Volume III

Rockaway, New Jersey, May 1952

Number 4

RMI Merit Increases Announced

SINCE 1941 - THE FIRST NAME IN ROCKET POWER

Merit increases totaling \$100,-573.20 per year have been granted by RMI for the May 1st Semi-Annual Reviews to members of the regular payroll. Many of our employees undoubtedly have logical questions as a result of the publicity in the daily papers with regard to Wage and Salary Stabilization. A number of employees have indicated concern because they thought that present stabilization laws placed extreme limitations on our Wage Administration Program and others felt that no further reviews would be made. To clarify any such thoughts we would like to state that the primary purpose of Wage and Salary Stabilization is to make certain that wage and salary administration practices are not abused since non conformance to the regulations could easily result in the pirating of labor and the increasing of costs. Such an increase inevitably results in increased product price to the customer thus causing an unstabilizing effect on our economy. Stabilizing of wages and salaries is not intended to impede the normal operation of a corporation who historically maintained a regular Wage Administration Program. Reaction Motors was fortunate in its decision to establish a formal Job Evaluation Program with regularly scheduled merit review periods semiannually. Because we have such a formal plan, we are able to administer our wage policies with considerable latitude. Many companies today are not quite as fortunate as we, and the restrictions that have been imposed upon them have made it very difficult to retain their present employees and to attract new employees during this period when the labor market is so tight.

Insofar as merit reviews are concerned, Reaction Motors' Wage Program is governed by Regulation No. 5 of Wage and Salary Stabilization having to do with increases in compensation of individual employees. Such increases can be granted without prior wage board approval. Since our Job Evaluation Program provides a wage structure with definitely established rate ranges, we are accorded considerably more latitude than if we had no formal program. Under this so called Rate Range Method of Payment of Wages and Salaries, Wage Regulation No. 5 provides three options that a company may use in granting merit increases.

After very careful analysis of each of these options, RMI selected the one known as the Six Percent Option which provides greater latitude. This option establishes a legal fund for merit increases of six percent of the total straight time base



D. G. Keller announces merit increases

salaries (40 hour week) of all employees in both the Exempt and Non-Exempt groups. Computing this merit fund by this method does not mean that management can afford to grant increases in the total amount nor shall such increases be regarded as automatic.

In determining the amount, various factors must be taken into consideration; such as, the company's present productivity and its competitive position. We must compare the company's salaries with the going rates paid by local industries as well as those paid by the Aircraft Industry. To do this, area surveys are conducted. Personal visits to other plants are made where a cross section of jobs are compared as to actual job content. When these comparisons are made an exchange of wage rate and wage range information is recorded. Approximately forty plants are contacted in addition to employment agencies, government employment agencies, manufacturing associations, etc. All of the information gathered is plotted and analyzed

DEADLINE EXTENDED

The deadline for the RMI photo contest, sponsored by THE ROCKET. has been extended by popular request. May 26 is the date, so plan to have all entries submitted by then.

As stated in last month's issue, the pictures are to be black and white, 5x7 if possible, and on mat or glossy paper. No transparancies please!

The prize is a bottle of scotch, and as an added inducement, an enlargement of the 1st place picture will be presented to the winner.

to determine our position compared to that of comparable industries.

The Wage Committee then analyzes all of the existing data and recommends the amount of the merit budget that should be established. The President and Executive Vice President review the recommendation and, if they approve, the Divisional Budgets are released. It is up to each division head to review the rating forms prepared by the Department Heads and to review and approve the recommended increases. Since these increases are based on above average job performance, it is the division head's responsibility to see that the most deserving employees are rewarded for their efforts. The Wage Committee reviews all recommendations to make certain that all increases are in accordance with established regulations and that an equitable relationship is maintained.

A considerable amount of work goes into this program, however, we feel that the thoroughness of our Wage Administration Program results in a fair and equitable method of wage and salary

review.

by Bill Wright

It was interesting to note in a recent piece in FLYING magazine that the French Government is encouraging the production of small, light aircraft in kit form to be assembled at home by mechanically-minded amateur flyers. This has resulted in a kit of parts offered for sale by a French concern to construct a nifty little single-place, low-wing monoplane powered by either a British A.B.C. Scorpion engine of 34 horsepower or a German Volkswagen automobile engine of 25 horsepower. It is put out by Avions Jodel Company and is known as the Bebe Jodel. It performs very nicely in the air, providing of course that one has succeeded in finding the right spot for each of the parts, has a good cruising speed, and lands slowly in a small space.

