

## THIRD QUARTER EARNINGS UP

### EBERLE STATEMENT ON EARNINGS.....

W. D. Eberle made the following remarks to the press this week:

" We will not have our final or complete third quarter figures for several weeks yet, but in view of the increasing interest generally in the effect of current economic conditions on business, some preliminary estimates may put things in perspective as far as American-Standard is concerned.

" We expect our third quarter earnings to come in at about 45¢ per common share, up from the 42¢ per share we earned in the third quarter last year. Adding this to our reported first six months in 1969 earnings and 1968 comparison, earnings for the first nine months of 1969 come to about \$1.16 per share compared to 97¢ for 1968, or about a 20% increase.

" We also expect our earnings for the full year of 1969 to show improvement over last year's reported earnings of \$1.77, but we will not reach the \$2.10 plus range we had thought possible earlier. A number of factors are responsible for this - the rapid and substantial decline in housing construction in the United States, the basic labor unrest and wildcat strikes in western Europe, the trend toward delay in the purchase of capital goods, the continued high interest rates, and the rapid increase in material costs.

" These factors serve merely to delay, as the demand for our products remains strong. Our growth will continue as all of our programs for improving margins and management, developing new products, expanding and starting up new plants, and building a broader company are moving forward as planned. We anticipate that these programs should continue to move and thus more than offset this temporary slow down."

### TAGGING OF OIL SPILLS

We have read much this past year about the ravages caused to our shores and the death brought to our fish and wildlife by wanton pumping of oil-contaminated bilges into the sea, which, in turn washed up on our beaches.

The bilges are dumped, usually many miles out, to get rid of mixers of oil and sea water by ships at sea. The oil slick drifts landward with disastrous results to the shore.

Melpar has researched the problem with remarkable results.

The oil can be tagged so the jurisdiction of the ship is known and the ship owner identified.

Currently Melpar is studying the various methods that can be used for tagging oil. When the study is complete Melpar will be prepared to develop tagging methods that can be used for national or international oil identification systems.

The project is under the direction of Dr. Thomas Meloy, Chemistry and Life Sciences Research Center Manager, with major work being done by Scientist Jerome Horowitz, supported by Senior Chemical Engineer Garth Gumpitz and Principal Chemist Bob Nemchin.

The research upon which this project is based was performed pursuant to Contract No. 14-12-500 with the Federal Water Pollution Control Administration, Department of the Interior.

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Psychologists say that no person should keep too much to himself. The Bureau of Internal Revenue is of the same opinion.

(see other side)

## know your group insurance

Q. WHAT ARE "WEEKLY BENEFITS" AND WHEN AM I ELIGIBLE TO COLLECT THEM?

A. Weekly benefits are payable according to the schedule on page 23 of your insurance booklet, after the 7th calendar day of sickness under the care of a physician, or the first day of accidental disability. You are eligible for these benefits in addition to any company sick leave you may have.

Q. ARE PRESCRIPTIONS COMPENSABLE?

A. Under certain circumstances:

(1) Prescriptions prescribed by your physician in connection with an accident claim.

(2) Medications prescribed by your doctor after you have met the \$100 deductible and become eligible for 80% Major Medical benefits.

All prescriptions must show the date, patient, and doctor's name.

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## MORE FOR YOUR MONEY?

A supervisory booklet recently distributed throughout Melpar points out the following facts:

For every \$5.00 we pay for goods and services today, \$4.00 goes to pay for wages. Less than \$1.00 represents the cost of materials used, interest on borrowed money, profits and other costs.

Over 80% of our cost of living amounts to payments to people for their efforts.

As wages continue to increase, is it any wonder that we find our cost of living reflecting these increases.

Ask your supervisor to let you read his copy of the pamphlet which was published by the Economics Press of Fairfield, New Jersey entitled "More For Your Money".

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MAY WE REMIND YOU...Any sick absence of three days or more must be reported to the nurse.

\*\*\*\*\*

## U G F

Every drug addict who does not return to drugs, or every young boy who realizes the dangers of drugs before it's too late, means prevention and one less person who will harm himself ..... and probably someone else.

