

30 Million People Who Really Care

In another few weeks, Mueller folks in Brea, Chattanooga and Decatur will again be given the opportunity to express their concern for the underprivileged, the unfortunate, the sick or the mentally ill. In making this annual "one time" gift they will be joining more than 30 million United Way contributors across the U. S. who understand—and who care.

The blind cannot lead the blind. But the blind can learn to read, to care for themselves, to hold down a job and become useful, self-respecting members of society through the devoted care and guidance of United Fund supported agencies for the blind.

Every child needs the security of a happy home. But each year thousands of American children born out of wedlock, victims of broken homes, deserted and alone, face a life of fear, loneliness and despair. No welfare agency can take the place of loving parents. But United Way family and child agencies can help a frightened child find acceptance, love and understanding in a good adoptive or foster home.

A crippled boy won't win a track meet. But he can learn to stand up on his own two feet and eventually to walk with the expert care and encouragement from trained therapists at the National Society for Crippled Children and Adults. He'll begin to smile there too. Because the first thing he learns is hope.

For some young people, home is not always the happiest place to be. Home may be a rat-infested tenement, an arena of marital discord, a den of alcoholism, a place that fosters fear and hatred. Juvenile delinquents may come from such homes. But so do self-reliant, self-respecting, enterprising young adults who have found a happy alternative to the streets in the nationwide United Appeal sponsored youth and recreation centers such as the Y's, Boys' Clubs, Jewish Youth Centers, the CYO. Here they have discovered new talents, new friends and a newfound sense of dignity and worth.

The above are but a few examples of the way United Fund agencies serve our unfortunate neighbors. Many of us can remember the days when most companies permitted individual, deserving charitable or character building organizations to walk through the plants and offices taking up a collection for their particular program. One week it was the American Red Cross. The next week it might be the YMCA or the YWCA. The Boy Scouts, welfare homes, community clinics, the United Cerebral Palsy Drive, the Visiting Nurses Association, the U.S.O., and many other deserving agencies all staged their individual campaigns. Until the list got so long that a fund drive was underway almost every other week, we all contributed 50¢ a dollar or more to each deserving agency as their solicitors came around. Unfortunately, each individual charity had a rather high administrative cost and so, as long as each staged its own fund drive, a considerable portion of our well-intentioned gifts went into collection and administrative expense, rather than to the persons who actually needed our help.

"The United Way" made sense from the day it first started, and city after city began to gather many deserving agencies together and to

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Working on a Work Factor problem are, from left: Dave Younger, Fred Kessel, Tom Gerstner and Bill Baney. Gerstner and Younger are from Industrial Engineering and Kessel and Baney are union time study stewards. These men are among more than 20 who went through the most concentrated of the courses of instruction which were held on the WOFAC system.

Pay To Play

By now most of us have used all of our vacation days and now we are concerned with finding a better fishing spot or a more secluded camp site for next year. Oh yes, we are still giving some thought to those gasoline credit card bills that serve as regular not-so-pleasant reminders of those "wonderful days" we spent away from the machine or desk.

In spite of our absences, the work probably got done. Someone was being paid to do it while we were being paid as we fished, painted the house or played golf.

This year Mueller Co. expects to pay its employees about \$1,300,000 for time not worked, namely for paid holidays and an average of about 2½ weeks of vacation. This figure is the largest single expenditure of the \$3,940,200 that the company allocated this year for employee benefits. This total figure, broken down, comes to about 92 cents for each clock hour worked. In figuring actual payroll costs, the so-called "fringes" amount to about 28 per cent of the dollars which are paid in wages or salaries to Mueller employees.

The 31 cents an hour the company pays for vacations and holidays are looked upon as a good investment. The company views these expenditures as an added investment in the health, satisfaction, security, contentment—and worth—of its employees.

Money and machines can do only so much. For the most part, the company's success is measured in the competence, enthusiasm and performance of its employees, and the policies which make our company successful and "a good place to work."

We all need time away from the daily duties at work, and the com-

pany feels that the \$1,300,000 it spends this year for time off helps create the type of atmosphere that engenders security, happiness, opportunities and productivity—upon which the company's success depends.

Ideas Pay Off About \$3,500 In First Year

The Mueller Co. Suggestion Program in Decatur celebrated its first anniversary Sept. 1. During the first 12 months more than 475 suggestions were submitted and \$3,500 was paid out to 33 different employees for their ideas.

The highest award, approximately \$1,200, went to Accounting Supervisor Stanley E. Metz. The suggestion, which dealt with messenger service between the two plants in Decatur, has paid Metz \$600 at this time and a similar amount is expected to be paid in a few months after the suggestion is fully evaluated.

Leonard W. Eckhart, a machine operator in Dept. 80, has accumulated \$525 from four winning suggestions that have paid from \$25 to \$265 each.

Other large single awards have gone to Night Foreman Eugene E. Gibbs, who received \$326, and Senior Cost Estimator Roy Thompson, who got a check for \$319.

Paul Hickman, Vice President—Manufacturing, said, "The response by Mueller employees has been gratifying the first year, and as the employees become more suggestion conscious we feel that the rewards for both the employees and Mueller Co. will increase in value."



The first two recipients of diplomas from the International Correspondence School's program at Mueller Co. are Night Janitor Foreman Don Matthews (right) and Byron Davenport of Dept. 32. Making the awards is Factory Manager A. L. Sefton. Since the company-sponsored program got under way a few months ago, about 70 employees have enrolled and subscribed to more than 300 lessons.

Profits Make Jobs

"The greatest crime a business can commit against its employees is to fail to make a profit."

"Companies without profits means workers without jobs. Remember—when the boss is in financial trouble, the worker's job isn't safe."

Who made these statements? Some big business tycoon with a grudge against organized labor and an intent to pay the lowest possible wages under poor working conditions?

Guess again! They were made years ago by Samuel Gompers, that grand old man who was the father of the American Labor movement and the first President of the American Federation of Labor.

Sometimes we lose sight of the fact that profits—and only profits—make jobs. Any good man who can't show a "profit" from his work in the form of some savings from his earnings, and the ability to pay for some fun and good living conditions for himself and his family, just won't put up with his job. He'll quit and invest his time and skill in a company that pays good money for a good day's work—a company that provides good working conditions, fair treatment and, maybe most important of all, the security he needs and has a

right to expect his honest effort to provide.

The same thing is true with those who invest their money in a company. They too have a right to a profit. If they can't get it by investing in one company, they, just as you and I would, will surely put their money into another.

