure; Gerald Dubois and George Paquin.
4 Sprague Electric Employees Transfer To Sprague Products

Four Sprague Electric employees have been transferred to the Sprague Products group recently. Howard F. Donovan, Jr. and Raymond F. Mahar have been appointed Sales Order Administrators; David A. Spooner is now a Sales Order Administrator Trainee; and Harry E. Haskins is Production Foreman.

Howard Donovan joined the Company in October of 1950 and was made an Assistant Materials Manager in January 1956. In July 1969 he was appointed Materials Manager and on March 1, 1970 he accepted the position of Cost Standard Analyst and held this post until his new appointment.

Harry Haskins joined Sprague Electric in 1936 at the Beaver Street plant but left the Company in August 1945 to devote his full time to his farm. In 1950 he rejoined the working people (not that farming isn't working) and in mid-1954 was made Night Foreman at the Beaver Street plant.

Ray Mahar is also a familiar figure at Sprague Electric. He has been with the Company since early 1941 in various Brown and Beaver Street positions for the most part dealing with the scheduling and handling of orders.

David Spooner worked for Sprague Electric during the summer of 1965 and then returned to college. In June of 1966 he rejoined the Company and was employed until March of 1967 at which time he left to take a position with Rudolph Jewelers. Welcome back, Dave.

W. F. Connors Named Credit Union Manager

William F. Connors, formerly with VeFac Programming, has been appointed to the newly created position of Credit Union Manager. He will have responsibility for all areas of Credit Union business and plans to institute new record keeping techniques to provide faster, more efficient service for all members.

Bill is a native of North Adams and a graduate of St. Joseph's High School. He joined Sprague Electric as a Technician in 1961 as a Technician following employment with Hoosac Mills Corporation. During 1963 he served as a Patrolman on the Williamstown Police Force but returned to Sprague Electric late in the year. In 1966, he was promoted to an Assistant Manager and in 1967 joined the Management Training Program. In 1968, he became a VeFac Programmer Analyst, the position which he still holds.

Mr. Haskins is Production Foreman.

M. Benedetti Joins General Accounting

Michael A. Benedetti, a summer employee for the past four years, has joined the General Accounting Department following graduation from St. Michael's College, Woodstock, Vermont where he majored in accounting.

In his new position, Mr. Benedetti will be responsible for cash receipts, cash disbursements, payroll distributions, petty cash and other accounting functions. He replaces Paul Gross who has assumed increased responsibilities in the Accounting Department.

A native of North Adams, Mr. Benedetti graduated from St. Joseph's High School in 1966. He began his college studies that Fall. He is married to the former Barbara Wells and they reside in Adams.

Three Employees Receive Bachelor Degrees Under Educational Sponsorship Program

Congratulations for a job well done goes to Alex Aparicio Alejando and Ana Maria Aparicio. They are: Nancy Briggs, a Process Engineer at Union Street; Oleh Tkal, a member of the Technical Staff of the Research and Development Center; and William Manson, a VeFac Analyst. All three completed their studies under the Company's educational sponsorship program which provides full tuition and related costs.

Nancy Briggs joined Sprague Electric in 1951 in a production department on Beaver Street. In 1953, she transferred to Research and Engineering as a Technician and in 1967 was promoted to a Junior Engineer.

A graduate of Pittsfield High School, Miss Briggs completed several courses in electronics and the Sprague-Franklin program prior to enrolling in the degree program at North Adams State College. She was awarded her bachelor's degree in June 1969 and plans to teach science at the high school level this fall.

William Manson, a graduate of Drury High School, joined Sprague Electric in 1961 as a Technician following employment with Hoosac Mills Corporation. During 1963 he served as a Patrolman on the Williamstown Police Force but returned to Sprague Electric late in the year. In 1966, he was promoted to an Assistant Manager and in 1967 joined the Management Training Program. In 1968, he became a VeFac Programmer Analyst, the position which he still holds.

Mr. Tkal is Production Manager.

Oleh Tkal program at State College in 1958 and his studies at studies for a bachelor of arts degree in mathematics in January, 1970. He was awarded his diploma at graduation ceremonies in June.

Oleh Tkal was associated with Union Carbide Company in Bound Brook, New Jersey and RCA Research Laboratories in Princeton prior to joining Sprague Electric as an Assistant Engineer in 1966. He has been associated with the Research and Development Group since that time and is currently a member of the Technical Staff. He joined the Air Force in 1952-1956.

