



# LIBRAZETTE

AN EXCHANGE OF NEWS AND KNOWLEDGE

VOL. 9, NO. 2

SEPTEMBER, 1961

## 808 WESTERN

### For the Next 3 Years

Six weeks of intensive bargaining between management and union negotiating teams, have culminated in a new labor contract between the Glendale branch, and the production and maintenance employees represented by the International Ass'n of Machinists.

Both management and union spokesmen expressed satisfaction with the new pact, which went into effect Aug. 28, and covers a three-year period.

Among major provisions:

—A 2% general wage increase now and a 2% increase in Sept. 1962;

—Elimination of the cost-of-living escalator clause of the old contract; the present 7¢ per hour c-o-l adjustment is added to the base rate and to the maximum of the rate-range;

—Substitution for the c-o-l clause of a formula providing a 1¢ per hour increase in base rates in Sept. 1963, for each one-half point change in the Consumers Price Index in excess of three points, between

the Sept. 1961 index and the Aug. 1963 index;

Upgrading of certain jobs, the reclassification of others, changes in automatic wage progression, a major medical plan, a new and additional half-holiday, a union shop, and a pension plan in 1963.

Agreement on the new pact was reached Aug. 25 and was ratified by the union membership at a special meeting Aug. 27.

Commenting on the new agreement, Harlan Buseth, Glendale assistant branch manager who headed the management negotiating committee, told LIBRAZETTE:

"It's a satisfactory contract for all concerned. Each side achieved its major objectives, each side made significant concessions in recognition of the other's problems.

"Both parties bargained hard in an intelligent and business-like manner, with the objective of reaching workable solutions to their problems.

"Our competitive position is now stronger than it was because the union recognized that the company must be able

to meet the increasingly competitive forces of our present economy.

"Broader rate-ranges; lower minimums for new employees; realignment of duties between jobs, particularly in the wiring classifications where 'gray areas' have troubled both sides in the past, will help us to meet the competitive challenge.

"Betterment of our competitive position, I might point out, will enable the company to provide a more steady and secure future for all employees."

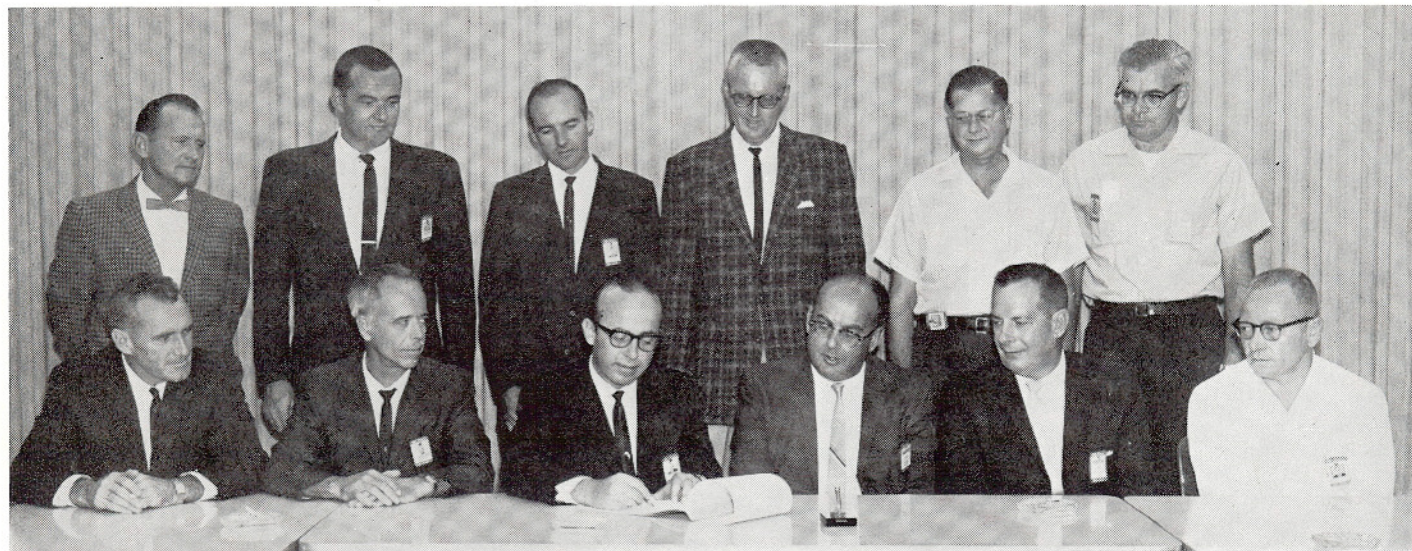
Said S. T. Cohen, business representative for Lodge 758, IAM, who headed the union negotiating committee:

"We are particularly pleased with the Major Medical Plan, the provision for pensions, job up-grading and the Union shop. We believe it is a good contract both for our members and for Librascope."

### Other Contract Provisions

New job classifications, revisions of others and the dropping of several old classifications.

New minimum rates in certain job classifications, applicable to new em-



**A NEW LABOR CONTRACT**—Glendale Branch Manager T. D. Bryant signs the new three-year Glendale-IAM contract, as members of the management and union negotiating teams look on. Seated from left to right: C. P. McKeague, Division Emp-Relations Director; Harlan Buseth, Asst Glendale Branch Mgr; Bryant; S. T. Cohen, IAM Business representative for Lodge 758, Dist. 727; W. B. Willson, Grand Lodge representative, IAM;

and Max Mennen, chief steward and member of the union committee. Standing, left to right: R. R. McDonald, Glendale Branch Personnel Mgr; E. T. Flaherty, Glendale Labor Relations rep; H. G. Boehm, Supervisor, Wage and Salary; L. C. Somerfield, Glendale Shop Superintendent; and union committee members R. E. Riley and P. J. O'Gorman. Absent from the photo are Eric Seif and G. E. Cooke, both members of the union committee.



# LIBRAZETTE

**GENERAL  
PRECISION**

**LIBRASCOPE DIVISION**  
GENERAL PRECISION INC.  
GLENDALE 1, CALIFORNIA

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## Provisions (continued)

employees, but not to present holders of the affected jobs.

A pension plan, to go into effect Sept. 1, 1963, paid for in its entirety by Librascope. It provides for retirement at age 65, with a benefit of \$2 per month for each year of creditable service.

A new half-holiday—the afternoon of the day before Christmas. Total paid holidays now: 7½.

A major medical plan, added to the present Group Insurance, which provides for greatly increased maximum coverage. (A detailed explanation of the Plan appears on Page 10 of this issue.)

Clarification of the old contract's seniority clause covering employees who transfer out of the Bargaining Unit, but subsequently return to it. New transferees will retain, but not accumulate seniority; previous transferees will both retain and accumulate.

A Union shop, long sought by the Union. Under its provisions all new employees—after their probationary period—are required to join the Union as a condition of employment. Present employees, not members of the Union, may continue in that status, but are required to pay a "representation fee", equal to a member's dues, to the Union, in return for services rendered.

