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Free Coffee Day!

To celebrate those employees with birthdays in March (see Birthday Listing on page 3), there will be free coffee from the vending machine starting early AM on March 16 through early AM on March 17.

Improvement Idea Winner

By Scott Wagner, Plant Mgr.

Congratulations to Greg Smith, second shift furnace operator, for being the Improvement Idea winner for February.



Greg's idea is to place an indicator light for the chiller pump on 128 control box. This will allow the Operator and Supervisor to know while just walking down the line that the pump is running. This will extend the life of the motor and reduce burning the motor up by leaving it run when not needed.

There were six improvement ideas submitted in February. Greg submitted three of them. Greg Bruno, Nancy Gardner, and Ray Souder submitted one idea each. Thank you all for letting us know your ideas for improvement here at Rex.

The next Improvement Idea spin will be held on **Monday, March 16** at 3:10pm in the Induction area. Greg will be drawing the name of one employee for the "Monthly Employee Appreciation" spin. Come to the spin to see if your name is chosen. Then you will be the lucky person taking a spin on the Rex Wheel of Chance.

Can you think of an idea for an improvement here at Rex? Just write it down on a piece of paper and drop it into the box outside the Production office door. You could be the next winner taking a spin on the Rex Wheel of Chance.

Monthly Winners

By Scott Wagner, Plant Mgr.



Ray Souder, the January Improvement Idea winner is congratulated by Scott Wagner, Plant Manager.

Our Improvement Idea winner for January was **Ray Souder**, material handler first shift. Ray won \$100 award on his spin. Ray also submitted a second idea and **Greg Smith** submitted one idea in January. They both received a "Thank You" pin and \$5 lottery ticket.

The lucky winner of "Monthly Employee Appreciation" was **Art Hurt** who won a \$150 reward on his spin. Five names were drawn from a bucket that contained the names of all Rex employees. **Ricky Banyai, Jim Koester, Derek McAlarney, Brandon Reynolds, and Greg Smith** each received a \$5 Instant lottery ticket.

Nancy Gardner was the **Rex Riddle** winner and she, too, received a \$5 lottery ticket. Several employees at the spin were celebrating an anniversary and received an anniversary gift from Scott Wagner, Plant Manager.



Brandon Reynolds, Ricky Banyai, and Derek McAlarney receive their lottery tickets from Scott. Greg Smith and Jim Koester were the other lucky winners.



Greg Smith is thanked by Scott for his January Improvement Idea.



Nancy Gardner, Rex Riddle winner, receives her lottery ticket from Scott.



Several employees received their anniversary gifts from Scott. From left: Frank Rapine, Ricky Banyai, Sharley Dubisette, Sandy Zigon. Also celebrating anniversaries but not pictured: Dave Brough, Greg Bruno, Joe Carr, Ray DeHaven, Mike Evans, Chris Kent and Don Wiggins.

For refreshments, we all enjoyed snacking on an assortment of cookies and fruit. There were also free coffee for everyone. Please come to next month's spin—you could be the next Monthly Employee Appreciation winner. Then you will have an opportunity to take a spin on the Rex Wheel of Chance.



Art Hurt is congratulated by Scott for being the Monthly Employee Appreciation winner.

Big Annual Wheel of Chance Spin!



The 11th year of our Improvement Idea Program in 2014 produced lots of good ideas. Many thanks to all the employees who submitted a total of 83 improvement ideas. Our Rex Big Annual Wheel of Chance Spin rewarded three lucky winners from that group.

Spin #1 was for every employee who submitted an improvement idea in 2014. Twenty-two employees qualified for this drawing. They were Michael Townsend (17), Ray Souder (8), Greg Smith (7), Keith Bannon and Brian Wingate (6 each), Jim Forbes, Derek McAlarney and Frank Rapine (5 each), Robert Forbes and Mike Santiago (3 each), Sharlrey Dubisette, Tom Felder, Yao Kangni Soukpe, (2 each), and one idea each for Greg Bruno, Rob Feldman, Vindon Griffin, Jeremy Hayhurst, Chris Kent, Trevor Levonski, Sarah Mansuetti, Tim Plaugher, and Theresa Scargill. Mike Townsend won the draw and received \$300 on his spin.