Airplanes like this are a good idea for developing the interest of the would be flyer, for the cost of construction is less than for a factory-built airplane of similar design, and the desire to "build it yourself" is satisfied. Perhaps it would help our own Air Force to interest youths in becoming aviation cadets if an attractive airplane were offered for sale in this manner in this country to entice our youth into the air. Such airplane kits have been offered in the past in the U. S., the principal one having been the famous Heath Parasol (see illustration), many of which were built and flown by amateur builders during the years from about 1928 to 1936.

This was a parasol type open

Employee Picnic Set for June 28 at Sokol

Without question, the annual employee's picnic held in June each year has received more enthusiastic following than any

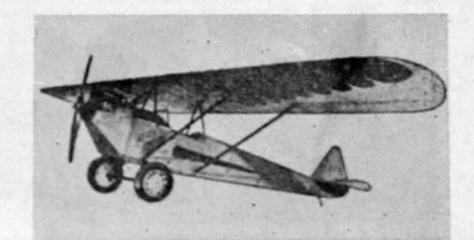
RMI activity to date.

Knowing very well that everyone is in favor of again holding this picnic, reservations have been made at the same site, the Slovak Sokol Camp in Rockaway Valley, for June 28th (the fourth Saturday in June). The caterer has been notified of this date and now it will be the responsibility of the Committee to organize and prepare the day's events according to your wishes.

This is an employee's picnic and consequently your thoughts, suggestions and recommendations for the day will be well received by your Committee, composed of Mary Bulger, Holbrook Smith, Ewald Hanke, Walt Oberti, Dolores Magura, Hamilton Winslow, Bill Murphy, Ann Choyce, Jack Gould, and Ralph Saunders.

The purpose of this is just to let you know that the day has been set so that you might right now mark it on your calendar. There will be more about it just as soon as the Committee gets

together.