Automatic wage increases now will be put into effect every four months until the maximum of the rate range is reached. Previously they were applied every three months, until the midpoint of the rate range was achieved, and thereafter at six-month intervals until reaching the top of the range.

## Legal Wage Minimums

Twenty-three years ago, a year after the founding of Librascope, a Federal law was passed guaranteeing a minimum wage to workers in interstate commerce.

The guaranteed minimum: 25 cents an hour.

On Sept. 3, an amendment to the law established a new minimum. The new guaranteed wages:

\$1.00 per hour for some, \$1.15 for others.

It seems appropriate at this time, to point out that what it took the Federal government 23 years to achieve, Librascope put into effect 10 years ago, when the lowest labor grade went to \$1.02 per hour.

And it also seems appropriate to point out that the lowest wage—a starting rate—now being paid by Librascope is \$1.35 per hour. 20 cents more per hour than the legal minimum.

## 2 Per Cent Increase

A 2% general wage increase has been put into effect for all technical and office hourly employees working in Glendale. Rate-range minimums and maximums have been adjusted upward by the same amount.

At the same time, cost-of-living adjustments for both hourly and salaried employees, have been incorporated into base rates and into the maximums and minimums of the rate-ranges.

Cost-of-living, as such, has been discontinued.

## ENGINEERING

### Glen-Engineering Realigns

Combining a look to the future with a critical assessment of the present, Glendale branch engineering this month undertook a series of organizational changes, including the formation of a new

will place into effect a philosophy of "re-orientation along functional lines," and a gradual dissolution of the "project-oriented" organization.

Addressing four supervisory and engineering audiences on Aug 25, Larson presented the blueprint for the Control Systems Section—the new analog group—along with organizational changes to be effected in Glendale Data Processing.

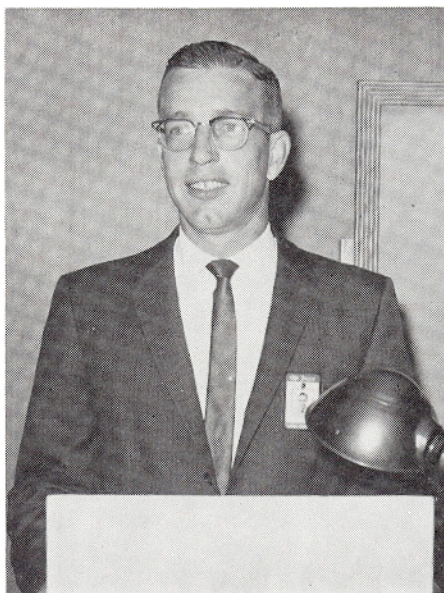
Control Systems is comprised of three major functioning bodies. Program Management, one of the new sections, is headed by a new Librascope, C. A. Wilson (see following story). This new group will furnish the branch with effective management of engineering contracts. Reporting to Wilson are project managers R. D. Bartlome, R. A. Potter and R. E. Simpson, along with C. J. Cardea, Supervisor, Installation Engineering. Systems Engineering, another segment of Program Management will, for the time, be handled by Wilson.

The second and third functionally-oriented units of Control Systems are Electro-Mechanical Engineering, D. E. Roof, Manager, and Electronic Engineering, headed by J. H. Paquin. Manuel Prieto, newly appointed supervisor, Elec-Design, and T. A. Miller, Supvr, Mech-Design, will report to Roof. Two new supervisors—Werner Nurnberger, Elec-Circuit Design, and J. E. Riddle, Elec-Packaging Design, will report to Paquin.

In the Data Processing Equipment section, Larson announced the formation of two new sub-sections and the appointment of two new supervisors. J. L. Saiers, former staff engineer, will head the Elec-Mech Design group, and Senior Engineer G. E. Stone, has been named Supervisor, Systems and Logical Design. Both report to Director J. L. Dietz.

The reorganization, Larson said, has resulted from the engineering phase-out on such major programs as ASROC, FRAM and SUBROC. As part of the move from a project- to function-oriented organization, the branch will initiate a program of "accelerated technical activity" for the future.

Stressing the need for a new and enthusiastic team effort, Larson told his audiences: "An organization is no better than the people involved. . . . Management can create the plans and programs, but only you can make them work."



**ARNOLD LARSON**  
Organizing by Function

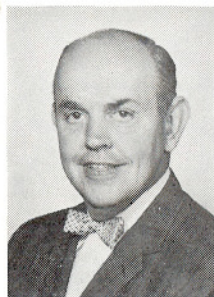
section geared to handle branch engineering analog capabilities.

The engineering realignment, announced by Chief Engineer A. D. Larson,



## New Man, New Position

A new addition to the Glendale branch, assigned to fill an important role in the recent reorganization, is Charles A. Wilson, named Manager of Program Management.



A familiar face to Glendale Engineering, Wilson has been the Naval Ordnance Lab's Senior Assistant Project Manager on SUBROC, and a regular monthly visitor to Librascope during its development.

A NOLman for 16 years, Wilson has been employed primarily in systems engineering and project management of underwater ordnance. In his SUBROC assignment, he was responsible for fire control, guidance, evaluation test program, and shipboard combatibility of SUBROC. He was a member of the SUBROC task team and chairman of the four-man fire control task team, on which Glendale Chief Engineer A. D. Larson served as a member.

Born in Opelousas, La., Wilson is a BSEE graduate (1943) of Louisiana State University and served one year as Research Assistant at the University following graduation. During WW II, he joined NOL, working on acoustic R&D for underwater ordnance equipment.

Married and the father of two daughters, Wilson now makes his home in Glendale.

## 29 Men and a Girl

Part of the engineering of two Aerospace projects—Saturn and Centaur—are operating in the branch's new home at San Marcos. Nineteen engineers and members of support groups moved from Glendale on Sept. 8.

The technical staff was joined by 11 new staffers from the San Diego area who had been undergoing indoctrination at Glendale.

It was an all-male battalion, with one exception. The lone distaff member was Miss Phyllis Smith, department clerk in Purchasing.

Shepherding the party through the trials of moving and getting located in their new home was Staff Assistant J. H. Fallet, in charge of branch services.

Largest of the groups involved in the move was the Centaur project, headed by Project Manager A. Q. Berglund. Members from Glendale were:

C. E. Harper, W. G. Wilcox, G. T. Erhardt, K. S. Tattersall, J. H. Stoural and R. A. Holcomb. New recruits from the San Diego area were M. L. Knold, C. A. LaLone, J. E. Millard, J. O. Swigart, G. R. Skoblin, J. S. Hackenberger, I. R. Lemmon and D. C. Dunham.

Second of the two engineering groups was the Saturn project, headed by Project Manager P. A. Ingalls. V. F. Lemley from Glendale joined J. T. Loring, Ed-



**LIBRASCOPE BRIEFING**—Major General T. F. Van Natta (right), Deputy Chief of Staff, Combat Development, U. S. Continental Army Command, Ft. Monroe, Va., and Lt. Col. C. M. Ashley (standing), CONARC Liaison Officer, were guests of President W. E. Bratton at a recent presentation of Librascope capabilities, held in the Mural Room. The subject matter, presented by Librascope department heads and staff members, covered projects of potential application for the Army.

ward Scott and P. G. Nash from the San Diego area.