Scott congratulates Mike Townsend, winner of Spin 1



Scott congratulates Rob Forbes, winner of Spin 2.



Scott congratulates Greg Smith, winner of Spin 3

Spin #2 was for all the Monthly Winners in 2014. If they won two times, their names were placed in the container two times and so forth. Nine employees qualified for this drawing. Thomas Felder, Robert Feldman, Robert Forbes, Jeremy Hayhurst, Mike Santiago and Ray Souder had one chance each. Frank Rapine, Greg Smith and Mike Townsend had two chances each. The lucky winner was Robert Forbes who won \$300 on his spin.

Spin #3 rewarded a Grand Prize Winner—the employee who submitted the most winning ideas in 2014. Three employees qualified for this drawing: Frank Rapine, Greg Smith, and Mike Townsend. The winning name drawn from the three was Greg Smith who won \$350 on his spin.

Congratulations to this year's wheel spin winners.

Improvement Ideas Implemented in 2014

Scott Wagner, Plant Manager

We had a lot of good ideas submitted in 2014, and many still need to be implemented. The ideas covered all types of improvements, from improving our work environment and making it easier and safer to do our jobs, to prolonging the life of furnace tooling and other equipment we use. Keep the ideas coming in 2015. Your idea could be a monthly winner, and will certainly help us become a better company. Below are a few of the ideas we were able to implement last year.

- * Installed housing/bracket on 118 for the cross bar/split bar, similar to how 116 is set up. This prevents the bar from going too far,
- * Applied grip tape on ladder rungs of 110, 120, 330 and other long access ladders to prevent slippage on oil and soot coated rungs.
- * Installed a handrail on the left side of the ladder leading to the 110 shim port. This offers more stability to anyone opening the shim and sliding it into the furnace.
- * To keep the trays for 370 in the best shape, one more brick was added to the center where the two trays meet. This could also prevent a tripping hazard when on the tray stacking parts.
- * Installed a caution tape barrier to warn of the danger of 398 quench tank. Also started painting yellow lines on the floor near tripping areas.
- * Placed a scale near the propane station used to determine when each tank is full (by weight).



Thanks to everyone for participating, Keep up the good work.

HAPPY BIRTHDAY!

Employees celebrating a birthday in **March** are listed below. Let's wish them a happy day.

- 11 Trevor Levonski
- 18 Brandon Reynolds
- 19 Alex Rutowski
- 26 Chris Constable

Yearly Work Anniversaries

The following employees are celebrating their Work Anniversaries in **March**

<u>1 to 5 Years</u>	<u>6 to 10 Years</u>	<u>Over 10 Years</u>
Robert Forbes (3 yrs)	Vernell Donaldson (8 yrs)	Michael Davis (14 yrs)
		Michael Sweney (29 yrs)
		Scott Wagner (20 yrs)

You will receive your annual gift at the monthly spin.

Ever Wonder ...



...corned beef is called that when it contains no corn? Salt pellets originally used to preserve beef were called salt "corns." Beef preserved in this way was called corned beef.

...stuffed eggs are called "deviled eggs?" When first introduced, stuffed eggs were covered in pepper so hot that one bite brought to mind the fires of hell.

...people say "God bless you" when you sneeze? In biblical times, a sneeze was a symptom commonly associated with the plague. So when someone sneezed it was believed he/she was in immediate need of help from God.

...a person who acts crazy is sometimes said to be "mad as a hatter?" In 19th century, hat makers used mercury, a poison, in the manufacture of hats. Employees in direct contact with mercury became ill with shaking, hallucinating, and other strange symptoms. Thus hatters during that period were said to be mad.