Mueller Co. is now about 109 years old. It is a profitable company. And because it is now and has long been profitable, it has been able, throughout its lifetime and continuing today, to provide the best working conditions, the best equipment, the best job security and the best employee benefits of any company in the water and gas distribution equipment business. In spite of increasingly smart, tough and hungry competitors—smarter, tougher and hungrier than ever before in our history—Mueller Co. also pays actual average wages, both incentive and non-incentive, which are 15% higher than the average in our industry and, with rare exceptions, as high or higher than other industries in our plant areas.

We're proud of that position and we are not going to lose it.

What makes it possible for Mueller Co. to provide these things,

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PUBLISHED BY MUELLER CO., DECATUR, ILLINOIS

SEPTEMBER, 1966

JOE PENNE, Editor

Company Can Be Important Part Of Community

A company can be an important citizen in the community in which it operates in more ways than just paying large tax bills and providing jobs for a number of people.

One of the most recent examples took place in our plant in Brea where Mueller played host to a number of Los Angeles City School District teachers for an in-service training workshop.

The teachers toured the plant, discussed equipment and methods and had first-hand exposure to operations with which they were not familiar.

Elmo C. Smith, the district's consultant on industrial education, singled out Purchasing Agent Ron Kelly, Iron Foundry Supervisor Irwin Narasky and Tool Engineer Eric Peterson for their efforts and said, "These men are to be commended for their abilities."

In a letter to President John F. Thurston, Mr. Smith added: "It is very gratifying to industrial educators to find industrial plants, such as yours, interested in our program and interested in helping upgrade, update and promote this program."

Chattanooga

Most New Equipment Installed

With a couple of exceptions, all of the major new equipment was installed at the new plant in Chattanooga by late August. On July 25th the transfer machine was cycled manually, and after minor adjustments it was cycled automatically the next day, leaving everyone with the feeling that there would be little difficulty in getting this major piece of equipment into regular operation.

Problems are still being encountered, however, with the automatic molding machine, but they are being overcome one by one. Much of the foundry operation is linked to the smooth operation of this machine so it becomes increasingly important to have it working properly before other areas can be tested. For example, a good test of the transfer machine cannot be run until a supply of castings can be produced by the molding machine.

Company officials still expect to have all Chattanooga production moved to the new plant by Dec. 1 as planned. About 60 people from production and maintenance are permanently assigned to the new plant.

PROFITS MAKE JOBS

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make a fine quality product, sell enough of it against lower priced products made by lower paid people and still continue to maintain its position as a leader?

The answer is really very simple. We have good people, good policies and good facilities. The most important of these are the first and second—people and policies. Without them the best facilities in the world are useless.

As one means of maintaining our high wage rates and thus keep the good people and employee relations necessary to maintain our leadership, we have recently retained the firm of WOFAC, INC. to help us improve our process methods at Decatur and Chattanooga. We expect these improved methods, and the new equipment which these methods often require, to enable us to work *smarter*—not harder.

All our industrial engineers at both Decatur and Chattanooga have now been trained in the Work Factor System. Our union time study stewards, Bill Baney and Fred Kessel at Decatur, and Rufus Yates, Bill Tidmore and George Moore at Chattanooga, have also completed the entire course successfully. In addition, our industrial engineers, our union time study stewards and our key supervisory personnel at both plants have completed a tough and demanding course in Work Simplification, also taught by WOFAC representatives.

New ideas and policies always bring questions and sometimes start rumors which are unfounded and create unhappiness. So far as the Work Factor System is concerned, Mueller Co. has nothing to hide. To be sure that all of us fully understand present plans for installation of the Work Factor System, the following outlines the company's complete position with regard to establishing improved work methods and resulting new standards at all of its plants:

1. Mueller Co. intends to continue to comply in every way with the complete terms of all its contracts with bargaining units at all plants.
2. Mueller Co. plans to continue to pay, as it has in the past, high wages in comparison to others in our industry. It is our intention that each employee shall continue to receive a full day's pay for a full day's work, and in such a manner as to provide extra earnings for extra effort.
3. Our industrial engineers, assisted by representatives of WOFAC, INC. are now working to develop improved methods in certain areas in both the Decatur and Chattanooga plants and will continue to do so. As time permits we plan to extend this work to Brea. The union committees at all plants will be fully advised before steps are taken to install the Work Factor System.
4. In accordance with existing union contracts, we do not propose to change any present standards except in those instances where it is possible to install new and improved process methods, or elements of such methods, which are different from those now used.
5. After development of new or improved methods, we intend to apply the Work Factor System for calculation of new work standards based on the new methods. We are prepared, however, in all cases of possible disagreement concerning the accuracy or fairness



Industrial engineers and union representatives at Chattanooga pause during a session on the Work Factor system.

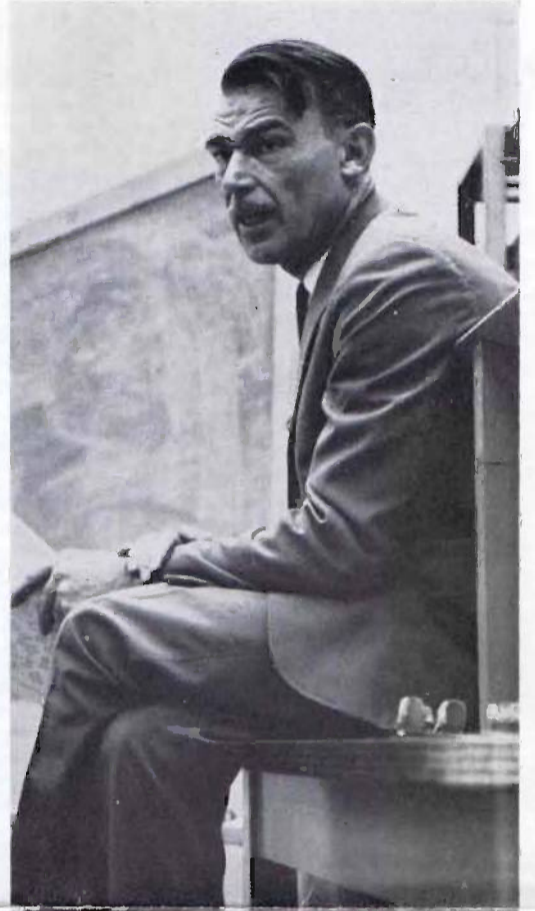


Comparing notes in Chattanooga are, from left: George Moore, union time study steward; Glenn McPeters, Bill McGill and Wheeler Cage, all of the Industrial Engineering section.