Berglund and Ingalls will be dividing their efforts between Glendale and San Marcos for several months to come. Personnel Mgr W. P. Sertic also will operate from San Marcos and Glendale.

In the support groups were Field Service Supvr J. T. Sturges; Drafting Supvr D. R. Frederick and Checker J. T. Lowrey; Cust-Serv Supvr E. J. Akins and Spares Analyst G. K. Thompson; Quality Control Mgr W. D. Hibbard and QC-Eng R. K. Smith.

The purchasing group—Purch-Agent C. E. Roper, Sen-Elect Buyer R. C. Smith and Dept Clerk Phyllis Smith—will temporarily be quartered at the Solana Beach facility.

The 20-man Solana Beach "building block" project, headed by Proj-Mgr A. T. Trostrud, is expected to shift to the San Marcos headquarters between Oct 1-15. With the arrival of another group of 10 from Glendale at the same time, the total work force at San Marcos, including Foreman Jack Bareis' assembly unit, will total more than 80 persons by Oct 15.

## Value Analysis Study

Value engineering studies of two Glendale engineering fire control projects began Sept 7, under contracts awarded by the Navy's Bureau of Weapons.

Purpose of the studies, according to R. I. Case, Jr., director of value engineering, is to seek out ways of improving producibility and reducing costs.

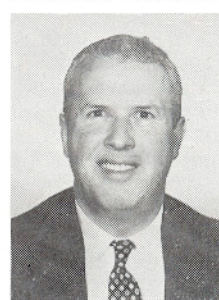
The projects are the Mk 53 console for

the FRAM program and the Mk 75 attack director for SUBROC. The studies will cover a four-week span and will involve V/E representatives from Design engineering, Production engineering, Standards, Quality Control, Industrial engineering, Purchasing and Advanced Projects.

## MARKETING

### Open Boston Sales Office

Librascope is establishing a new regional military sales office in the Boston area and Vice-Pres for Marketing J. R.



Harkness has named Alan Bloch as Regional Engineering Representative to direct it.

Holder of a B/A-Physics from Swarthmore '38, and M/A - Physics from Oberlin, '39, Bloch was transferred from his post as staff consultant to the Director of Research at General Precision Laboratory, to take over the job.

Earlier Bloch worked in missile and computer development with Eclipse-Pioneer, ARMA and Lear, Inc. He also is a former teaching fellow in physics at Iowa State, a staff writer for Fortune magazine and a four-year veteran of the Royal Canadian Air Force.

Bloch's headquarters will be in the GPI building at 166 Bear Hill Road, Waltham, northwest of Boston.



## Miniature Servo Developed

A miniature servo, designed for use in both analog and digital systems, was introduced recently by the Burbank branch.

The versatile new servo, designated Model 100-2, is designed for applications



MODEL 100-2

in airborne and shipboard navigation, space-vehicle guidance, and fire control systems.

R. E. Hastings, Librascope Vice-President and Burbank General Manager, said the servo includes a control transformer, motor-tachometer, amplifier, shaft encoder, and gear train.

Weight for the miniaturized servo is 12.5 oz. It measures 3½ inches in length and has a 1¼-inch diameter.

## PRODUCTION

### AHEAD of Schedule

Production records were shattered last month, when Glendale delivered to the Navy a Mk 114 fire control system, two weeks ahead of an already accelerated production schedule.

The achievement was described as a "first-rate example of enthusiastic effort and cooperation by all of the many people involved," by T. D. Bryant, Glendale branch manager.

"This was a team effort and we can all feel proud that we have helped to strengthen the Navy's hand at a time when the free world needs all the strength it can muster," was Bryant's further comment.

The Mk 114 fire control system was designed and developed by Glendale engineering for the Navy's Bureau of Weapons.

J. D. Gloyd, Glendale Production project coordinator, had over-all manufacturing responsibility for the project. Others on the team were:

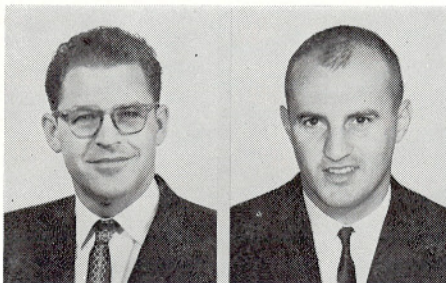
R. H. Price and G. C. Manus, Production engineering; A. L. Castle, Quality control; J. H. Gilliam, Adjusting; L. L. Hey, Assembly; R. D. Bartlome and L. D. Haskins, Design engineering.

Navy quality control inspector W. P. Wasson and E. P. Perry, of the Naval Ordnance Test Station, Pasadena, worked closely with the Librascope team throughout the project.

## LOCS Gets New Head

R. W. Putnam, a member of the Librascope Operations Control development staff since the project was launched a year and a half ago, has been named Supervisor of the group, by Glendale industrial engineering manager G. B. Clark.

Putnam succeeds W. L. Kruse, who moves to Clark's industrial engineering staff group, to devote full time to advanced projects in management informa-



PUTNAM

LOPEZ

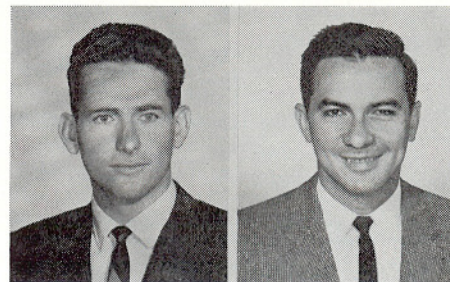
tion and mass information storage and retrieval developments for LOCS.

Two industrial engineers, a programmer and a computer operator have been added to the LOCS operating staff. They are:

I/E James A. Lopez, formerly of the Raytheon and Systems Development Corps. Lopez is an alumnus of the Har-

vard Graduate School of Business Administration, where he earned his MBA, and of Yale University, where he was awarded a B/S-ME.

I/E Robert C. Foster, who comes to Librascope from the Autonetics Division



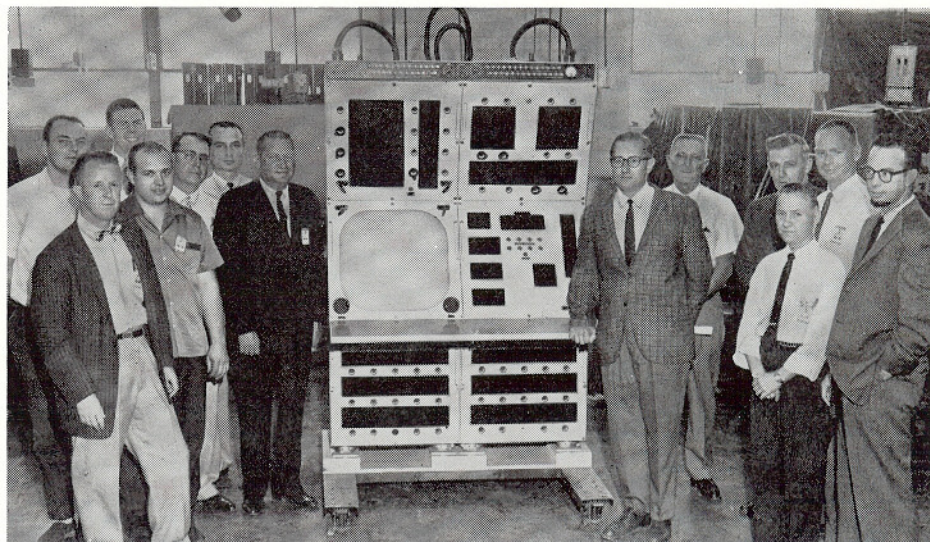
FOSTER

LEMUS

of North American Aviation. Foster, a four-year veteran of the Air Force, took his I/E degree at the University of Southern California, graduating in 1958.