Mr. Tkal studied at Long Island University and Rutgers in 1966 and earned his degree at 1969 at State College.

Tantalum Employee Awarded Citizenship

Tantalum Finish has a new employee! Alejandro Aparicio, a native of Havana, Cuba, recently received his citizenship papers at a Superior Court Session in Pittsfield presided over by Judge Robert H. Beadmore. Also in the group of 28 new citizens were Alex's wife, Eumelia, and daughter Ana Maria. His son, Miguel, will become a citizen in the near future.

Alex and his family came to this country in 1961 at the time of the Cuban Revolution. He started his employment with Sprague Electric in September of that year and has been employed continuously since that time.

In Cuba, Alex studied Civil Law at the University of Havana and was also employed for three years in Civil Service and for 11 years, from 1950-1961, at the Institute Cuban Estabilization. From 1942-1946 he served in the Cuban Army as a Corporal.

Ana Maria Aparicio is presently a student at the University of Massachusetts while Miguel is completing his course at St. Joseph Regional High School.

Our congratulations to Alex and the entire Aparicio family.
To provide our standard of living, our economy demands vast quantities of raw materials. What about our access to world supplies of minerals, fuels, and other materials? There's a lag in coal mine investment at home, and there are problems of acquiring new deposits of other minerals abroad. There is a world-wide redistribution of oil and gas, both vital substances for a future economy.

**BUSINESS OPPORTUNITIES**

In the midst of considering the hard questions that will affect us all, what is to happen to the individual businessman in a nation increasingly overcrowded? In our country, it is true that businesses start small and grow. Twenty years from now, will the opportunity still exist for anyone with an idea to start his own venture and capitalize on it? How will we maintain an environment that begins small business to succeed and grow and become big?

If the merger wave of the last few years continues, for good or for bad, what will the economy be like in 20 years? Can we define more effectively the point at which amalgamations of capital or of enterprises are most efficient? And what is the right balance between government regulation and freedom for business operations— and how do we get there?

These, then, are some of the critical matters that I believe the leaders of government and business must be addressing themselves to jointly, if we are to meet our responsibilities to the future. There are many more: the long term problems of inflation, the problems of industrial corporations, communications, the needs of less developed nations, and so on.

In short, we need new effort to seek sound answers to long range questions—

- more dialogue, more open debate about the future;
- a stronger defense of the system;
- a reduction of class antagonism and an end to demagogic abuse of business;
- a willingness by business to become more involved in evolving social problems;
- a fresh, forward-looking approach to tomorrow, as though our very survival depended on the right solutions— and as indeed it does!

Reprinted with permission from the April 1970 issue of Commerce Digest.

**Passing Thought**

Knowledge is excellent, but wisdom is superior. The smart one recognizes water; the wise one knows how to use it.

Anna Moors, of Sprague Products, was the proud recipient of a $375 suggestion award check. Her idea involved an improved work flow. Presentation was made by Martin J. Tanner (left), president of the company.
IR Personnel Update

Records After Strike

Bringing employee records up-to-date is one of the most important post-strike responsibilities of our local Industrial Relations office. The first big job was securing lists of employees who were called to work on May 11, the first work day after the strike. They returned directly to their own departments with no processing through the Employment Office. Thus, it was imperative to know exactly who was recalled. Providing the lists was the responsibility of department heads.

Two important items had to be posted on each returned employee's card. First, and foremost, was the increased rate of pay negotiated in the contract and second was the adjustment in their seniority code to account for the time lost during the strike.

Employees not recalled were placed on layoff and are subject to recall in the usual order according to seniority. Their records, and the seniority boards, were posted to reflect their change of status. As jobs become available, employees are being recalled and processed through the Employment Office.

INSURANCE REMINDER

The Insurance Department points out two details which are causing some confusion:

1. The new extended insurance coverage for employees' children who are unmarried full-time students between 19-23 years of age and totally disabled or retarded children is available only if the child was already claimed as a dependent.

2. The increased hospital and insurance benefits are in effect only for those employees at work. Those on layoff must wait until they are recalled to be eligible.

Scholarships

Continued from page 3

Carol Krzanik graduated from Adams Memorial High School and has been accepted at St. Luke's Hospital School of Nursing in Pittsfield. While in school she was active in the Pep Club, the Girl's Athletic Association, Treasurer of the Future Teachers of America, on the yearbook staff and various prom and dance committees. She was also a member of the Exchange Club and the honors system.