Make him your business, as well as the children who need recreation, guidance, or adoption. You can help families in crisis; an accident victim needing blood; an emotionally disturbed child. How?

By giving to UGF, so that the 151 agencies who aid these people in coping with their problems will be able to do what is necessary to make our community a better place. Give More. The need is greater than ever.

# ***melpar-a-graph***

MELPAR, INC.

*An American-Standard Company*

Volume 14, Number 6

October 1969

## **ORDERS TOTAL \$25.5 MILLION**

New orders received to date continue to exceed the forecast set for the year. On September 26th, the cumulative bookings were \$25.5 million.

### **MELPAR WINS CONTRACT FOR VISUAL SYSTEM ON AIR-TO-AIR COMBAT SIMULATOR**

Melpar has been awarded a letter contract funded to \$500,000 on hardware for an Air-to-Air Combat Simulator. This is the second procurement in a program which began four years ago. Our first effort was a feasibility study awarded to a team of Melpar and the Farrand Optical Company of Bronx, New York in June 1967.

By permitting two opposing pilots to "fly" in combat in a controlled environment, the Air-to-Air Combat Simulator will afford a realistic method for early mission evaluation of aircraft designs.

In future applications of combat tactics development and pilot training the Air-to-Air Combat Simulator will provide the required environment with greater safety and convenience and less cost than flying in real aircraft. Accuracy and realism will be better than that available via slow-time computer analysis.

The program offers a stimulating challenge in the logical application of separate breakthroughs and/or advancements in several technical arts: electro-optics (raster sharing and shrinking, and in-line infinity focus viewing system); real time computation hardware and programming with the SDS Sigma-7 computer; full freedom, hydraulically actuated cockpit motion (as developed for the Melpar A-7E simulator); and partial simulation of "g" forces (Goodyear DYNASEAT).

The most critical element in the simu-

The major portion received during this period includes the Caspian Shore Project continuation for Telecommunications in excess of 3 million dollars.

### **Two New Mergers**

An agreement for The Steelcraft Manufacturing Company of Cincinnati to join American-Standard has recently been announced. This merger took place officially the latter part of September.

Steelcraft is a manufacturer of steel swing doors and frames for commercial, industrial and institutional use; steel doors for commercial and industrial use; steel fire doors and frames for any type of building construction. In addition, the company manufactures Perma-Door, a decorated steel door for the residential market.

The company's sales last year amounted to \$14 million; it has approximately 750 employees.

Steelcraft will operate as a division of American-Standard and will report to William A. Marquard, Jr., executive vice president. Robert E. Levinson, a veteran of 23 years with Steelcraft, is president and chief executive officer.

The second merger, an agreement for the Majestic Company, Inc., of Huntington, Ind. to merge with American-Standard was approved by the board of directors of the two firms on September 4. Ratification of the agreement by Majestic stockholders, followed by the 30-day waiting period required by Indiana law, is required for completion of the merger.

Majestic, in business since 1907, is a manufacturer of building specialties, including fireplaces, incinerators, cast iron stoves, barbecue grilles, and associated products. It employs about 250 people and has annual sales of about \$8 million.

### **T. C. Henneberger, Jr. Heads Communications System Lab**

Thomas C. Henneberger, Jr. has joined Melpar as Manager of the Communications System Laboratory reporting to W. R. Anderson, Chief Engineer.



**T. C. HENNEBERGER, JR.**

Prior to joining Melpar, Mr. Henneberger was Chief of the R. & D. Branch, Division of Technical Services with the State Department's Office of Security.

Before that, he had been a Member of the Technical Staff at RCA Laboratories and Bell Telephone Labs.

Mr. Henneberger received his BSE and MSE from Princeton University.

He resides in Washington and is a member of the IEEE.

### **Melpar Represented At International Symposium On Man-Machine Systems**

Dr. Alfred R. Schuler and Mr. E. M. Connelly of the Engineering Systems Laboratory, Electronic Warfare Department, were honored to have a paper which they co-authored selected for the 1969 International Symposium on Man-Machine Systems. The paper, entitled "A Theory of Adaptive Man-Machine Systems Applied to Automated Training," was presented to the symposium by Mr. Connelly and Dr. Schuler.