Humberto Lemus, who came to Librascope from Daystrom Systems Corp., La Jolla, where he was in the systems applications section of the industrial process computer department, is LOCS' new programmer. He has been a mathematics major at Wayne University, Utah State and the University of California at San Diego. Born in Columbia, South America, Lemus came to the U.S. in 1953, is working toward a B/A and M/A in Math at Los Angeles State.

James R. Floyd, formerly of Space Technology Laboratory, is assigned as one of the operators of the RPC 9000 computers in the LOCS center. He is a veteran of Army service in Alaska and a graduate of Woodbury College.



**TWO WEEKS EARLY**—Librascope Production and Engineering teams gather around the Mk 53 console, the basic instrument for the Mk 114 fire control system, following acceptance by W. P. Wasson, Navy resident quality control inspector (right side of console). A portion of the Librascope team responsible for the early delivery date on the system, gathers for the news camera. From left: F. W. Machal, W. R. Henson, J. H. Gilliam, B. L. Younker, J. E. Ryal, D. R. Barnt, and J. D. Gloyd, Production Project Coordinator. On the right side, from left: Wassen, A. L. Castle, L. D. Haskins, G. C. Manus, R. H. Price and R. D. Bartlome.



## Cronk Named Finance Mgr

The post of financial manager, new to the organization, has been created in the Glendale branch and Nelson J. "Jim" Cronk has been appointed to it by Controller W. S. Williams.



Cronk will have responsibility for branch accounting, budgeting, contract pricing, timekeeping and job-order release.

A certified public accountant, Cronk comes to Glendale from Pacific Automation Products, where he was controller and treasurer. Earlier he was senior accountant with the national accounting firm of Ernst and Ernst, and controller of the Axelson Mfg Corp and the Ador Corp.

An Iowan by birth, Cronk is a graduate (B/S-Accounting and Math) of UCLA, previously attended Iowa State Teachers College. He is a Navy veteran of World War II and makes his home in Montebello.

## Glendale Accounting Move

Glendale portions of Parts Costing and Accounts Payable were split off from Division Accounting this month and physically transferred from Bldg I-03 to Bldg A-16. Their telephone numbers remain the same.

The groups now report to N. J. Cronk, Glendale's new financial manager.

## Exec's Desk Cheaper

An executive desk, found in most Librascope offices, costs an average of \$135, but a stenographer's desk costs \$159; a desk pen set can be had for as little as \$1.50, but a typewriter averages out at \$345.

These cost figures, released by E. A. Barrios, Division property accounting, indicate why a Librascope executive can be "set up in business" for \$408, but it takes \$624 to supply a secretary with desk, typewriter, two chairs and a filing cabinet.

The figures, released following a survey of office and shop equipment, show that a drafting table costs \$268, a drafting machine \$101, a drafting stool \$28, making a total of \$397 for every draftsman.

Property accounting has the cost figures for every item—company or government-owned—on the premises. It also knows where each item is—and who is accountable for it. (But not always; the recent shifts of personnel in various departments have produced some doubts, which is why all Division property undergoes a new inventory starting Sept. 12).

Continual checks on who has what equipment, plus Branch surveys of equip-



**CANADIAN BOUND**—Members of the Burbank Branch take a last look at an RPC-9000 before final crating and shipment to American Motors, Canada. Pictured from left to right: Roy Thurman, resident inspector, Royal McBee; Kenneth Howard, Check-out Supvr; J. M. Stevens, Quality Control Manager; W. H. Reinholtz, Chief Engineer; and P. N. Poulos, Shipping and Receiving Supvr.

ment use, produces an accurate figure on over-all Company needs for items which must be purchased. It also can prevent unnecessary acquisitions. Says Barrios:

"Under a new procedure all departments report surplus equipment to their Branch controllers, where up-to-date lists are maintained. All requisitions for new purchases must clear through the controllers, who now are in a position to supply needed equipment without purchase, if the needed item is in surplus."

## Up The Ladder

Francis X. Sullivan, who joined Librascope Feb. 8, 1960, promoted from Methods Analyst-Mechanical, Glendale Industrial Engineering, to Foreman, Glendale Assembly. Canadian-born Sullivan is a veteran of the U.S. Navy's medical corps, previously was with Norair, Nortronics, Radioplane and Curtiss-Wright. He will be in charge of SUBROC harness assembly, reporting to Gen-Foreman Carl Culver, jr.

Robert L. Gruber, a Librascope since Mar 7, 1959, promoted to Foreman, Glendale circuit board assembly, Bldg. A-19. Gruber, a former Army electronics technician, had previously been a production wireman, elect-inspector, precision elect-inspector, and leadman. He will report to Gen-Foreman W. A. O'Mara.

Milan R. Mraz, Glendale production engineering, from Production Engineer to Senior Production Engineer.

Jack L. Carlson from Engineer, Burbank, to Senior Engineer, Sunnyvale Ground Systems.

Joseph H. Fahey from Engineer to Senior Engineer, Reliability Analysis section.

Joe M. Arbaugh from Glendale Production Follow-Up to Supervisor, Material Control, Glendale Short Run Production.

Floyd E. Murray, from Glendale Procurement Follow-Up, to Buyer, Aerospace purchasing.

John W. Matthews, from Glendale precision elect-inspection, to Assistant Programmer, Sunnyvale-at-Glendale.