After school hours Carol has been employed as a waitress in a local restaurant and done volunteer work in the hospital as a Candy Stripper.

MARY E. LONDERGAN

Mary Londergan, recipient of the second Sprague Electric Nursing Scholarship, graduated from Pittsfield High School in June. She has also been accepted at St. Luke's Hospital in Pittsfield and will begin her training in the fall.

While in high school she worked as a Nurse's Aide in a local hospital and upon completion of her studies plans to work with mentally retarded or crippled children.

New Contract Provides Wage Increases of 6%, 5% and 5% Plus Numerous Other Benefits

FIRST YEAR

- Six percent per hour for all employees.
- Skilled trades adder or skill adjustment of 10 cents per hour for full-time employees.
- AFTE represented workers in the "16" through "23" and "76" through "83" hourly ranges respectively and across the board for machinists.
- Hospitalization room rates increased to $34 a day and hospital "extras" to $340.
- Addition of grandparents and grandchilden to the definition of immediate family under the death in family clause.
- Vacations, effective January 1, 1970, three weeks vacation for employees with 10 years of consecutive service and four weeks for employees with 20 years of consecutive service.
- Double time for more than 12 hours worked in one day.
- Hospitalization and medical coverage for children ages 19-23 years old if unmarried and full-time students, and for totally disabled or retarded children.
- Cross coverage of hospital and medical insurance in cases where both the husband and wife work at the Company may be elected.
- Pension retirement benefits increased from $2.50 to $3.00 or $3.40 depending upon the following conditions: If the employee's average gross W-2 wages for the three full calendar years prior to normal retirement are more than $7500, the monthly retirement benefit is $3.40. If less than $7500, the monthly retirement benefit is $3.00.
- Pension plan opened to employees 55 years old with two years of continuous service who meet existing eligibility requirements.

SECOND YEAR

- Five percent per hour raise.
- Cost of living increase up to 6 cents.
- 10 percent shift differential for all second and third shift workers, effective first pay period of 1971. (Formerly the differential was for time from 6 P.M. to 6 A.M.)
- Life insurance increase to $4,000 (from $3,000) and accidental death and dismemberment to $8,000 (from $6,000) effective January 1, 1971.
- Sickness and accident benefits increased to a maximum of 13 weeks coverage at a minimum of $45 per week or 50 percent of the average earnings for the prior five weeks with a maximum benefit of $85.
- A floating holiday will be added with the date of such holiday to be established prior to January 1 of each year.

THIRD YEAR

- Five percent per hour raise.
- Cost of living increase up to six cents.
- Skilled trades adjustment as in the first year.
- Hospital room rate increased to $40 per day and "extras" to $400.
- Five weeks vacation for employees with 25 years of service. As of January 1, 1971, each employee will be eligible for four weeks vacation, and upon completion of 25 years, will be eligible for fifth week, which may be taken all at once or as separate days.

Marion G. Caron (standing), Employment Manager, is in charge of employee records. In the right background are the Kardex files which contain a history card for each employee. The office appears calm and serene but has been a beehive of activity. Shown in the picture are: (1-r) Dorothy Racette, Mabel Hillard, Agnes McDonough, Frances Quirk, Marion Caron and Linda Garner.

Cost-of-Living In 2nd And 3rd Years

The cost of living increase negotiated for the second and third year of the contract (1971 and 1972) is based on the Consumer Price Index. Payment of cost of living raises are based on a minimum of three per cent Consumer Price Index raise from March of the previous year to March of the year it is effective except for the initial three per cent raise which would bring the CPI to 137.7 in March 1971. Employees will receive an additional one cent an hour for each one cent increase in the CPI. The maximum cost of living raise is 6 cents in each year.

Any increase which may be applicable will be made effective the pay period beginning May 3, 1971.

The March 1971 CPI, increased by three per cent to the nearest tenth of a point, will be used as a basis for the granting of wage increases to be effective the pay period beginning May 1, 1972.

Full Arbitration

And Agency Shop

Two New Provisions

Two provisions new to this contract are the Agency Shop and full and binding arbitration. The Agency Shop provision states that "as a condition of employment, all members of the bargaining unit will either become or remain members of the union or pay to the union and agency fee." The agency fee will be the "usual and customary" union initiation fee and dues.