This symposium is sponsored by the

( Continued on page 6 )

( Continued on page 3 )

## An Editorial . . .

### Keep Our Reputation Clean

He had a keen, steel-grey, 20-20 look in his eyes. A glint of conviction, too. You knew that he meant every word he said.

He was an aviation mechanic, featured in a series of television commercials for a major airline. The ads stressed the importance in convincing travelers to fly with a particular airline, again and again.

With no show of heroics or hepped-up drama, the mechanic quietly explained why he was always aware of his company's aircraft safety aloft. "Every now and then," he said, "I'll watch a mother and child climb aboard one of our planes . . . and I think about how there's no room for the slightest slip-up in my work. I think about why I've got to give out with 100 per cent performance, 100 percent of the way."

We were still thinking about the mechanic and what he had said, long after the commercial had dissolved away. Wasn't there a message here for everyone?—Auto mechanic? Shop mechanic? Every person on every job in every kind of company?

Yes, that mechanic with the quiet conviction in his voice nudges us into a lot of thought. Even though we don't have the safe flight of a plane-load of humanity depending upon our workmanship, people out there in consumer-land are still counting on us for "100 per cent performance, 100 per cent of the way." They have a right to expect the conscientious care that's got to go into every detail of every part of every product, to assure satisfaction . . . reliability, . . . safety.

We, too, have something to keep safely aloft—our company's reputation. And the more solid that reputation, the more solid our job future.  
(Reprinted from National Safety Council News Letter).

## Economic News

Output per man-hour in the Nation's economy declined by 0.3% in the second quarter of 1969, continuing a decline of the first quarter. Unit labor costs rose 1.6%.

Group life insurance now covers 80% of all U.S. employees (excluding agricultural and Governmental employees). Total coverages add up to \$390 billion.

Average education of those 25 or over in the U.S. has increased from a median rate of 11.7 to 12.1 years of schooling. Source: IR News, Chicago, Ill.

## Bill Mahood--Underwater Photographer

About once a year Bill Mahood deserts Melpar's Equipment Evaluation Laboratory for the "gin clear" waters of the Bahamas. He leaves Washington, with 100 pounds of diving and underwater photography gear loaded in the back of his Piper Cherokee, to spend a week or two photographing the colorful and exotic creatures that inhabit the coral reefs.

After spending more than five years exploring the waters that surround the Bahama out islands, the reefs off the east coast of Andros Island have been picked as an ideal spot to try out new underwater photography gear and techniques that were developed during the previous winter.

The shallow waters adjacent to the tongue of the ocean teem with tropical species representing almost all of the families of marine fish. Working from the Small Hope Bay Lodge on Andros, Bill spends many hours swimming among the coral heads attempting to capture the fauna on Ektachrome. These coral formations are some of the most beautiful to be found among the islands.



Duchess gets her lunch from a mermaid.

A forty pound Nassau Grouper, named "Duchess" joins Bill and other divers when they visit a sunken barge about a mile off-shore. Duchess has developed a taste for cut-up conch meat which is usually brought along by the divers as a handout. Often mistaking a camera for a can of conch meat, Duchess is very apt to greet the diving photographer in Eskimo fashion—nose to nose. Following a hearty meal this overly friendly grouper will follow the divers about like a sleepy hound dog trying to get into each and every picture.

The ocean bottom off Andros slopes off gradually to a depth of 100 feet and then breaks precipitously to a depth of 3000 feet. Diving "over the wall" to a depth of 180 feet provides Bill an opportunity to test the integrity of a recently built electronic flash as well as to photograph the beautiful sponges and Alcyonarian corals that exist at that depth. The electronic flash illuminates colors that are never seen by the diver unless he has some form of artificial light. Bill's new 180 joule, electronic flash freezes the motion of the bustling marine world and provides a greater depth of field than is provided by most commercial equipment.

During the winter months, the kitchen of Bill's apartment doubles as a dark-room for making color prints of each summer's subjects and as a machine shop for fabricating underwater photographic equipment. Bill takes advantage of Melpar's Tuition Reimbursement Plan to study at the U.S. Department of Agriculture Graduate School where he is working toward a certificate of accomplishment in Oceanography. Bill also took advantage of Melpar's Personnel Placement Bonus to pay for this year's trip.

