



## The EMR-Telemetry News Sarasota, Florida

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### EMR-T POLLUTION CONTROL SYSTEM EXPANDED

Concern about pollution control is in the news. EMR, also vitally concerned about pollution control, has recently made additional improvements in the company's advanced waste treatment plant.

Two new holding ponds and more pumping equipment have been added to the waste treatment plant to permit the facility to process our carefully-treated chemical wastes as well as treated sewage effluent. The safe effluents are now combined and used to sprinkle trees and grass on EMR-T property.

EMR-T is now able to dispose of these effluents safely on our own property, thus avoiding the discharge of any effluents into nearby streams or property.

These improvements in our waste treatment plant are the latest step in EMR-T's pollution control activities. Early in 1969 the company initiated a new, advanced chemical waste treatment plant. Eleven thousand slash pine seedlings were planted in a 15-acre corner of our property, bordering Fruitville Road, and the safely-treated chemical waste water has been used in an overhead sprinkling system for the trees.

Now, with additional pumping capacity and two holding ponds, the waste treatment system can handle treated sewage effluent from our own sewage treatment plant in addition to our treated chemical wastes.

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### NEW LATHE ADDED

Modernization and upgrading of manufacturing equipment is underway throughout EMR-T's Production facility. Among the first of the new machines to arrive is this 18-inch engine lathe, with turret attachments, shown here with Machinist Fred Thornton in our Fabrication area.



The new lathe enables our skilled machinists to produce metal fabrication work to closer tolerances in precision operations such as cutting, threading, boring, and turning of various metal parts used in EMR-T products.

### EMR FACILITIES ORDER PRINTED CIRCUIT CARDS

EMR-Hatboro has ordered more than 4,000 printed circuit boards to be manufactured by EMR-T's printed wiring fabrication facility in Sarasota. The Hatboro, Pa., facility will use the PC cards in the EMR Model 1410 Frequency Analyzer. Delivery extends to mid-year.

Work is also currently underway on a recent order from EMR-Computer for more than 14,000 printed circuit cards for the Minneapolis facility.

## EMPLOYEE BENEFITS PROGRAM —

This is the third article in a series about EMR-T's Employee Benefits Program. The first was about the general nature of our program. The second involved Emergency Protection Plans, including Group Insurance.

## TIME OFF WITH PAY INCLUDED IN EMPLOYEE BENEFITS

More than half of our \$1,500,000 Employee Benefits Program consists of pay for time not worked. The cost for vacations, holidays, coffee breaks, sick leave, and personal time, amounted to \$850,000 in 1969. Three of these items--holidays, vacations, coffee breaks--accounted for \$750,000.

As individuals, most of us think about these "time off" benefits as brief interludes in our work. When totaled, these "interludes" for 1969 amounted to an average of \$1200 per employee in compensation for time not worked. The major types of time off with pay benefits are:

Coffee Breaks - two brief, 10-minute coffee breaks a day amount to 80 hours per employee--two work weeks -- and nearly \$250,000 a year.



Vacations - EMR-T vacations vary from one week to four weeks, depending on job category and length of service. Over 300 employees have been with the company for seven years or more--which means they have three weeks of vacation if they are nonexempt employees, or four weeks a year if they are exempt employees. Total cost for vacations in 1969 was \$330,000.



Holidays - eight paid holidays in 1969 cost \$179,000 for the time not worked.

Sick Leave - the company provided over \$81,000 in sick leave payments during 1969.



Holidays, vacations, coffee breaks, sick leave, paid personal time off -- these employee benefits, which are part of our Employee Benefits Program, are among the attractive features of employment at EMR-T. The company provides paid time off to attract and keep good employees, to provide rest and relaxing change, to permit us to recover from illness, or to handle emergency personal affairs. For most of us, "time off with pay" is one of our most valued employee benefits.

Next: Retirement and Long-Term Security

## STUDENTS LEARN ABOUT EMR

Two student groups from area schools visited EMR-Telemetry earlier this month.

Shop students from the Orange Avenue School and their Instructor, W. A. Kiddy, were conducted on a plant tour by J. E. Eames, Manager of Manufacturing Engineering.

A second group, members of the Sarasota High School Science Club and their Advisor, Miss Jan Whitman, heard W. N. Waggener, of Systems, discuss orbital physics and telemetry, and then visited our computer-controlled telemetry system in the Data Processing Lab.

# ANNOUNCE NEW RATES FOR GROUP INSURANCE

Rising costs of medical services are responsible for revised group insurance rates to go into effect March 1, 1970, it was announced this week by O. W. Noble, Manager of Personnel and Services.

"The Aetna Insurance Company, our group insurance carrier, has advised us that because of increasing medical costs, our present premium schedule will have to be increased to cover the cost of claims," Noble said. Higher rates will affect the premiums which EMR-Telemetry pays for each employee, as well as the premiums employees pay for dependent coverage under our group insurance plan.