WOFAC Studies Methods Employees Study WOFAC



In addition to the extensive WOFAC course for industrial engineers and union representatives, an abbreviated series was held for some key supervisory personnel, and officers of the union and the bargaining committee. In this photo, some of the foremen in Decatur check over a work sheet.



WOFAC Instructor George Bishop gives a reply to a question posed by one of the Decatur participants.



A typical classroom session in Decatur.

of standards resulting from the new methods, to afford to qualified union personnel, who have been trained in the Work Factor System, the opportunity to examine the analysis against the specific method. The company agrees that any inaccuracy or inequity believed to be found by such an examination will be reviewed promptly and correction made where justified.

6. Mueller Co. expects to increase as rapidly as possible, through the Work Factor

System, the number of jobs at all plants to be put on incentive.

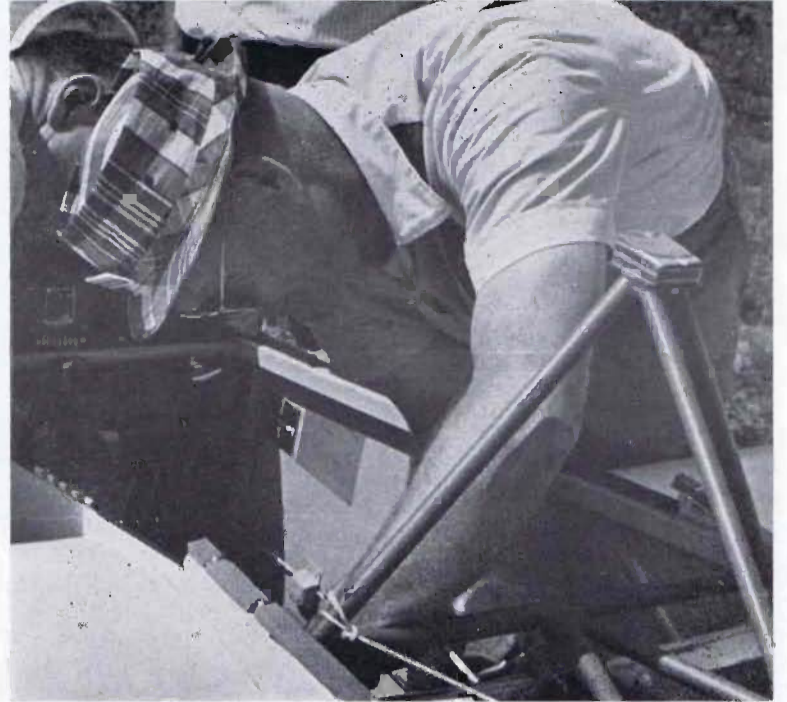
Just as a matter of interest, the Work Factor System was originally developed about 30 years ago. It is used successfully today in many hundreds of organized plants throughout the United States and in many countries abroad. The application of standardized data to standards development has been checked literally thousands of times against other widely used means of work measurement and has consistently been found accurate, dependable and fair.



Lynn Harper, Tony Schultz and Lloyd Darnell discuss a problem during one of the 120 hours of time spent in school.



Soaring over Peoria is Mueller Sales Representative Jim McClintick. Jim built the sailplane in his garage last winter and on weekends you can now find him in the air or on the ground preparing to go up (right).



Jim McClintick Builds Sailplane

Soaring and Selling

Smooth-selling or smooth-sailing, it's all the same to Mueller sales representative James H. McClintick who does each with ease. He is equally "at home" selling Mueller products in his territory or soaring over Peoria in a sailplane which he put together himself—in his garage.

A resident of Peoria, he covers approximately the northern half of Illinois, exclusive of Chicago, for Mueller Co.

He bought the kit for his Schweizer 1-26 from an Elmira, N. Y., firm, producing his finished sailplane after 350 hours of work. Sailing it, he says, brings "A feeling of peace and quiet" and of being "not dependent on anyone except yourself."

At age 37, the Mueller employee

says he has been interested in aviation since he was 8, and he was a "power pilot" before he began sailplaning a little over a year ago. Before he got the urge to sailplane, which he says gives the feeling of true flight, "like a bird," he had been flying single-engine planes for 10 years.

Of the 50 flights he had to his credit by early June, in an engineless aircraft, the last 16 were made in his own ship, built this past winter.

In a typical trip made recently over Willow Knolls subdivision, the sailplane was towed into altitude by the manager of a Peoria airport and released after it had gone up 6,000 feet. At the conclusion of the hour-long flight, McClintick met with about 14 per-

sons interested in sailplaning, then had his trailer meet him for the trip back home. He would like to see a group get started in the area, as "It's more fun when you have a group of people sailing around."

Explaining the difference between a glider and a sailplane, he mentioned the glider's smaller wing span and its inability to gain altitude by using warm air currents, referred to as "thermals." A glider is towed to a certain height and then comes down, while a sailplane can fly as long as the pilot finds the right air currents to take him back up. He further described "thermals" as something like "dust devils" seen twirling along the ground. When the pilot gets the right thermal

to gain altitude, he flies the sailplane in circles up on the current.

McClintick's sailplane is 21½ feet long, with a 40-foot wing span. It weighs 375 pounds, is radio equipped and has a 23 to 1 glide ratio, which means that from a mile high the pilot can glide it 23 miles before touching down. Its cost was \$3,000 and would have been \$4,500 ready-built. When it is up, the ship travels from 45 to 50 miles per hour and it has a 105-mile-an-hour maximum speed when gliding down at a good angle. It is fully acrobatic, can do maneuvers, and McClintick has already looped it. Because of its precise landing capability, it is possible to land it in a smaller area than that required for a power plane.

His interest in aviation prompted McClintick to try to get into the Air Force during the Korean War but didn't quite make it. Instead, he wound up as a first lieutenant in charge of a heavy tank company attached to the 82nd Airborne Division, stateside.

He is a member of the Illini Glider Club of Champaign and is affiliated with the Soaring Society of America. Away from home quite a bit in connection with his job, he does his sailplaning on weekends. He and his wife, Patricia, are parents of eight children, 2 to 14 years of age.

McClintick has been with Mueller Co. since October 12, 1953, starting in the Sales Office in Decatur. He became a salesman in 1955.



Greater emphasis is being placed on safety in our Brea plant—with particular stress on protection for the feet of workers. Recently, a shoemobile visited the plant and 35 pairs of shoes were sold in one day. A program which requires the wearing of safety glasses in all areas of the factory also has been initiated in an effort to reduce eye injuries.