## SOMETHING TO THINK ABOUT:

Virginia elects a new Governor and 100 members of the House of Delegates this year. It is probably the most important state election in modern times because the new Governor and the General Assembly in 1971 will enact the statutory law to augment the new constitution assuming it is approved by voters in the 1970 referendum.

Such issues as tax deferrals, consumer representation and state-local government controls are at stake. (In addition, the 1971 special session will have to redistrict Virginia's congressional seats, the 40 Senate and 100 House seats based on population shown in the 1970 census). All this could take several months.

The magnitude of the job is reflected in the new constitution itself because it puts no time limit on this special session.

The 1972 session, the first "annual session" under the new constitution, will contain dozens of new faces reflecting the increased representation from the rapidly growing eastern corridor. Missing will be some familiar faces from the rural areas squeezed out by consolidation and fragmentation of their districts to make room for more seats in the metropolitan areas. Election Day is Tuesday, November 4, 1969.

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H. O. Glittenberg

## McLAIN HEADS

### ELECTRONIC GROUP

Mr. William Mansfield, Director of Material, American-Standard, has appointed **John D. McLain**, Melpar's Director of Material, to head an electronics material acquisition group. The objective of this group is to develop improved material acquisition techniques and national contracts for electronic items in an effort to reduce electronic material cost throughout the American-Standard family. Mr. McLain chaired the first meeting of the group at American-Standard on 15 September, with representatives from Wilcox Electric Division, Signal and Communications and Mosler/Airmatic Systems Division in attendance.

### SYMPOSIUM

(Continued from page 1)

Man-Machine Systems Group of the Institute of Electrical and Electronics Engineers, Inc., and the Ergonomics Research Society. The symposium was held at St. Johns College, Cambridge, England, 8 thru 12 September. Mr. Connelly reports that their paper was well received with considerable interest in the area of automated training but there remains a dearth of serious researchers.

Melpar is expanding its efforts in this area. One of these involves the presentation of cues to the student. Developmental research was conducted this summer using an analog simulator and subjects selected from the Melpar staff. **Rod Barrons** who conducted this effort was a summer employee who has returned to MIT. Dr. Gerald Cook, a consultant and professor at The University of Virginia, and **John Lane** of Melpar are also involved in extending this work.

### STATISTICAL REPORT NORTHERN VIRGINIA—1968

- Northern Virginia area has become the most heavily populated metropolitan area in the Commonwealth.
- It accounts for 20% of the state's population; the area's population increased 47.8% between 1960-1968.
- Fairfax County population increased nearly 70% during 1960-1968, Prince William County expanded by 96%.
- The land area is approximately 1,300 square miles—3.3% of the state.
- About 3/4 of the commercial research laboratories in the state are in the Northern Virginia area.

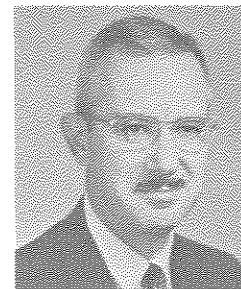
## THE PATENT PICTURE



O. O. Alderman



E. M. Connelly



W. B. Noe

Four patents were issued to Melpar in August by the U.S. Patent Office.

"Alignment Mechanism for Stream Supporting Elements" relates to a mechanism for precisely aligning the elements of a stream, whether optic, fluidic or electronic, with respect to a referenced axis. Its potential uses are the precise alignment of optical elements (reticles, lenses, prisms and mirrors).

The inventor is **William B. Noe**. This is the second patent issued to Melpar on which Mr. Noe is the inventor. His previous patent, "Solid Particulate Metering System" was issued in July.

"Multiple Frequency Tuning Fork Filter" is a tuning fork filter in which independent smaller tuning forks are formed on one or both tines of the main tuning fork to provide two or more resonant frequency selection capabilities in a single unit.

The inventor is **Orba O. Alderman**.

- About 29% of the total research and development employment in federal laboratories in Virginia is in the Northern portion of the state.