## Libra Vets

### Five Years

MARVIN P. LAHR  
THOMAS E. PINKSTON  
TERROL P. WARD  
CARL R. KROHN  
LOIS A. MILLER  
WALTER M. KOMAR  
ALDEN L. ROBINSON  
EPIFANIA B. BLOISE  
MAX ASTOR  
DAVID K. CONRAD  
CHRISTINA B. OLESEN  
NORMAN WEISBAUM  
JOHN H. WRIGHT  
GENE L. ROGERS  
EMIL J. VOHTZ

GLENDAL  
GLENDAL  
DIVISION  
GLENDAL  
BURBANK  
GLENDAL  
GLENDAL  
BURBANK  
GLENDAL  
GLENDAL  
BURBANK  
GLENDAL  
SUNNYVALE  
GLENDAL  
SUNNYVALE

### Ten Years

LLOYD E. McCONNELL  
WILLIAM F. BELL  
ALBERT F. HABER  
MATTHEW MASSA  
LOUIS ARIAS  
RAMONA B. KING

GLENDAL  
DIVISION  
SUNNYVALE  
GLENDAL  
GLENDAL

### Libravet box score

5 year members: 415  
10 year members: 216



# Precisioner Picnic & Da



WATCHING THE BALLOON GO UP

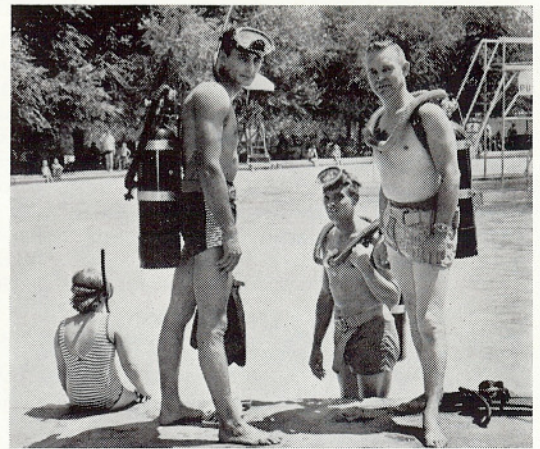


A SHOW FOR THE KIDS

Two summer out-  
Picnic and the Sum-  
the Librascope soci-  
month of August. A  
used as a measure of  
were highly successfu-  
tics of the August 12  
Sunland Park: a re-  
more than 3,000 Lib-  
1,080 hamburgers a-  
sumed; and the dispo-  
and 52 small kegs of  
soft drinks. The dan-  
numbers, drew more  
town Statler's Golden  
provided by the Bill



LIBRASCOPERS LINE UP FOR LUNCH



A LESSON IN WATER SAFETY



30 YARDS AWAY—A PRIZE FOR THE WINNER



# e Top August Calendar

the Precisioneer  
nce, highlighted  
dar during the  
umbers may be  
then both events  
g the vital statis-  
eld at Kennedy's  
eaking crowd of  
rs and families;  
hot dogs conf-  
f 25 kegs of beer  
nd sundry other  
e not so thick in  
00 to the Down-  
Room. Music was  
rchestra.



DON'T LET GO!



ANIMATED CONVERSATION



SITTING ONE OUT



AT THE REFRESHMENT BAR



AND THEY DANCED...



AND THEY DANCED...



AND THEY DANCED...



## "This Is My Job" . . .

# The Production Engineer

As the gap between design and manufacture in military programs gets shorter and shorter under the pressure of operational needs, the luxury of time which we once had, has disappeared. Now the production phase must start almost simultaneously with design to meet heavily compressed delivery schedules.

Design drawings now need to reflect the most producible design—before a single piece is made. To accomplish this an engineer selected for versatility in engineering background and practical manufacturing experience must review the drawings during the design stage.

At Librascope-Glendale, that man is the Production Engineer, blood brother to the design engineer in professional education, but one whose skills and personal inclinations direct him toward manufacturing, rather than design. He likes to make things and to improve them—and he knows how.

As an integral part of the total engineering effort, the Production Engineer rounds out the team which embraces research, development, working design prototype and manufacture.

Such a man is Milan R. Mraz, Senior Engineer in Glendale Production Engineering. The description of qualifications for his job, his responsibilities and functions, covers a full page of typescript—single spaced. The description is only an outline, because the specifics can change from day to day, depending upon the assignment.

Mraz is a graduate electronic engineer; he also is a graduate in management economics and, in addition, knows the workings of a factory from apprentice machinist to shop superintendent by personal job-holding experience.

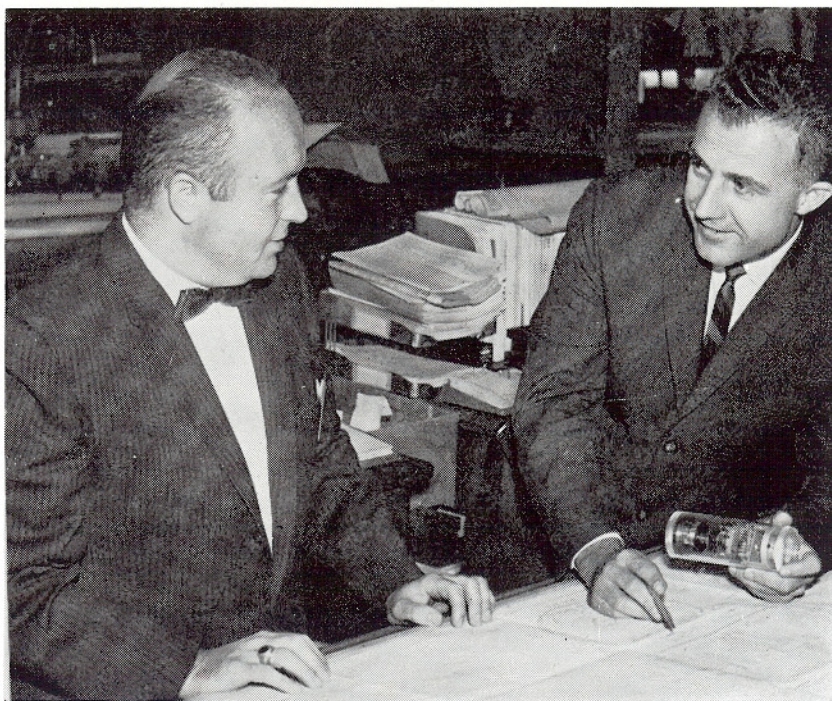
"It is the know-how of manufacturing and the technical understanding of the design engineer's problems and objectives, that we bring to our job," says Mraz.

"To some degree we are consultants to the design engineers, providing assistance in the design or selection of components, the physical arrangement of the design, its packaging and conformation."

It is the Production Engineer's assigned responsibility, says Mraz, to review and approve design layouts, details, and assemblies to ensure an easily producible unit.

"Producibility is vital, in order to maintain delivery schedules and protect the company's profit margin. These objectives are secondary only to a properly functioning system."

As the project phases out of the prototype stage, the Production Engi-



JERRY LIENHARD AND MILAN MRÁZ  
A Good Design Means a Producible Design

neer puts on another of his many hats—that of Production Project Engineer. From here on out, he is the man who has engineering responsibility, responsible for the project's successful completion.

During Production Contract, the production engineer confers with Methods, Purchasing, Quality Control, Reliability, the Machine Shop and Assembly to provide Engineering Support, serves on the Material Review Board and maintains close contact with customer inspection and customer technical representatives.

In accomplishing his many-faceted task, the Production Engineer has many a headache of his own . . . and shares those of everybody he works with. But he has one big satisfaction:

When the product goes out the door, ready to perform to its creators' and customer's satisfaction, he knows that he has had a significant part in its success.

## Man of Many Lives

Milan R. Mraz, Senior Engineer in Glendale Production Engineering, a Librascope since Feb. 1960, can look back on more intensive and dangerous living than most of his fellow Americans might experience in a dozen lifetimes.