Marines Cite Brean's Son

Marine PFC Karl Narasky, son of Mr. and Mrs. Erwin Narasky of La Mirada, California, was selected the "outstanding recruit" in a field of more than 300 Leathernecks from four platoons during recruit training in San Diego, recently, and has been so cited by his commanding officers. His father is Iron Foundry Supervisor for Mueller Co.'s Pacific Coast Plant at Brea.

In a letter from his commanding officer, his parents were fully apprised of their son's accomplishment. He won the coveted award in competition with 303 men, all of whom entered the Marine Corps and progressed through training with him.

The letter concludes, "From that number and on the recommendation of his drill instructors, the Marine in the series who displayed the highest order of skill and professional knowledge in a wide range of basic military subjects was closely examined. After considering the knowledge, conduct, attitude, military bearing and leadership of all potential candidates, your son was judged most worthy" of the award.

Retiree Heads Credit Union

Harold Munsterman, who helped organize the Mueller Co. Employees Credit Union, Decatur, nearly 22 years ago, has been named full-time treasurer and office manager of the organization.

During these years, Harold has worked part-time as credit union treasurer, while working full-time at Mueller Co. as a Class "A" Pattern Maker. He recently retired under the "80" Plan, after 30 years of service, to assume his new broader duties at the credit union.

In his new position, he will have full charge of the credit union office procedures, details and decisions in accordance with policy of the board of directors.

His appointment fulfills the need of a full-time manager which has been felt for the past several years by some of the credit union directors, due to the growth of the credit union to its substantial size and the resultant complex decisions which must be made every day. The credit union's assets now total \$2,157,771.93. It has 1,412 members, 624 borrowers, and in June paid semi-annual dividends of \$40,242.77.

THE UNITED WAY (Continued from Page 1)

support them through the "one gift" principle of a community United Fund. The United Way of giving allows us to give to from 15 to 25 very deserving agencies through one single pledge made only once a year. It largely eliminates the problem of finding a fund raiser at your elbow every few weeks. It reduces the administrative overhead costs so that more is available for those who really need and deserve our help. Most importantly, the United Fund administrator and his staff constantly supervise the disbursement of our money and investigate the validity of each agency's request for funds.

Although Mueller Co. as a company has always made a substantial company gift to the United Fund at each of our plant cities and although many Mueller employees have individually given or pledged generously through the payroll deduction plan to this great cause we have frankly been embarrassed for many years over the substandard percentage of our employees who give. When we realize that this is a cause which is enthusiastically supported by both unions and management and one which no one in America can argue against, we have been disappointed over the number of our employees who give absolutely nothing to the United Fund campaign. This fall, your company intends to ask every employee to give just as much as he possibly can and we intend to offer some special incentives to those persons who give, and to those departments which show the highest percentage of givers. You will hear more about this program as the United Fund campaign begins.

The United Way is the strength of numbers of millions of Americans joining forces to give their time, energies and fair share gifts for an all-out assault on want, loneliness, fear, disease and disaster. Won't you say, "Count me in!" when the time comes?

AIW Newspaper Article Features Our Brea Plant

Mueller Co.'s plant in Brea is the subject of two pages of pictures and an article in the August issue of the "Allied Industrial Worker" which is a monthly publication of the union which represents Mueller workers in Decatur as well as Brea.

The article describes the operations, tells why the plant was named one of the "Top Ten" in the U.S. in 1963, and pictures a number of the workers at their jobs.

One quote from the highly complimentary article says: "The soot, grime, noise and heat normally associated with metal casting work is nowhere to be found around the handsome Mueller foundry that sits on 20 neatly landscaped acres and blends into park-like surroundings."

All Kxy Pxoplx

Xvxn though my typxwritxr is an old modxl it works quitx wxll, xxxcpt for onx of thx kxys. It is trux that all thx othxr kxys work wxll knough, but just onx kxy not working makxs thx diffxrxncx.

Somxtimxs it sxxms our organization is somxwhat likx my typxwritxr—not all thx kxy pxoplx arx working.

You may say to yoursxlx, "Wxll I am only onx pxrson. I won't makx or brxak thx company! But it doxs makx a diffxrxncx. Bxcausx an organization to bx xffctivx nxxds thx activx participation of xvrxryonx. So thx nxxt timx you think your xfforts will not bx misxsd, rxmxbxr my typxwritxr.



Walsh Named

The appointment of Drew Walsh as Product Consultant for the Toronto area was recently announced by Ron Nicholson, Vice President and Director of Marketing for Mueller, Limited. Immediately prior to his new appointment, Drew spent four years in the company's Sales Office in Sarnia, and brings to his new position a thorough knowledge of Mueller products and their uses.

Two Foremen's Clubs Elect

Two new slates of officers for Foremen clubs in Decatur and Chattanooga have just assumed their new duties.

New officers in Chattanooga are: Jack Pope, President; Bill Andrews, Vice President; Clyde Grooms, Secretary, and Don Broyles, Treasurer.

In Decatur, the new officers are: Hugh Baker, President; Walter Bowman, Vice President; George Deffenbaugh, Treasurer; Claude Inman, Secretary, and George Hruby, Program Chairman.



These three men represent a total of about 115 years of service with Mueller Co. They are, from left: Bob Lusk, Chattanooga Tool Engineer, 35 years; Tool Room Fore-



Maxwell Fletcher (left) receives congratulations from Works Manager Harry Dowding upon completion of 25 years of service with Mueller, Limited. Looking on is Plant Superintendent Don Thain.



Pres Ruthrauff (left) and Robert Ridgeway (center) are 30 year veterans in Decatur, while Pershing Griffith (right) recently completed 25 years with Mueller.



These members of the Mueller 25 year club in Chattanooga are, seated from left: Ronald J. Rogers, Leslie O. Higdon, John W. Hixon, Jr., and Ben T. Long. Standing



A 25 year service pin was recently awarded to Henry Hardy (left) by Sarnia Foreman Donald Crooks.



A 40 year award recently went to Everitt Shrigley (center) of Mueller, Limited.



Edward (Ted) Campbell (right) accepts his 25 year service pin from Foreman Donald Crooks.



Rex Smith and John Dotson (from left) have been with Mueller Co. 30 years, while the two on the right, Ike Gowan and Troy Jones, have been with the company in Decatur for 25 years.



Awards marking 30 years of service were recently given to Brea employees, (left to right) Jimmy Musso, Ben Piott and Bill Young.