The diversity of Northern Virginia's manufacturing industries contributed largely to the 11% advance in employment over the past year. Industrial expansion in the durable goods industries brought manufacturing employment up to 9,200 in 1968. Electronic firms have found the area ideal. IBM's first manufacturing facility will produce electronic components in Manassas. IBM has elected to build two plants in this area.

- The number of unemployed in January was 6000 and by December had dropped to 4,700. Northern Virginia average annual unemployment rate of 1.7 for 1968 compares favorably with the state rate of 2.7 and the national rate of 3.6%.
- The Northern Virginia area is building for a new era and the economic picture of the area continues to be one of the brightest in Virginia.

This is his second invention in the tuning fork field.

"Adaptive Control System for Implementing Stability Criteria" concerns a trainable control system which is capable of achieving stability in rapid fashion and is further capable of rapid retraining in the event of internal controller failures and/or changes in the controlled element.

The inventor is **Edward M. Connelly**. This is the fourth patent issued to Melpar on which Mr. Connelly was the inventor. His previous patents are also in the machine intelligence field.

"Anthracite to Acetylene Conversion Process" relates to a process for producing acetylene gas from anthracite or other low-volatile carbonaceous material. The process is continuously operated and is relatively inexpensive since it uses readily available materials.

The inventor is **M. M. Mitchell, Jr.** (ex-employee).

### On The Dais. . .

The technical staff of the Engineering Systems Laboratory of the Electronic Warfare Department is spending an active fall presenting technical papers. In addition to the paper given by **Dr. Schuler** and **Ed Connelly** (reported elsewhere in this issue), the following papers were presented during September and October:

**Gene Kaiser**—"A Study of the Discrete Memoryless Channel with Noiseless Decision Feedback," presented on 24 September 1969 at the National Bureau of Standards, Gaithersburg, Maryland to the IEEE Group on Information Theory.

**John Whelchel**—"Mixed Radix Fast Fourier-Hadamard Transforms, their Properties and Uses," presented on 22 October 1969 to the Washington Section, IEEE Group on Information Theory.

**Dr. Dave Gilsinn**—"The Domains of Stability of Integral Manifolds," to be presented in mid October to the Applied Mathematics Division, NBS, Gaithersburg, Maryland.

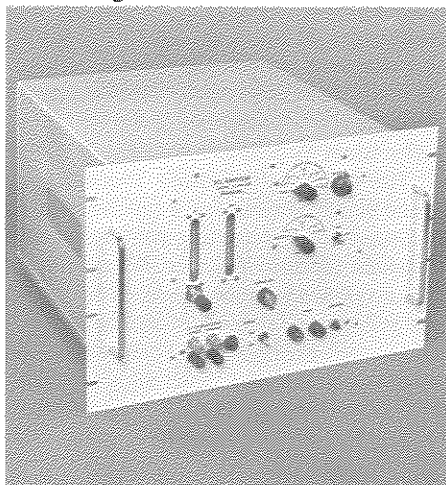


## New Product... Sulfur Gas Analyzer

Melpar's Special Products Department under the direction of **Donald E. Lewis** is now marketing a stable and selective Sulfur Gas Analyzer for monitoring of Air Pollution. The heart of this new system is Melpar's unique (FPD) Flame Photometric Detector (Patent Pending) which optically views the wave response of sulfur compounds emitted in a hydrogen-rich air flame.

The FPD was originally developed in Melpar's research laboratories.

Several models are available to meet the needs of research, industry and government. The model shown in the photograph is under evaluation by the National Air Pollution Control Administration for the Federal Network of Air Pollution Monitoring Stations.



**MELPAR'S SULFUR GAS ANALYZER**

Melpar has shown the analyzer at the following Instrumentation exhibits:

1. ISA (Instrument Society of America) Conference and Exhibit  
Coliseum, New York City  
Oct. 28-31, 1968
2. Air Pollution Control Association  
62nd Annual Meeting and Exhibit  
Hotel Americana  
New York City  
June 22-16, 1969

Future Schedule:

1. ISA Conference and Exhibit  
Astrohall  
Houston, Texas  
Oct. 27-30, 1969

The Sulfur Gas Analyzer has received recent publicity in the Journal of Chromatographic Science, Journal of Air Pollution Control, Analytical Chemistry, Instrument and Control Systems and Pollution Equipment News, and papers have been presented at numerous technical conferences.