Non-probationary employees must either join the union which represents their bargaining unit or start payment of the agency fee within 31 days after the new contract effective date. Probationary employees have the right to an appeal to the agency fee may be joined to the union at any time thereafter without further initiation fee payment. Failure to join the union or pay an agency fee will result in termination.

The agreement provides for payroll checkoff for paying agency fees.

ARBITRATION CLAUSE

Under the arbitration clause either side may request full and binding arbitration of unresolved grievances. Only matters covered by the contracts "management prerogative" clause and the merit increase system are exempt from arbitration.

Along with the arbitration clause, the agreement provides for no strikes and no lockouts during the life of the contract.

Previously the contract provided arbitration by consent with binding arbitration on discharge and discipline only.

TEN PIN CHAMPS - HiLo's: Bertha Richards, Donna Flaherty, Angie Brower, Linda Francis, Eva Jowett and Dot Bliss.

CANDLEPIN CHAMPS - Western Electric: Ernie Blondin, Dover Owens, Al Volpi and Ed Ames. Missing were: Jim Lynch and Bob McPherson.

TEN PIN CHAMPS - Union Street: Earl Williams, Jr., Advisor Larry LeBeau, Pete Deanoers, Clyde Johndrow, Jack O'Grady, Henry Knight, Ron Dean and Bob Welch.

Bowling Highlights

The Sprague Electric Men's and Women's Bowling Leagues have completed a most successful season with the presentation of individual and team awards at recent banquets. Final standings and individual honors are listed below:

Women's Ten Pin League

Position Team Performances
1st HiLo's High Team Single: Magnetics
  High Team Triple: Keys 2500
2nd Magnetics High Team Triple: Keys 887
3rd Keys
A Division
High Average: Gert Volpi 155
High Single: Roberta Quirk 222
High Triple: Angie Brower 567
B Division
High Average: Sandy Banas 128
High Single: Marion La-Bombard 193
High Triple: Bonnie O'Neil 448
Most Improved Bowler: Roberta Plummer
New 225 Club Members: Angie Brower & Gert Volpi

Men's Ten Pin League

Position Team Performances
1st Union St. High Team Single: Union St. 1977
High Team Triple: Union St. 2907
2nd Shipping High Team Triple: Union St. 2500
3rd R&D High Average
Class A - Lou Richards 181
B - Buzz Johndrow 170-240
C - Ray Chalifoux 159-462
D - Al Golonka 148
Individual High Single
Class A - Ernest Desanty, Jr. 257
B - Flash Racette 243
C - Bob Burr 236
D - Frank Grassi 218
Most Improved Bowler
Bill Koczowski
Most Valuable Bowler
Amie Thibert

Individual High Triple
Class A - Earl Williams, Jr. 670
B - Duane King 639
C - Bill Fix 578
D - Nello Zanett 523
First Half Winner - Shipping
Second Half Winner - Union St.
Roll off - Union St. 2519
Shipping 2411

Sprague Girls Enter Nat'l Bowling Match

Phyllis Schmidt, of the Electrolytic Development Department and "Red" Robinson, of Tantalum Engineering, bowled in the 4th largest championship tournament in Woman’s International Bowling Congress history. The tournament, held in Tulsa, Oklahoma, had an entry of 4,894 teams, 10,753 doubles and 21,506 singles and the total prize fund was $281,594. The girls bowled in Division 1 against 2,604 other teams and placed 156th. WiBC tournaments attended in the past by this team were held in the following cities: (1964) Minneapolis, Minnesota - (1966) New Orleans, Louisiana - (1967) Rochester, New York - (1968) San Antonio, Texas - (1969) San Diego, California.

Entrants represented 50 states and also Canada, Bermuda, Saudi Arabia, Japan and Great Britain. Although the girls didn’t come away with a bundle of money, they gave it their best and had a great time especially in Las Vegas where they stayed for several days before returning home.

Bowling Highlights (Cont.)

2nd Spacettes High Team Triple: Spacettes
3rd Fay's Team High Average: Polly Sadlowski 97.5
High Triple: Ruth Yarter 355
High Single: Lillian Peak 125
Most Strikes
Lee Braunau - 20
Barb Campedelli - 20

Recent Graduate

Bonnie Lee Blanchard, daughter of Shirley of Costs, will enter Albany Business College in September.