SERVICE AWARDS

SERVICE AWARDS

(* Denotes Outside Salesmen)

DECATUR

5 Years: Rollin K. Goodrich, Wesley W. Graven, George E. Madding, Larry D. Welker, Robert C. Hartbank, Vivian N. Doolen, Carol Black, Benjamin C. Lentz*, Sharon Green, Robert E. Koshinski, Jr., Alvin A. Ely, Robert L. Runyen, Harold F. Ruot, George Deffenbaugh, Charles E. Ater.

10 Years: Kenneth L. Unland, Claude C. Markham, Carl R. Boline, William J. Hill*, Vivian T. Glick, Alva D. Womack.

15 Years: Lawrence E. Lewis, Donald E. Bathe, Walter B. Jones, Carl E. Floren, David R. Brown, Gus M. Fyke, Coy M. West.

20 Years: Roy A. Thompson, John C. Dennis, Orville E. Gilmore, Merlin G. Scott, Robert J. Boehm, James L. Butler, Robert L. Pate, John E. Puckett, Otto J. Peake, Iris R. Baum, John R. Vandevanter, Jr., Howard J. Gleespen, Joseph L. Crane, Richard S. West, David C. Rauch, William J. O'Brien, Howard L. Plummer, Thomas E. Branson, Leonard W. Eckhart, Paul Parsons, James A. Mulvaney, George R. Denning, Paul D. Funk.

25 Years: Wilbur H. Davidson, Pershing Griffith, Roy C. Wall, Isaac L. Gowan, Troy C. Jones, Harland H. Rhodes, Carl W. Fleischauer, Dean E. Grant, Harry C. Craft, Clay H. Ramsey, Charles E. Ditty, Orville F. Spencer, Thomas S. McCoy, Theodore W. Suhomske.

30 Years: Robert W. Ridgeway, Rex B. Smith, Preston D. Ruthrauff, Lester Duncan, Wilbur B. Tucker, John W. Dotson, Leland H. Hartwig, William R. McCoy, William H. Jeschowitz, Charles L. Schroeder, Earl C. Dilbeck, William M. Foster, Robert L. Dodwell, Edna C. Rybolt.

35 Years: Ernst D. Hetzler, Athie Thompson, James R. Armstrong, Virgil R. Morrison.

40 Years: Haldon L. Hanson, Norman M. Poole, Russell L. Jolly*, August J. Dworak, Carl H. Hill.

CHATTANOOGA

5 Years: William L. Frost, Earl L. McNabb, Bobby V. Barber, Berdena H. Drew, Quiniss L. Fossett, Lee Carlos Leck, David N. Williams.

10 Years: Harvey A. Close, Emmett Leroy Garner, Curtis N. Ingle, Clyde Madding, Leroy Mayfield, Aileen S. Millard, Reuben Smith, Leroy Spence, Rolland T. Strickland, Leonard W. Bishop, James C. Collins, Charles E. Davis, J. W. Dixon, Raymond T. Dixon, Ralph M. Fickle, George L. Grayson, Robert W. Hill, Alphonza Jenkins, Ernest E. Johnson, George T. Madden, Lavonne E. Maddox, Henry Patterson, Milton H. Payne, Evans Powell, James Thomas, Anderson Williams.

15 Years: Ray E. Barker, Dewey Lee Careathers, Willie B. Cosper, Roy Ellis, Cleveland C. Fulghum, Will R. Goodlow, Ora Hollingsworth, Charlie L. Jackson, Willie E. McField, Curtis A. Reed, Gable Toney, Booker Tea Tony, Billy Thomas, Jimmie Walls, Wallace Bates, James H. Boston, Eddie L. Calhoun, Grover Hixon, L. S. Jordon, Ross Leatherwood, Jr., Theo Miller, J. D. Readus, Ira C. Warren.

20 Years: John C. Graves, John M. Howard, Willie C. Johnson, Charlie Martin, Leroy Sims, Y. C. Cothran, Willie Fletcher, Ira Loftin.

25 Years: Warren Chappel, Alfred Logan, Jr., Luther G. O'Neal, Paul L. O'Neal, J. P. Ramsey, James Richardson, Ronald J. Rogers, Hirston Russell, Leroy Snow, William J. Farrow, Coy E. Jones, Hood Longley, R. B. McKibben, Clyde L. Slater.

30 Years: Charles Paris

40 Years: J. H. Wall

BREA

5 Years: Ingwer Schneller

10 Years: Helen Staley

15 Years: Chester Stinnett

20 Years: Henry Payan, Edward Vogel, John Fritzer, Paul G. Caho, Rudolph Ramoneda

25 Years: William Adams, Lewis Hall

30 Years: Earl E. Bright

SARNIA

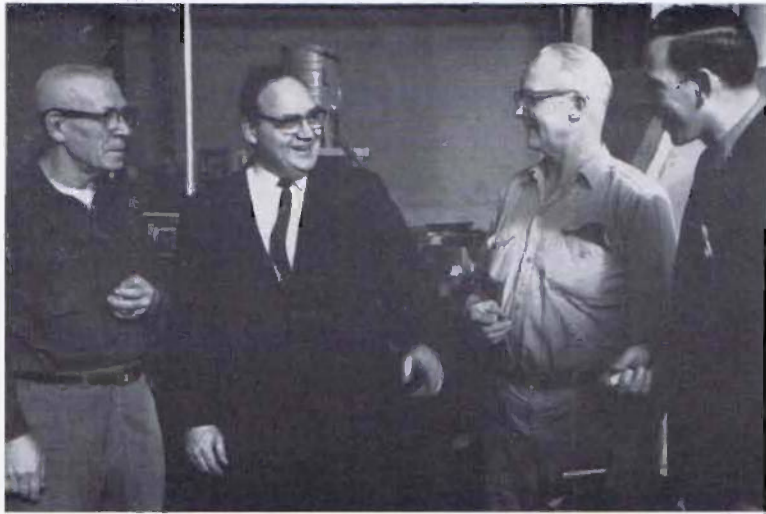
5 Years: Harold Shortt, Patrick Byrne, Valdo Pennesi, Hugh Forbes, Charles LaBelle, Louise Sanders

10 Years: Robert Smith, Baldur Sigurdson, Maurice Eveson, Arthur Marsh.

15 Years: Elma Wheeler, William McLean, Violet Elliasen.

20 Years: Howard Sayman, Helen Joleum, Richard James, Danief Kapala, Leona Addy, Bessie Olsen, Joseph Rosina, William Currie, Orval McClemens, John Saunders, Bruce Robertson.