## Felice Receives Commendation For APR-30 Support

The following letter has been received by Melpar commending J. J. Felice for his superior performance.

From: Commanding Officer, USS ORISKANY  
To: Naval Plant Representative Office,  
Falls Church, Virginia  
Subj: Mr. John J. Felice, Melpar Engineer  
Performance; report concerning  
Ref: (a) NAESU TASK 5852

1. It is a pleasure to report on the superlative performance of Mr. John J. Felice, a Melpar Corporation Engineer who served with the Aircraft Intermediate Maintenance Department in this command. In accordance with reference (a), Mr. Felice commenced his tour aboard on 15 April 1969 and served through 10 June 1969.

2. During the period of Mr. Felice's assignment, maximum effective use of time, facilities and manpower were utilized to provide an exceptionally high degree of training of maintenance personnel at both the organizational and intermediate levels. Rare insight into the capabilities and abilities of shop technicians assigned for training was evident. Through his complete practical and theoretical knowledge of the APR-30 equipment, high professional standards and approach to the assignment, exemplary instructional techniques and positive attitude, a significant contribution to the operational readiness of ORISKANY was realized. He was thorough and rigorous in his attention to detail and very aggressive in locating and correcting areas of possible deficiency. By means of personal example and leadership, and by creating exceptional amounts of interest in the students, Mr. Felice was able to impart knowledge of the system and the high standards required for proper maintenance and operation of that system.

3. Commending Mr. Felice for his significant contribution to the overall effort is a welcome privilege. The thoroughness and effectiveness in the performance of the assignment are examples of outstanding professionalism. His performance and loyal devotion to duty reflected great credit upon himself, his company and were in keeping with the highest possible standards.

J. S. KENYON

## Kiss Wife For Safety

We have considered all kinds of remedies for the traffic accident dilemma, but Sir Edward Brown, Great Britain Labor Committee secretary offers a new suggestion:

"Kiss your wife before you leave for work—it's the safe thing to do."

Speaking before a London safety conference, Sir Edward said posters of men kissing their wives before leaving home should be displayed. Why? Because a man who has had a row with his wife is potentially dangerous when driving.

## OBITUARY

**Philip J. McCabe**

1919-1969

Philip J. McCabe died on August 18 at Fairfax Hospital after a heart attack.

A native of Pennsylvania, Phil was Supervisor of the Systems Design Branch of the Environmental and Applied Sciences Center.

He attended Drexel Institute of Technology prior to joining Melpar in March of 1954 as a Senior Engineer. He progressed to Project Engineer, Consulting Project Engineer, Senior Research Engineer and Branch Supervisor.

The August issue of the Melpar-a-graph featured an article about the new blood pressure recorder which was developed by Melpar for the U.S. Army Limited War Laboratory of Aberdeen Proving Ground. The project was completed under Phil's direction.

He was a highly capable, technically competent and loyal employee who will be sorely missed.

He is survived by his wife, Mary and a son, Philip, of Vienna.

## Going Up!

Congratulations are in order for the following employees who earned promotions recently. We list them here with their new titles.

M. W. Cooke, moved to Sr. Programmer, V. C. Sullivan to Senior Design Engineer, and W. E. Seward and H. F. Powers moved to Senior Accounting Clerks.

P. C. Thomas made Senior Research Technician, F. M. Cote, Senior Publications Specialist, J. A. Gay, Secretary, J. D. Heath and M. W. Turner, Senior Clerk Typists.

K. F. Callahan rose to Lead Line Inspector I/C, D. M. Hewitt to Lead Lt. Assembler I/C, C. A. Reid and C. E. Simon to Lt. Assemblers I/C, J. O. Holmes to Senior Draftsman A, and H. D. Moyer to Design Engineer.

## Congratulations!

Principal Meteorologist Ken Allison was recently accepted as Certified Consulting Meteorologist by the American Meteorological Society.

This requires outstanding qualification and it is the 86th award that has been made in the history of the society.