The new rate is the first increase in our group insurance premiums since September 1, 1968. The following chart shows the new schedule for dependent coverage premiums compared to existing rates:

schedule which has been in effect for a year and a half.

Factors contributing to rising costs of medical services include:

- Demand for medical services is growing, but the number of doctors is not keeping up with the demand.
- Prosperous Americans who a generation ago couldn't afford to see a doctor, or have an operation, now can.
- Expensive technological advances
- Inflation
- Hospital labor costs have risen.
- An increasing ratio of hospital employees to patients--ten years ago there were 1-1/2 employees per patient; now there are 2-1/2 employees per patient.

The new group insurance premiums for dependents are effective March 1 and will

	Spouse	Spouse and Child(ren)	Child(ren) Only
New rate (effective 3/1/70)	\$2.43/wk	\$4.03/wk	\$1.63/wk
Present rate (since 9/1/68)	2.22/wk	3.60/wk	1.39/wk
Increase per week	\$ .21/wk	\$ .43/wk	\$ .24/wk

"Increased group insurance rates are not surprising in view of spiraling medical costs," Noble said.

Actual increases in hospital costs have been nearly 16% a year for the past two years. Between 1965 and 1969, hospital costs have risen from \$45 a day to \$68 a day--a 50% increase. Doctors' fees have increased recently at the rate of about 7% a year.

Our group insurance rate increases are well below the overall percentage increase in medical services costs experienced throughout the nation. Our new rate means that the average overall increase in all classes of premiums is 11% over the

be reflected in Exempt employees' pay receipts of March 6 and Nonexempt employees' pay receipts of March 13.

The company will continue to provide group insurance coverage for each employee--medical insurance, life insurance, disability, accidental death and dismemberment--as part of our Employee Benefits Program.

**PULSE - The EMR-Telemetry News**

M. E. Herbst, Editor

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## EMR-T POLLUTION CONTROL SYSTEM EXPANDED (Cont'd from Page 1)

The industrial waste treatment facility now consists of: 1) a new, 8,000-gallon rectangular holding pond; 2) a large rectangular settling pond where chemical wastes are treated to remove the concentration of waste metals by plating out the metals on steel plates; 3) an oval-shaped aeration pond where the treated chemical waste water is churned and aerated, and 4) a new 40,000-gallon holding pond from which the treated waste water is pumped into the sprinkling system. In a separate line, sewage goes from the buildings to our sewage treatment plant. After careful processing, the effluent is pumped to the new 40,000-gallon holding pond and joins the treated chemical waste water. These combined, safely-treated effluents are then dispersed through the sprinkling system.

EMR's investment in this special, advanced pollution control system demonstrates the company's concern about air  
(Continued in next column)

### EMR-T SALES OFFICE OPENED IN ST. LOUIS

EMR-T now has a sales office in St. Louis, Mo., staffed by Joseph D. Rosenlieb, Senior Sales Engineer. EMR-T and EMR-Computer personnel share quarters in the St. Louis office located at 287 North Lindbergh Blvd.

Rosenlieb joined EMR this month, coming from McDonnell Douglas, St. Louis, where he has been a Flight Test Development Engineer since 1964. A native of Bellaire, Ohio, he earned his BSEE degree from the University of Dayton and is now doing graduate work toward his Master's degree at the University of Missouri. He is Chairman of the St. Louis Chapter of the Aerospace Electronic Systems Group of the IEEE, and is a member of the IEEE Committee on Classification and Indexing.

and water pollution -- part of our continuing effort to maintain our reputation as a "clean" industry in the community.



Harry Yates at new 40,000 gallon holding pond, part of EMR-T's advanced plant for safe chemical and sewage waste treatment.

### ANNIVERSARY GREETINGS

Over 50 of our colleagues are observing their anniversaries of employment with the company during the month of February.

The abbreviated list below shows those employees marking their third, fifth, seventh, tenth (or over) anniversaries. Happy anniversary to:

<u>1953</u>	<u>1958</u>
Adele Ritch	Eugene Harbert
<u>1957</u>	James Huff, Sr.
Janie L. Hand	Don Murray
Sara Harp	<u>1960</u>
Clio Hutcheson	Hope Annis
Helen James	Ed Ponewash
Vida Jarrett	<u>1963</u>
Fannie Belle Johnson	Ken Clair
Bobbie Klein	Cliff Cliburn
Pat Prince	Irmgard McWhorter
Doris Pruitt	Jeanne Stewart
Dorothy Richey	<u>1965</u>
Don Riker	Gerard E. Breyton
Bob Sayre	Pat Power
Hester Spann	
<u>1967</u>	Alice Armstrong
	Ross Tilton
	Jim White