The 36-year-old Electronic Engineer (L.A. State, 1960) and graduate in business economics (University of Prague, Czechoslovakia, 1948), is a

soft-spoken individual of rugged good looks, with the quiet mannerliness which reflects his Middle European upbringing. He doesn't look like a man who has experienced:

The loss of family, position and fortune through war and revolution in his homeland;

Years of forced labor under the Nazis in World War II;

A four-week flight in the dead of winter, on foot, across Germany to Czechoslovakia;

Service in the Czechoslovakia underground, helping to dynamite Soviet freight trains carrying looted Czech factory tools;

Another flight, disguised as a customs guard, to escape the Czech secret police;

Work as a butler (his wife, Marie, whose escape he helped engineer three weeks after his own, was the maid) for the family who sponsored his move to the U.S.;

Such jobs as painter, burr-hand, timekeeper, apprentice machinist, draftsman, mechanical and electrical designer, shop foreman, plant superintendent and "a variety of other things," while getting his U.S. education.

He looks exactly what he is—a typical American citizen, with home and wife, working efficiently at what he likes to do, with plans for moving up the ladder as rapidly as ability, effort and opportunity will take him.

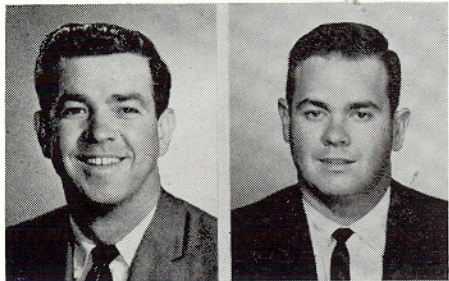


## NEW FACES

Donald J. (Jerry) Beushausen, formerly manager of contracts administration for Pacific Automation Products, joined the Glendale Contracts administration staff Aug. 28.

Holder of a BS in marketing and economics from Indiana University, Beushausen previously studied mechanical engineering for two years at Massachusetts Institute of Technology.

Following graduation from Indiana, Beushausen was commissioned in the Air



BEUSHAUSEN

FARR

Force reserve, spent two years on active duty as a procurement and contracting officer at Wright Air Development Center. He moved to California in 1955, after release from service.

Beushausen (pronounced, he says, as though spelled "Boyz-Howzen") is married, the father of three youngsters—Mark, 5, Susan, 3, and John, seven months—makes his home in Woodland Hills.

Dr. Donald L. Farr, a 29-year-old PhD in engineering mechanics, has joined the Aerospace branch as Staff Engineer to W. F. Scott, Director of Technical Planning.

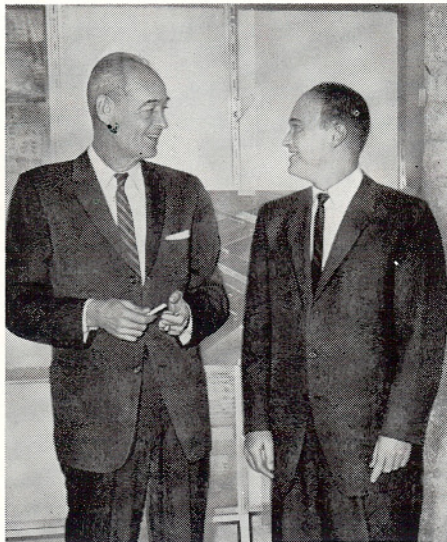
Dr. Farr attended Stanford University, where he received his engineering BS in 1953 and MS the following year. In 1955, he was awarded a fellowship from Rotary International, spent one year at the Swiss Federal Institute of Technology, Zurich, Switzerland, studying mathematics. He received his Stanford Doctorate in 1957.

The same year he joined General Dynamics' Astronautics Div., San Diego, as research group engineer, where he directed 40 engineers in the development and analysis of guidance equations and advanced guidance concepts.

James T. Lorang, new Aerospace Senior Engineer, comes to Librascope from Ryan Aeronautics, San Diego, where he served as senior development engineer. He has been assigned to computer circuit design, reporting to P. A. Ingalls, Aerospace Project Manager.

A Navy veteran of WW II, Lorang attended the University of Idaho and Washington State College, where he received his BSEE in 1945. He is married and the father of three children.

A recent addition to the Sunnyvale Ground Systems department, is Engineer Lloyd E. Allen. He joins the photogram-



REVIEWING ASW—President W. E. Bratton welcomes Vice Admiral J. S. Thach, Commander Anti-Submarine Defense Force, Pacific Fleet, during his recent visit to Librascope. Purpose of Admiral Thach's visit was to review first-hand Librascope's ASW capabilities.



LORANG

ALLEN

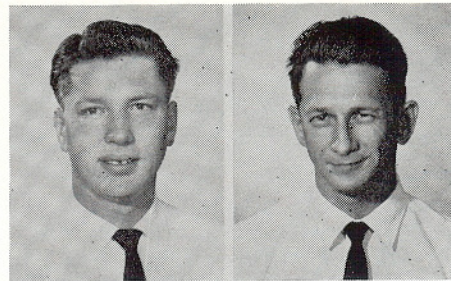
metry section headed by M. M. Birnbaum, assigned to the electronic circuitry design for the automatic pass-point marking and measuring instrument under co-development by Link and Librascope.

A BSEE graduate from the University of Iowa, Allen served three years with the Air Force at SAC Hq, Omaha. Before

coming to Librascope, he was an engineer with Bendix Missile Div., assigned to the Eagle Project.

Two liaison and one associate engineer were added to the staff of Glendale Product Test Equipment Control Sections, reporting to Supvr C. D. Bryant. The new members are:

Liaison Engineer John W. Jones, a BSEE from Heald Engineering College, San Francisco. Jones came to Librascope from Packard-Bell Electronics, where he headed a design-development group in automatic checkout equipment.



BERNS

FERNLUND

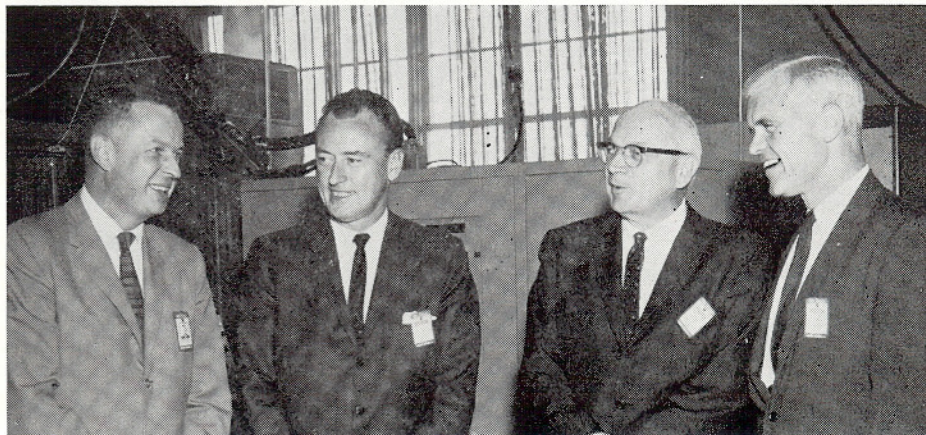
Liaison Engineer Richard G. Berns, a 1959 BSEE from the University of Wisconsin. Formerly with Douglas Aircraft as an associate engineer, Berns worked on electrical power system designing for the support equipment on the Skybolt Missile System.