It is based on personal qualifications, plus actual experience, submission of a meteorological paper, and a written examination followed by an interview before the Board.

## Value Engineering Pays Off On IIG

In 1968 defense contractors submitted 985 Value Engineering Change Proposals which resulted in 51 million dollars in audited savings to the government, with an average of 43 cents returned to contractors for each dollar saved.

The Telecommunications Department of Melpar submitted three VECP's to the Imperial Iranian Gendarmerie contract with an estimated savings to the government (STRATCOM) of four hundred thousand dollars. Under the terms of the contract, Melpar should realize a share of approximately fifty thousand dollars in addition to the normal profit associated with the contract.

Value engineering is the application of a methodology to existing designs, systems, procedures or products that takes nothing for granted and challenges everything about a product or service—even its existence, subject only to the restrictions that the required functions or performance must not be changed.

Melpar's VE program is tailored to develop cost savings by using individuals working as teams. This approach is most effective in developing proposals in the shortest possible time. The intent of the program is not to second-guess the designer or engineer but to take advantage of their special know-how to obtain the most value for the dollar.

There are four general types of value. "Use Value" is the ability of an item to serve a specific function; "Esteem Value" is the characteristic of an item which creates a desire on the part of the users to purchase it; "Cost Value" is the total cost of the item or service and "Exchange Value" is the exchange or trade-off of one item for another.

The unprecedented challenge now confronting industry requires new thinking to reduce unnecessary costs. Every new thought is worth considering.

Today there are many books written on Value Engineering and available to you for further study. This article is only intended to serve as an introduction and, we hope, has given you a better understanding of Value Engineering.

## Right To Work

During the 1968 Congress there was an attempt to repeal Section 14b of the Taft-Hartley Law which grants states the right to have "Right to Work" laws prohibiting compulsory union membership as a condition of employment.

This attempt failed and 19 states today protect their workers with such laws. Many questions have been raised as to whether such states have benefited by having "Right to Work" laws. The following facts speak up in favor of this type of legislation:

- During the period 1957-1967, states allowing compulsory union membership averaged 50% more time lost per worker because of strikes than Right to Work states.
- During 1957-1968, 19 Right to Work states with just 28% of the total U.S. population gained more than one million new manufacturing jobs, or 52% of the nation's total gain.
- The top seven states in rate of increase in manufacturing jobs were Right to Work states during 1957-1967.
- During the period in question, only three states showed a net loss in manufacturing jobs—New York, Massachusetts and West Virginia. All three are compulsory union states.

The National Right to Work Committee contends that experience within industry proves that a Right to Work law eliminates that frequent cause of industrial strife—"disputes over compulsory unionism."

## Speak Up...

Q. How about a Credit Union at Melpar?

A. Credit Unions are not practical as a company activity. Due to state and federal regulations the Credit Union cannot be operated or controlled by the company. Policies and operating procedures are determined by officials at the Credit Union who are elected by the shareholders. In effect, it becomes a company within the company but with no voice or control exercised by the company that started the Credit Union in the first place.

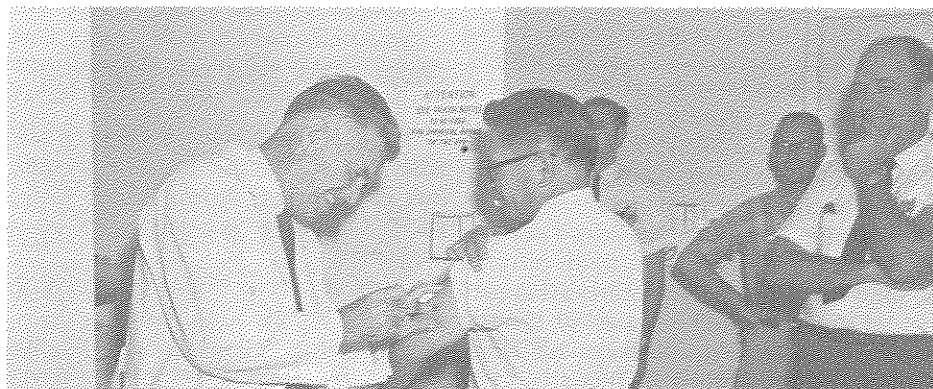
Decisions as to who is granted a loan are made by the Loan Committee and the employee who is refused a loan, for whatever reason, may feel the company has mistreated him—even though the company has absolutely no part in the decision to refuse a loan or to foreclose on a payment default.