25 Years: Harold Hannam, Frederick Trumble, Frank Nesbit, Walter Irvine, William Foster, Alvin McKellar, John McClure, Keith Payne, How-



Chatting about past years at Mueller, Limited are, from left: Albert DeKelver, Don Thain, John Agar and Carmen Weese. Thain had just made a 35 year service award to DeKelver and a 25 year award to Agar.



Foreman Les Crooks prepares to make a 25 year service pin presentation to Andrew Mackrell (right).



Wilbur (Wib) Duggan (right) receives his 25 year service pin and congratulations from Foreman Ed Ellenor.



A handshake and a 25 year service pin went to Melvin Dawson (right) as he completed a quarter-century with Mueller, Limited. The best wishes come from Assistant Foreman Frank Petronski.



LYLE IZZARD
Sarnia
25 Years



CARL W. BUCKWALD
Decatur
40 Years



MAURICE HEATH
Sarnia
25 Years



ATHIE (HAP) THOMPSON
Decatur
35 Years



Jimmy Brent (center) recipient of a 30 year service pin and Don Thain, Plant Superintendent, appear to be enjoying themselves, while Foreman Maurice Simard looks on.



Secretary, Treasurer and Plant Controller Charles Browett (center) receives his 25 year service award from Mueller, Limited President George McAvity. Looking on is L.M. Coates, Vice President and Director of Manufacturing.

ard Taylor, Lyle Izzard, Melvin Dawson, Ralph Turnbull, Carmen Weese, Henry Hardy, Roy Abell, John Agar, Maurice Heath, Garnet Denomy, Edward Campbell, Andrew Mackrell, Elmer O'Dell, Norman Harrison, Frank Vidler, Ward Boyle, Wilbur Duggan, John Cain, Bernard Brady, Maxwell Fletcher, Charles Browett.

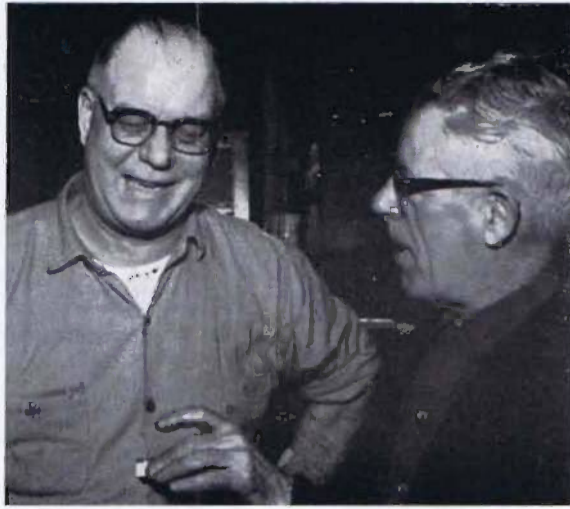
30 Years: Wilfred Scott, James Brent.

35 Years: Albert DeKelver.

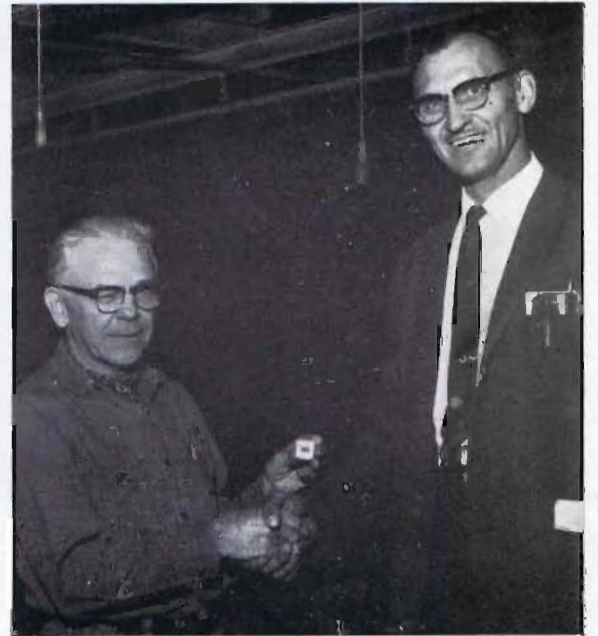
40 Years: Everitt Skigley.



Dean Grant (left) and Carl Fleischauer recently completed 25 years of service at Mueller Co. in Decatur. Grant is a Methods Engineer and Fleischauer works in the Core Room.



Sarnia Foreman Les Crooks does the honors as Norman Harrison (left) receives his 25 year award.



Frederick Trumble (left) displays his 25 year service award and gives a wink while he receives congratulations from Oldrich (Slim) Junek, General Foreman of the Foundry Division.



GARNET DENOMY
Sarnia
25 Years



KEITH PAYNE
Sarnia
25 Years



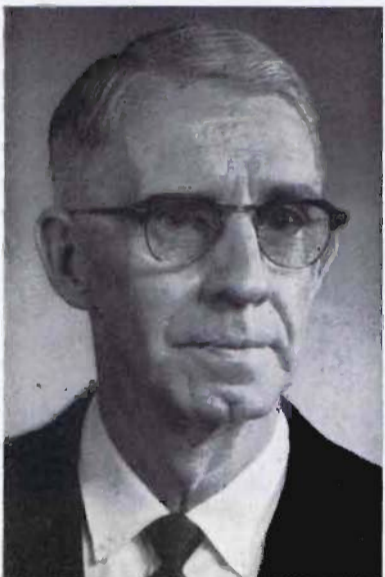
HALDON L. HANSON
Decatur
40 Years



GEORGE MAITLAND
Sarnia
25 Years



HAROLD HANNAM
Sarnia
25 Years



RUSS ARMSTRONG
Decatur
35 Years



NORMAN M. POOLE
Decatur
40 Years



ERNEST D. HETZLER
Decatur
35 Years



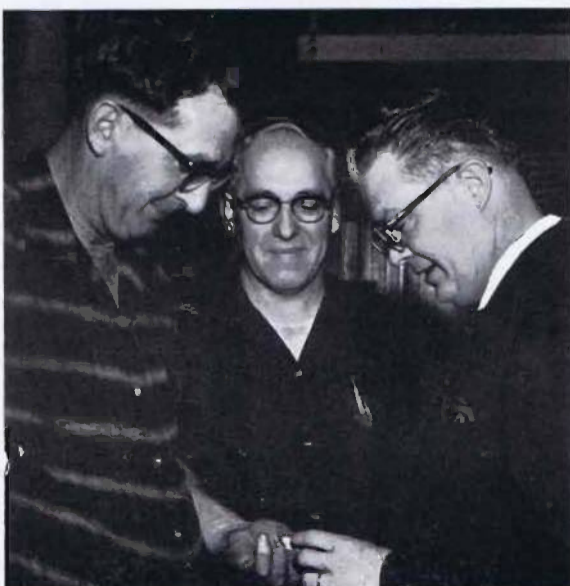
One of the most popular fellows around Mueller, Limited is Wilfred (Mike) Scott, who has been with the Company for 30 years. The anniversary with the company was marked with a service pin presentation by Works Manager Harry Dowding.