Associate Engineer John D. Fernlund, like fellow newcomer Jones, is an electronic engineering graduate from San Francisco's Heald Engineering College. He was formerly with Eitel-McCullough, Inc., as a senior technician.

John R. Campbell joins Ground System's recently formed Air Traffic Control Systems, Atlantic City Office, as staff assistant to Director W. E. Stupar.

A former FAA employee, Campbell joins Librascope following an assignment in Airport Operations at NAFEC, Pomona, N.J.

He is a graduate in Industrial Management from LaSalle College, Philadelphia, spent four years with the Air Force as a senior airborne electronics technician.



DISCUSSING AIR TRAFFIC—Sunnyvale General Manager L. H. Bentley (left) shows a trio of interested visitors the Air Traffic Control equipment currently under development in Bldg C-11. From left, the visitors include: F. T. Fox, General Manager, Los Angeles Airport; Don Belding, former President, L.A. Airport Commission; and James Pyle, Deputy Director, FAA.



# EMPLOYEE BENEFITS

## Major Medical Plan

Our new major medical plan is extra protection, over and above the present extensive coverage provided by Librascope's group insurance. It will be provided for all employees, salaried and hourly paid. It goes into effect Nov. 1.

It increases maximum hospital, medical-surgical and incidental coverage to \$10,000 over that provided by existing group insurance. It goes into effect after basic benefits of group insurance have been used up.

Employees pay the first \$100 of expenses exceeding the group insurance maximum; the plan then pays 80% and the employees 20% of the remaining excess costs.

Employee contributions will be increased to help offset added costs of the plan. To our present monthly contributions will be added: \$1.48 for those without dependents, \$1.93 for an employee with one dependent and \$2.60 per month for employees with two or more dependents.

## \$35 Million-Plus

To help protect the families of its employees, Librascope is paying for the premiums on \$16,000,000 worth of life insurance through its Group Insurance Plan.

So reports A. R. Pederson, Employee Benefits and Services supervisor. And the

plan, he says, makes low rates possible for the \$19,711,000 in coverage which employees carry at their own expense.

Additional protection is afforded by the accidental death clause of the life insurance policies, which doubles the payments to survivors, the special accident policies covering employees who travel on company business and the workmen's compensation insurance covering injuries and death.

Group life insurance has paid a total of \$97,000 so far this year, to the survivors of six employees and the survivors of one retired employee, in sums ranging from \$10,000 to \$15,000.

Total coverage, under all categories of insurance, is \$319,711,000.

## A Hazardous Summer

Librascopers found themselves having an accident-prone summer, according to the figures of the July Safety Report.

The accident rate, topped only by January of this year, registered 288 man-hours lost during the month.

The only accident-free branch on the monthly report was Sunnysvale, which recorded 61,022 man-hours worked without a lost-time accident.

## Change of Address?

Keep your personnel records current by notifying personnel departments when your home address changes. Important communications are delayed when mail must be forwarded.



**LIBRASCOPE SECURITY**—W. D. Knox, Librascope Safety Director, and Gladys M. Graham, Security Services Supvr, inspect the new GPI security manual, put into effect throughout the four divisions. The new manual, with minor amendments to suit each of the divisions, was the result of a Company-wide Security meeting held earlier this year, and headed by E. E. Felago, GPI Director of Security.

## Washington Office Moves

Librascope's Washington Sales Office, along with the offices of our three sister divisions, was relocated this month, all moving into a suite of offices in the same building.

The new address, effective mid-September, is 808 17th Street, N.W., Washington 6, D.C. A mutual phone number, at which any of the four divisions can be contacted, is 783-2777.

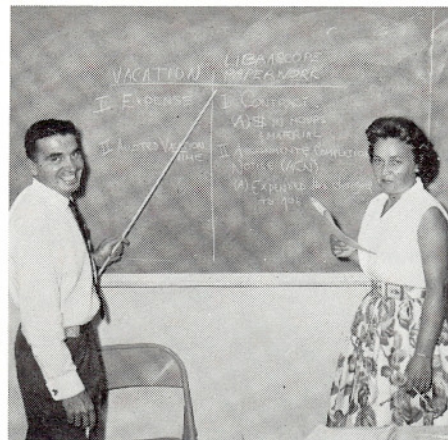
# Foreman Adds New Meaning to Paperwork

It may not fall into today's commercial "how to" magazine market, but if anyone is interested in the subject of "How to Make Librascope Paperwork More Meaningful," they should contact George Ounjian, Glendale Final Assembly Foreman. He has already completed the first installment.

A former assembler himself, Ounjian was fully aware of the many forms encountered by the man on the line during an average work-day.

The sometimes bewildering assortment of forms—known only by their abbreviations—included ACN's (yellow and pink), EO's, IRR's and OpSheets, along with a series of others less frequently seen. To the average assembler, each was a work record of one kind or another, but the specific meaning for the various abbreviations was as clear as the message in a bowl of alphabet soup.

As a foreman, Ounjian knew the importance of keeping a set of accurate records. Each slip and form was a part of the total record, giving a running tally on every portion of an operation and a final report of time and cost on the entire job. Future bids and contracts are based in part on what is found on the cost record of previous jobs.



**GEORGE OUNJIAN & MARY CARR**  
Deciphering Alphabet Soup

This was the message that Ounjian wanted to bring to the final assemblers, presented in unmistakable, meaningful terms.

Receiving the go-ahead from General Foreman Carl Culver, Ounjian called his assemblers and leadmen together one morning, and began discussing a vacation trip and how it is planned. It was a

topic familiar to everyone. The same trip, he told his audience, had a striking similarity to the paperwork they encountered on the job every day. For instance:

A road map, the guide for any extensive journey, functioned in much the same capacity as the Operation Sheet used by Final Assembly in plotting the work course.

The allotted time for various increments of the journey served the same purpose as the Assignment Completion Notices (ACN's), used to log time spent on a particular portion of a job.

If a wallet is accidentally left at a motel the night before, the vacationer will have to back-track to pick it up, thus losing time on his vacation schedule. So it is, Ounjian said, with an Inplant Rejection Report (IRR). The assembly team has to rework the unit to clear the rejection. In both instances, scheduled time is lost.

A half-hour later, the simulated trip was completed. The cross-country journey was brief, but during that time, Foreman Ounjian had given his assemblers new insight into the forms they encountered during an average workday. He had taken the Pandemonium out of paperwork.





**9000 GRADUATES**—Joseph Rue (left), Program Analyst and instructor for a 60-hour training course on Systems Programming for the RPC-9000 Computer, presents certificates of completion to Librascopers who successfully completed the course. Left to right: Rue, R. G. Thompson, D. B. Guy, R. W. Putnam, Robert Shoemaker, W. L. Kruse, R. H. Arnold and P. W. Novack, B. M. Auten, not pictured, also attended the RPC-9000 school.