...eyes sometimes appear red in a flash photograph? This occurs when a flash is so aimed that its light reflects off the back of the eye and into the camera lens. The red is caused by the blood vessels in the retinal tissue on the back of the eye.

...worms come out onto the sidewalks after a rain? Because their holes are full of water. They are simply moving to higher ground.

HAPPY SAINT PATRICK'S DAY—MARCH 17, 2015



REX RIDDLE 44?

**What question can you ask all day long,
always get different answers,
and yet all the answers
can be correct?
What is that question?**

To submit your guess for The Rex Riddle, take a slip out of the folder in the rack in the Production Office, fill it out, and drop it in the box outside of the Production Office door. Guesses will be taken until the morning of the monthly spin. One name will be drawn from all the correct answers to receive a \$5 instant lottery ticket. Can you figure out the riddle?

Answer to last month's riddle

I can be quick and then I'm deadly,
I am a rock, shell and bone medley.
If I was made into a man, I'd make people dream.
I gather in the millions by ocean, sea and stream,
What am I?

Answer: Sand

A Brief History of OSHA

We've all heard of OSHA – the Occupational Safety and Health Administration. Every company in America is governed by its standards. We certainly are at Rex Heat Treat. OSHA has set the standard for workplace safety and health for the last 45 years.

It began on December 29, 1970 when President Richard Nixon signed into law the Williams-Steiger Occupational Safety and Health Act of 1970. The ceremony ended a bitter three-year legislative struggle that started in the Johnson administration and finally reached bipartisan support during Nixon's presidency. The enactment of this law marked the culmination of a historical movement dating back to the perilous and unsupervised factories and mines of the 19th century that killed and maimed millions of uncompensated workers each year.



In the factories that sprang up after the Civil War, chemicals, dusts, dangerous machines, and a confusing jumble of belts, pulleys, and gears confronted inexperienced, often very young workers. State labor bureau reports in the 1870's and 1880's were full of accident and death reports. These tragedies and the industrial accident statistics that State labor bureaus collected, spurred social reformers and a budding labor movement to call for State factory safety and health laws.

In 1877, Massachusetts passed the nation's first factory inspection law. Its passage prompted a flurry of State factory acts. By 1890, nine States provided for factory inspectors, 13 required machine guarding, and 21 made limited provision for health hazards.

However, this labyrinth of job safety and health legislation that covered a wide range of workplace hazards was badly flawed. There were too many holes in the system and numerous hazards were left uncontrolled. The laws had to be amended often to cover new hazards. Many state legislatures failed to provide adequate funds for enforcement. Inspectors, who were often political appointees, were not always given the legal right to enter workplaces. States with strong safety and health laws lost industry to those with less stringent ones, which made States competitive and limited their legislative efforts.

Our country's industrial growth kept a steady pace into the 20th century. That, along with the growth of mass circulation newspapers and magazines, helped forge a national movement for workers' safety and health. It took until the Occupational Safety and Health Act of 1970 to create a unified national governing body.



In spring of 1971, OSHA was officially established to ensure the safe and healthful conditions of working men and women by setting and enforcing standards and by providing training, outreach, education and assistance. Over the next decade, under the leadership of George Guenther, the first Assistant Secretary of Labor and Occupational Safety and Health, OSHA began establishing federal standards to provide a baseline for safety and health in American workplaces.

Its first issued standard dealt with asbestos fibers, a carcinogen. It limited workplace exposure to asbestos fibers to protect workers from lung cancer and other lung diseases. Today serious asbestos exposure is rare in the U.S. The next standards concerned construction safety to protect workers operating electric power transmission and distribution equipment, aerial lifts and helicopters. Then came comprehensive standards for 14 cancer-causing substances.

Today there are thousands of regulations and standards that govern health, safety, transportation, water and air quality, hazardous waste, the list is long. Every industry in the U.S. must abide by OSHA standards. OSHA also created nationwide comprehensive training programs to enable companies to remain current on new and updated OSHA standards, and to achieve and maintain environmental compliance.