EDGAR ELLENOR
Sarnia
25 Years



DONALD W. FERRY
Decatur
40 Years



L.M. Coates (right) takes a close look at the 25 year service pin which Ralph Turnbull (left) just received from Mueller, Limited Foreman Ed Ellenor.



It was the beginning of Elmer O'Dell's 26th year with Mueller, Limited that led to this service pin award made by Assistant Foreman Frank Petronski (left).



Charles J. Teskey's 43 years of service with Mueller, Limited ended recently with his retirement as a tool maker. Charlie is shown receiving best wishes from his Foreman Bruce Barrett (right.)



Henry (Hank) Robertson (left) was the center of attraction upon his retirement after completing more than 48 years of service with Muller, Limited.

RETIREMENTS



This warm smile belongs to Albert DeKelver who recently retired with more than 35 years of service. His many friends at Mueller, Limited gave him a transistor radio and a fishing rod.



A number of George Curtis co-workers gather around as he opens a retirement gift. George, a Class "A" machine repairman, retired recently with more than 29 years of service in Decatur.



John Smith (left) and Don Bathe look over the shoulders of Glen Hazen as he reads a card from his co-workers in Decatur. Glen recently retired as head plumber in the Maintenance Division after more than 27 years of service.



Victor Manzo, who worked in the Brea brass foundry, retired recently with more than 20 years of service. Seated at the table with "Chief" and his retirement cake is Foundry Foreman Ed Vogel.



Office Association President Garnet Denomy presents a retirement gift to Raymond Lambert (left). Ray had been Senior Security Officer and had more than 48 years with Mueller, Limited.



"Around here we encourage clock-watching!"

If all the people of the world could be reduced proportionately into a theoretical town of 1,000 persons, the picture would look something like this: there would be 60 Americans and the remainder of the world would be represented by 940 persons. The 60 Americans would have half the income of the entire town, however. About 330 would be classified as Christians. At least 80 of the townspeople would be practicing Communists, and 370 would be under Communist domination. White people would total 303, with 697 being non-white.
(Pennsylvania Pharmacist)



Clarence C. Reidelberger (right, front) looks over a gift from his co-workers in Dept. 70, Decatur. Clarence retired recently with more than 40 years of service.



Ed Ellenor (center, left) receives a safety award on behalf of the Ground Key Dept. at Mueller, Limited. The department went a year without a lost time accident. Making the award is Safety Committee Chairman Frank Sewter.

Bank Promotes Adolph Mueller

Adolph Mueller II, of Belvedere, California, formerly of Decatur and a member of the Board of Directors of Mueller Co., recently has been promoted to the position of Assistant Vice President of Wells Fargo Bank of San Francisco. He has been with the bank since 1960.

Grandson of the late Adolph Mueller, who was President of Mueller Co. from 1902 to 1939, he is the son of Mrs. Pauline V. Mueller and the late William E. Mueller, President of the company from 1939 to 1947. He is a great-grandson of the late Hieronymus Mueller, founder of the company.

He was elected to the Board of Directors of Mueller Co. at the firm's annual board meeting in Decatur in 1963, succeeding his mother as a member of the board.

"Coordination Explanation"

It is occasionally difficult to understand the provision for "coordination" of the hospital insurance benefits which Mueller Co. employees and their dependents receive from the company without cost. In some cases we may feel that we have lost a part of the benefits available to us before coordination became effective.

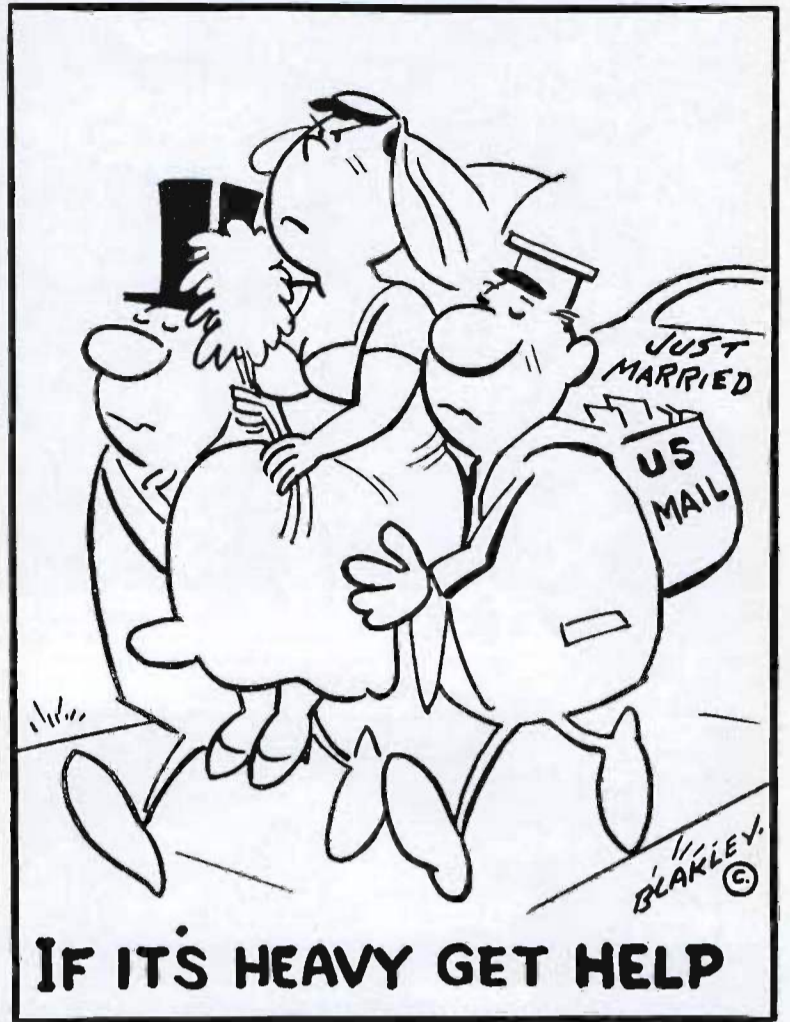
In order to clear up some misunderstandings about coordination of benefits, we are listing below a few of the commonly asked questions, and the answers to them about this procedure. If you have other questions, the Personnel Director at your plant site will be glad to answer them or obtain answers for you.