## GPI News Briefs

General Precision Equipment Corporation, our corporate parent, this month reported a 5% rise in net operating income despite a drop of 1½% in sales for the six months ended June 30, 1961, compared with the corresponding period a year ago.

The GPE board declared a dividend of 30 cents per share of common stock. The Corporation reported an increase in backlog to \$187.8 million on June 30, compared with \$171.7 million on March 31, and \$166.1 million on June 30 a year ago.

\* \* \* \*

GPI consolidated its management control activities this month, with the establishment of a new Management Controls Office established at Tarrytown, N.Y.

The group, headed by Dr. William Bloom, former manager of Program Planning for Link Division, underscores the importance placed on advanced management techniques in the administration of major development and production programs.

Prior to joining GPI, Dr. Bloom served as Staff Assistant for Industrial Programming, Chief of Naval Material, USN.

\* \* \* \*

Frank D. Banta was recently elected Assistant Vice President of GPI. Banta, who is GPI Director of Program Management, will continue to serve in this capacity and will assist in the development, marketing and management of advanced programs.

\* \* \* \*

Lawrence H. Dworetzky has been appointed GPI Associate Director, Advanced Systems Planning. Former head of Advanced Systems Development at AC Sparkplug's Wakefield research laboratory, Dworetzky will be responsible for development of advanced systems in the aerospace field.

\* \* \* \*

A second nuclear gyroscope research and development contract for \$285,000

was awarded to GPL by USAF Aeronautical Systems Division, Dayton. Goal of the project is to develop instrumentation for harnessing Nature's most efficient gyroscope—the nucleus of the atom—as a space or heading reference.

## Learn While Eating

A group of Sunnyvale-at-Glendale engineers has launched its own self-improvement program during Wednesday lunch hours. Their new project is a 12-week, in-plant course in photogrammetry.

Instructor for the "between bites" course, is Sunnyvale senior engineer R. T. Shone, an MS in photogrammetry from Syracuse University.

Sunnyvalers attending the course include: V. J. Annigian, R. H. Bates, W. K. Davis, W. C. Diem, T. A. Carpenter, M. M. Birnbaum, J. E. Hill, W. C. Hutchison, R. A. Mancini, R. W. Peterson, L. J. Ridinour, P. M. Salomon, W. J. Wichman and J. V. Williams.

## Internal Transfers

Linda Lanphear, H.P. Hoover and Allan Panitch, from Division Contracts to Glendale Contracts.

J.H. Lentz from Burbank design drafting, to Sunnyvale-at-Glendale design drafting.

L.G. Morton from Glendale Standards to Aerospace engineering support.

Terry Dixon from Sunnyvale-at-Sunnyvale production engineering to Electronic Equipments Dept, Sunnyvale-at-Glendale.

J.R. Drugan from Division Operations Planning to Burbank Standards Production section.

Fred L. Drogmund, from Glendale Engineering Support to Aerospace Checking.

Donald Kresen, M. E. Zenzayer, A. B. Johnson and G. J. Leiby, from Sunnyvale Elec-Equip, to Sunnyvale Air Traffic Control Systems, NAFEC office, Atlantic City, N.J.

Alma Davies, from Glendale Tool Control, to Sunnyvale Special Services.

Nancy Talbert, Writer/Editor, Glendale Publications, to Sunnyvale Advanced Planning.

## BSEE by Moonlight

One of the most rewarding pieces of mail ever received by senior electronic technician Sang Lee, came to him last month. In part, it read: "We are happy to inform you that you have completed



SANG LEE

all requirements for the Bachelor's degree at Los Angeles State College . . . Please accept our congratulations on your achievement."

For Sang Lee, a member of the Glendale Production Test Equipment group, the announcement was the fulfillment of four years of moonlight study, in which he completed the final two years for his BSEE.

A Librascopers for two years, Lee was born in Canton, China, came to the United States with his family in 1940. After attending Jefferson High School in Los Angeles, he joined the Air Force, serving with the Air Training Command during the Korean War as a radarman (A/1C).

Following his discharge, Lee attended Los Angeles City College for two years, then went to work at North American and Lockheed, as a technician before joining Librascope.

The recently acquired bachelor's degree is not, however, the final step in the education of Sang Lee. Next milestone in his night-time schooling is an engineering MS.



# RECREATION

## Again, C. Culver, jr.

Perennial trophy winner Carl Culver, jr., Glendale, was the top scorer in the 1961 Librascope Golf Tournament at Apple Valley, Aug 27, winning the Low Gross trophy with a score of 78.

It was the second winning year in a row for Culver, who also has twice won the Low Net trophy.

The President's Cup, given by Pres. W. E. Bratton, was won by R. L. Megee, Division, whose 25-handicap reduced his 87 gross to a neat 68.

W. D. Newcomer, jr., Glendale, captured the Sullivan trophy, with a score of 85. The trophy, awarded annually in memory of the late Ed Sullivan, a founder of the golf club, goes to the golfer exhibiting the greatest sportsmanship and most improved game.

R. P. Sak, Glendale, picked the number 27 out of the hat and wound up the Blind Bogey trophy winner with a 73, after deducting the 27 from his 100 gross.

Irma Brown, Glendale, was the winner of the Ladies' trophy with a score of 54 for a nine hole round.

For suffering more than any golfer's share of competitive bad luck, Bernie Myers, Aerospace, was awarded the Duffer's trophy. He scored 135, lost four balls on the No. 2 water hole, waded in after the fourth splash, only to find that the ball he retrieved belonged to somebody else.

The day's play was climaxed by the annual banquet at the Apple Valley Club, presided over by Club Pres. J. F. Locklin.

J. R. Drugan, Burbank, tournament chairman, handled all arrangements for tournament and banquet.



**POOF!**—The blaze in the oil drum didn't stand a chance, once Collette Luther, Aerospace Document Control, went into action. The fire extinguishing demonstration, put on by Ansul Chemical Co., was for the benefit of Aerospace personnel who have been assigned to the San Marcos fire brigade. Those named to quell any possible fire at the new Aerospace facility are J. H. Fallet, E. J. Akins, J. T. Sturges, J. H. Stoural and K. S. Tattersall.

## Bowling Season Opens

Librascope-at-Glendale bowling enthusiasts have their choice of three different leagues this coming Fall-Winter season.

A new scratch league for keglers with an average of 150 or better, operates on Tuesday evenings. Because of transfers and shift changes, a few openings are available on the 10 five-man teams.

The Beginners' league, for players without a handicap, bowls Tues. evening.

The regular handicap league, which has drawn large turnouts for many years, bowls on Thursday evenings.

## Anthony J. Rudoskas

Anthony J. Rudoskas, a member of the Glendale building maintenance crew for the past two years, was fatally stricken with a heart attack Aug 29, while at work in Bldg A-01.

Despite efforts at artificial respiration by R. T. Barrett and Nurse Margery Makalonis, who administered oxygen, Rudoskas was pronounced dead upon arrival at St. Joseph's hospital, Burbank.

He is survived by his widow. Funeral services were held Aug 31 at Forest Lawn, Glendale.

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