

# Strictly Personal

DECATUR

NEWS ABOUT MUELLER CO. EMPLOYEES AND THEIR FAMILIES

MARCH 1984

## A Message from the Plant Manager...

### "CHANGES"

Now there is a word we all know and understand! It is a word whose meaning has been discussed since time began. Thousands of books and stories have been written about "CHANGE" itself, while thousands more have been written on how to deal with "CHANGE".

But no matter how much has been written or said, "CHANGE" effects all of us in different ways. And different types of "CHANGES" have various effects on the same person. For example, we all tend to react one way to a new baby in the house, but a totally different way when someone we love dies. Both are "CHANGES", but our reaction to each is usually not the same.

"CHANGES" take place every day of our lives without our giving them much notice until the "CHANGE" is brought to our attention in some dramatic way. That could be something as simple as a new chair to replace the old and worn out one that you loved to relax in; or as eventful as waking up one morning and discovering your first grey hair.

The speed at which "CHANGE" takes place is also an important factor in our reaction to "CHANGE". We all react one way to starting a new job we have been looking forward to, but an entirely different reaction occurs if we suddenly lose the job we have!

On-the-job or off-the-job, "CHANGES" take place whether we like them or not. Very few jobs stay the same from the day you hire in to the day you retire. Frankly, most of us would get bored very fast if what we are doing today is what we are going to be doing for the next 30 years without the hope of any "CHANGES".

Mueller Co. itself would be out of business today if it had not "CHANGED" with the times. Today faced with domestic and foreign competition unheard of just 30 years ago, Mueller Co. is a different place to work. **And Thank God it is or none of us would have a job here today!** Decisions we make today, and those we don't make, will have a profound effect on whether or not we'll be here 30 years from now.

Organizations that don't address the problems of low productivity; scrap; waste; cost overruns; and outdated methods, are doomed to fail. That is the way the American System works and no one has discovered a better way yet.

"CHANGES" will continue to take place at Mueller Co. with each of us reacting to them in our own way as we adjust to them. "CHANGES" by their very nature, are experiments in doing something different than the way it was done before. Therefore, some "CHANGES" will be more successful than others.

If we all keep in mind that Mueller Co. had to "CHANGE" in the past to be where it is today, I'm sure that all of you will co-operate with today's "CHANGES" so that we'll have a place in the future.

Sincerely,  
Gene Hullinger



## Mueller Co. Donation

Shown is Steve Holsapple receiving a check from Bob Febus in the amount of \$500 for the A.I.W. annual food basket drive. This program is operated by the A.I.W. in an effort to see that Decatur area laid-off employees and their families receive a food basket to ensure a Christmas meal with all the trimmings.

## Mueller Offers New Benefit: Counseling

If you or any member of your immediate family is unable to cope with a personal problem, you can get confidential and professional help at the new Employee Assistance Program (EAP), which is provided as a new benefit for Mueller Company.

All you have to do is contact the (EAP), which is located in Suite G-45 of the Medical Arts Center, adjacent to St. Mary's Hospital.

Call 429-2339 for information and an appointment. Services will be provided seven days a week, with appointments available morning, afternoon, or evening.

EAP Counselors can:

- provide assistance and intervention with personal or family problems that interfere with your concentration or daily lifestyle;
- assist in reducing the amount of time and money spent to acquire appropriate help;
- better identify personal problems and ways to cope with them;
- help with improving family life and relationships that are hindered by problems;
- guide toward reducing personal stress, confusion, and toward better overall health for you and your family.

Your call and visit will be kept **strictly confidential**. Kevin McAvoy, EAP coordinator, and his secretary, Brenda Moore, are in the office to assist you.

The cost for this service is paid for by Mueller Co.; therefore, the use of the program is completely free to you and your family. Services include: assessment, referral to a community resource for help; or follow-up. (Immediate family generally is defined as parents, spouse and children of an employee.)

If you determine, along with the EAP coordinator, that a resource out in the community is necessary to help resolve your concerns, you will be referred to those resources that are covered by the Mueller Company's Health Insurance Plan, that base fees on ability to pay, or are free in your community. The primary goal at the EAP is recommendation to appropriate service at reasonable cost to you.

An employee may go to the EAP on his own, **without anyone at work knowing of the visit**. The employee also can be referred to the center by a work supervisor, due to declining work performance. All the supervisor will be told by the EAP coordinator is whether you are participating in the EAP program. **No information will be provided about your assessment at the center.**

Kevin McAvoy, coordinator for the Mueller Company's Employee Assistance Program, has had clinical experience with individual and family counseling for the past ten years.

If You Need Help  
With a Problem...Call

**Employee Assistance Program**

**429-2339**

# Retirements

December, January, February



**Pres Ruthrauff**  
47+ years  
December 31, 1983



**Paul Ammann**  
43+ years  
December 31, 1983



**Clay Ramsey**  
42+ years  
December 31, 1983



**Ted Suhomske**  
42+ years  
December 31, 1983



On December 31st, 1983, over 126 years of experience retired in Department 70. Pres Ruthrauff, General Foreman; Gerald Stanley, Foreman; and Ted Suhomske, Foreman, are pictured admiring their retirement cake.



**Gerald Stanley**  
37+ years  
December 31, 1983



**Clifford Endsley**  
30+ years  
December 31, 1983



**Cecil E. Lotzgesell**  
21+ years  
December 31, 1983



**Joe Fleckenstein**  
45+ years  
January 11, 1984

## Service Awards

December, January, February



**John Neiderbrach**  
30 years



**Dominick Cortese**  
30 years



**Dean Grant**  
42+ years  
January 31, 1984



**Norma Lowery**  
35 years  
January 31, 1984

## World Christmas Tree

**Maynard L. Buckta**  
Retired Mueller Employee

In quiet time of reverie  
Envisioned I a Christmas tree,  
Its branches spread, as if in care  
Of troubled people everywhere,  
In hunger, pain, disease, and dearth,  
Through lands around our planet Earth.

Wars, wounded ones, the refugee;  
The suffering, the agony;  
Falsely accused, from families rent;  
Imprisoned, though quite innocent —  
And at the base of this great tree  
Are gifts for world's humanity!

Rich gifts, through God, and from the heart,  
That those who truly care impart;  
To be a friend, to understand;  
A will to serve, a loving hand;  
A friend who to the world attunes,  
Then, in compassion, heals the wounds.

A gift of honor, true and just;  
A gift of kindness, and of trust;  
A gift of FAITH, that tears and fears  
Will change to joy in future years;  
A gift, that hate and wars will cease  
A golden HOPE for glorious peace!

And LOVE, the greatest gift to give  
To everyone, that they might live!  
Ah, yes, I saw that Christmas Tree  
With gifts for ALL humanity!

**Decatur Herald & Review, Dec. 23, 1983**

**Best Poem (age 65 and older)**

**Maynard retired Dec. 81 after 41 years of service**



**Howard Mayberry**  
25 years



**Douglas Roberts**  
25 years



**Ruth Seggerman**  
18+ years  
January 31, 1984



**Delbert Guin**  
35 years  
February 10, 1984

**10 YEARS**  
Glenn "Bob" White  
Paul Nartker  
Wm. Jarrett  
Kenneth Grider  
Eddie Jarrett

**20 YEARS**  
Bryon Davenport  
Lynn E. McDermith  
Daniel Fyke  
Robert Byers



**Ernest Utt**  
25 years