1. What is the purpose of coordination?
The purpose of coordination is to eliminate duplication of insurance coverage or over-insurance, and thereby reduce the rising cost of health care insurance. Coordination is designed to eliminate payment of benefits twice for a single medical expense.
2. Does coordination apply to policies carried and paid for by employees individually?
No. Medical insurance premiums paid directly to the insurance company by an individual (not through a group) are *not* subject to coordination.
3. If I or my dependent pays all or part of the cost of the premium, even though it is through a group, why should it be coordinated?
Coordination by its very nature *must be applied* to any Group policy, including Blue Cross, no matter who pays the cost. If your spouse or another dependent in your immediate family, let's say, works for another company and is paying all or part of the cost of medical insurance protection there, then you are probably over-insured. You can save this cost by having your spouse or other dependent withdraw from the plan under which he or she pays any or all of the cost.

4. Why doesn't the insurance company pay for a half day of room and board if the hospital charges for it?
The insurance company has no choice except to pay benefits in accordance with the doctor's report. If the patient is released by the doctor early or in the middle of the day but does not leave the hospital promptly, the hospital will charge for the time between the hour of release and the hour of departure, usually a half day. If the patient is released by the doctor late in the afternoon then the insurance company will pay the cost of the half day, if charged for, assuming that the hospital day ends before the hour of release and that departure after release is prompt.
5. Why does it take so much longer to process a claim since coordination became effective?
There are two principal reasons. The first is that the Duplicate Coverage Inquiry forms are sometimes not returned to the claims paying office promptly by other insurance groups. Secondly, there are instances where the employee fails to file with the other group, and this must always be done before a coordinated claim can be processed. When coordination first became effective, the insurance companies had a serious problem in handling claims. This problem has now been largely overcome and with rare exceptions claims are now paid as promptly as they were before coordination.

6. What determines who is the primary carrier and who is secondary? In other words, which carrier pays first?
 1. When one of two plans providing benefits for an individual has no coordination of benefit provision, the plan with the coordination provision is secondary.
 2. When two plans covering an individual both include a coordination of benefit provision:
 - a. The plan covering the individual as an employee is primary and the plan covering him or her as dependent of the insured is secondary.
 - b. If the claimant is a dependent child, the plan covering the father as an employee is primary. The plan covering the mother of the child will be secondary.
 - c. In a situation not covered by (a) or (b) the plan which covered the individual the longer period of time will be primary.
7. Why not decrease the cost of the premiums of all Groups if coordination is applied?
Coordination of benefits, when applied to all Groups, will surely tend either to decrease the cost of insurance or keep it from increasing.

The important thing to keep in mind about coordination of insurance benefits is that *in no way does it reduce* any of the very valuable hospital and other medical insurance benefits which Mueller Co. employees enjoy. It now applies to most group medical insurance policies and within the near future all such policies will necessarily include the coordination of benefits provision.



A Golden Opportunity For Pastor

The Rev. Charles A. Rauschek, son of Decatur Machine Repair Foreman Augie Rauschek, literally found a gold mine, but he and his congregation aren't quite sure what to do with it.

Excavation work for a building program at the church in Auburn, Calif., led to the discovery of the gold, in April. At that time, it caused quite a stir in the congregation and community, but right now more progress is being made on the building program than on the mining operation. A building dedication was set for September, but nothing is being done about the gold.

Preliminary analysis of the rock samples showed the discovery to be of very high value, but there was no certainty of the size of the vein. Until the potential value of the vein site is established, the folks in St. Paul's Lutheran Church are not getting too excited.

The Rev. Mr. Rauschek said the church property is in an area about 15 miles from the heart of the famous Mother Lode Country which was the center of the 1849 gold rush.

Discovery of gold on church property would seem like the answer to every pastor's prayer, but right now the Rev. Mr. Rauschek is awaiting a revelation to determine the value of the find.

Coffin Scores Hole-In-One

Personnel Director Cec Coffin recently scored a hole-in-one on the 217-yard 10th hole at South Side Country Club. It is reported that Cec needed a four wood and proper coaching from his playing partner, Pattern Shop Foreman Ollie Fortschneider, to accomplish this golfer's delight.

Machine Repairman Bill Horve, playing in the Mueller league, recently carded a double eagle on a par five, 500-yard hole at Faries Park. After a tremendous drive, Bill knocked in a three-iron shot from about 200 yards for his deuce.

Chattanooga Adds 4 Industrial Engineers

Four men have been added recently to the Chattanooga Industrial Engineering section.

Glenn E. McPeters, who has been a time and production clerk in the Machine Shop, has been promoted to Time Study Engineer. Glenn previously attended Middle Tennessee State College and the University of Chattanooga, and has been with Mueller about 18 months.

Farrell Elkins, methods and process planner at Combustion Engineering in Chattanooga since 1958, joined Mueller Co. as a Time Study Engineer. He graduated from the University of Chattanooga in 1958 with a B.S. degree in Business Administration.

Also joining the company recently as a Time Study Engineer was Kenneth Carroll. He has a degree in mechanical engineering from Tennessee Polytechnic Institute and had been a process engineer at E. I. DuPont in Chattanooga prior to joining Mueller.

W. T. Mullis, who has been a tool maker at Mueller since 1955, has been promoted to Tool Methods Engineer. Prior to joining Mueller, he worked for Peerless Woolen Mills.

SARAH BAKER WINS WILSON FELLOWSHIP

Sarah Louise Baker, daughter of Mr. and Mrs. Hugh L. Baker, has been named a winner of one of the 1,408 Fellowships awarded for 1966-67 by the Woodrow Wilson National Fellowship Foundation, Princeton, New Jersey. Her father is Advertising and Sales Promotion Manager for Mueller Co.

Miss Baker will attend Princeton University this fall, where she will study German and work on a master's degree. She is the first girl to be accepted in the Language Department of the Graduate School at Princeton. She was a member of Phi Beta Kappa honorary society at Duke University, her undergraduate college, where she received a bachelor's degree in German.

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