Q. Why does the company hold it against an employee who cannot give two weeks notice when he leaves?

A. The company normally requests two weeks to allow time for a replacement to be found for a departing employee. This is normal industry practice. When circumstances prevent an employee from giving this notice, the company, acting through the cognizant supervisor, can waive the notice—and does in cases where a hardship would be imposed on the employee.

Regardless, the company does not "hold this against the employee." More specifically, no indication is given in outside references that short notice was given to Melpar.

This is the first of our series of questions and answers in "Speak Up." If you have a question you would like answered in the Melpar-a-graph, submit it to your editor. No names will be used, and the questioner will always remain anonymous.)



**DOCTOR SHOTS PHOTOGRAPHER...** Reversing the usual procedure, Melpar's Dr. James Gannon, Jr. shoots photographer Dick Sakamoto with flu vaccine while Bill Huffman and R. C. Phipps wait for their shots with obvious mixed emotions. Approximately 700 employees took flu shots this year.

"I know you believe you understood what you think I said; however, I'm not sure you realize that what I think you heard is not what I meant!"

## 29 Win Service Pin Awards

### TWENTY YEARS



N. L. Cutter



T. V. Slominski, Jr.

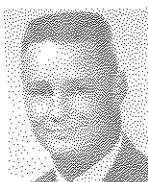
### FIFTEEN YEARS



E. R. Brothers



S. M. Benford



C. F. Bullard



J. A. Walton



W. J. Wilson

### TEN YEARS



F. W. Arnold



R. S. Boreen



W. J. Breads



L. E. Buckner



B. L. Bullock



M. D. Buschow



C. L. Dalseide



D. M. Davis



W. N. Dingus



J. M. Dubuc



P. S. Goodspeed



T. A. Hayes



H. E. Henson



B. N. Jones



P. D. Kless



B. Kozuch



B. C. Langley



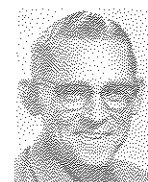
W. D. Rooks



M. W. Seay



J. A. Seeds



R. L. Snead

## Bush Appointed

Melpar's Safety Engineer **Steve Bush** has been appointed a citizen member of the Fairfax County Medical Services Committee by The Fairfax County Board of Supervisors.

The committee's initial efforts will be directed toward the formation of a Comprehensive Health Planning Agency for Fairfax County. Ultimately, however, it is hoped that the other Northern Virginia jurisdictions will join in expanding it into a regional planning agency which will qualify for federal funds.

Governing bodies of CPH organizations must be constituted with 51% "Consumer" (not a member of a health profession) membership.

The scope of this planning is not limited to hospital services but ranges from mental health and drug abuse to environmental health (air and water pollution, sanitation and occupational health).



## SIMULATOR CONTRACT

(Continued from page 1)

lator is the visual sub-system. Full usefulness demands a 360° field of view in the visual system. The feasibility study indicates that this critical element will be successful.

Under the present contract Melpar will design, fabricate and evaluate the visual sub-system and accomplish preliminary design of the cockpits, computation system and control consoles.

While the visual hardware is being developed on a sub-contract by Farrand, total system management and design will be carried out by Melpar.

The performance on the contract is well under way in the Simulation Department under the direction of **D. R. Gibbs**, Chief Engineer. Specific assignments will be carried out by **H. R. Gary**, Program Manager, **G. D. Smith**, System Design Manager and **W. F. Hurd**, Technical Coordinator.

The project is sponsored by the Air Force Systems Command, Aeronautical Systems Division, Wright-Patterson Air Force Base, Ohio.

Another large group of employees will gather in the cafeteria for their pin luncheon the latter part of October.

Two employees will mark their 20th anniversaries, five their 15th, and 22 will

reach their 10th year with the Company. The 29 employees represent a total of 335 years of service. (M. R. Kiley who will also receive a ten year pin was not available for a picture.)