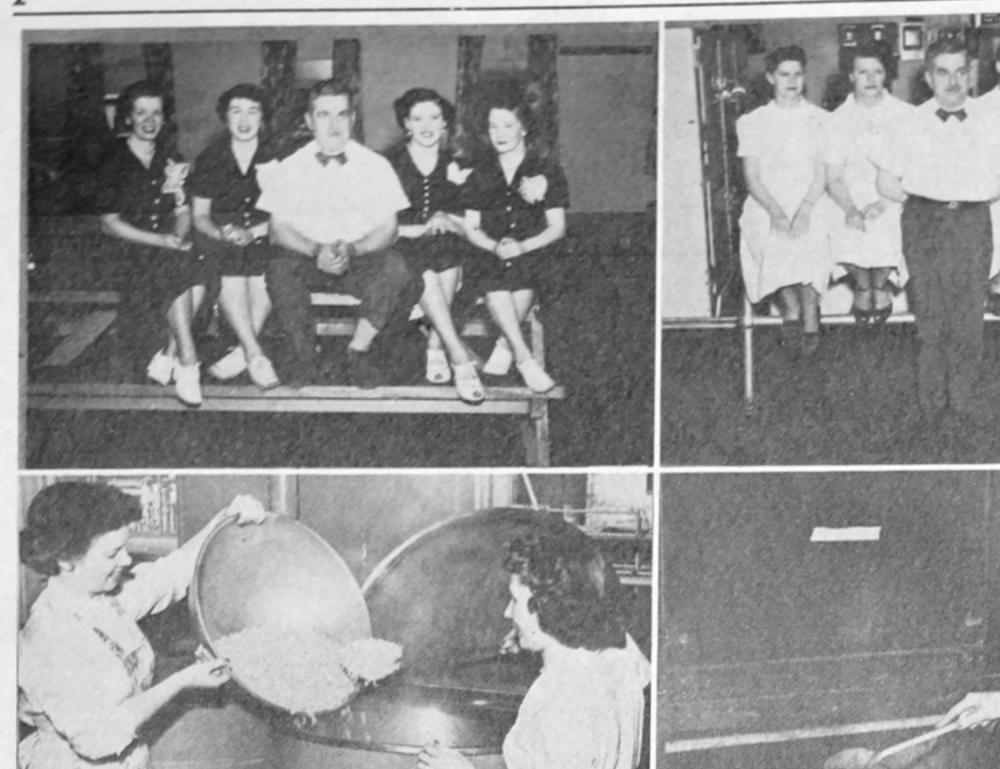


cockpit monoplane powered by a four-cylinder converted Henderson motorcycle engine of about 26 horsepower, which gave the little single seater pretty good performance. The kit for home construction of this craft was sold in groups at so much a group, the first installment being around \$12.00, as I recall, and then becoming progressively more expensive as the structure grew! I remember how I longed to buy that first group back about 1930 to start my ship, but unfortunately, (or fortunately) (ED.) for me the price might as well have been twelve hundred dollars in those lean years.

There was also the French Pou de Ciel or, you will pardon the expression, Sky Louse which came out in kit form in both France and this country during that period. It proved very popular with the public but apparently was not as popular with our CAA and soon disappeared from the U.S. scene.

Why can't we in the U.S. again have kits which we could assemble ourselves into safe, serviceable little aircraft? They would certainly help to stir up enthu-

siasm for flying.







AROUND THE CAFETERIAS. Upper left: Fran Merkel, Bobbie DiGusseppi, Irv Davidson, Bea Rooks and Betty Lumsden at Lake Denmark. Upper right: Betty DeYoung, Mary Clark, Irv Davidson, Kay Kimble, Mary Walsh and Irene Bishoff at Rockaway. Center left: Kay and Fran preparing oodles of noodles. Center right: Kay bastes a roast beef. Lower left: Chow line at Lake Denmark. Lower right: Coffee break discussions in full swing.

"Keep Moving - I'm Hungry!"

Most of us who every day rush through lunch and hurry back to our jobs don't stop to think about our cafeterias. Irv, Fran, Kay, Betty, or Mary are just there every day serving good food, and for all most of us know, they are also cleared to confidential and are on the RMI clock-punching team. This article is designed to correct your misconceptions and to feed you an interesting story.

Irv Davidson runs the only business within RMI. He manages the cafeterias on a concession basis, and like any good business man, Irv readily states and believes the proprietor's axiom that "the customer is always right." "We love every one of them," he says, "and hope that they all have good and healthy appetites." Irv, who has had the RMI cafeteria conces-

sion for six years, in most ways is like any other independent business man. He hires his own help and pays them from profits. He prepares the menus and buys his own food.

But Irv is like many another harried business man in that his prices, service, and hours are all set from above (by Dave Keller's office after careful comparison with other company cafeterias), and he must still try to make his own living in the end. Irv is also responsible to RMI for all the equipment in the cafeterias, so, he says, please don't start your hope chests here.

One of the bothersome features of Irv's business is that he must maintain two company cafeterias several miles apart. This is an expensive proposition because more personnel are required than if RMI were cen-

tralized. Also, the facilities in the Lake Denmark cafeteria, which used to be a Navy galley, are used for the preparation of most of the food for both cafeterias. This involves the services of Walt Pierson who drives the RMI bus between areas. Walt has many stories to tell of his food-transporting service. Once, on a routine food-delivery trip to Rockaway from Lake Denmark, a rack of cocoanut cream pies turned over and Walt delivered cocoanut cream custard to Kay at Rockaway. To prevent such unplanned items on the menu, bus riders have often been pressed into service and asked to carry food on their laps.

And there are other typical business problems, some of them caused by Lent, others by individuals who can't make up their minds which of the 26 offered varieties of sandwiches they want, and the usual problem

caused by interruptions in the even flow of the line when such special things as poached eggs are requested. But there is enough of interest happening to keep Irv's entire staff smiling and the business of the RMI cafeterias functioning more smoothly than most.

Fran Merkel, who runs the Lake Denmark cafeteria and has been with Irv since he came, works with Betty Lumsden, a three-yearer, Bobbie DiGusseppi, Bea Rooks, and Betty DeYoung. Kay Kimble, in charge of the Rockaway cafeteria (used to be a stable) and the production plant snack bar, has been with RMI for four years. She works with Mary Clark, Mary Walsh, and Irene Bishoff in keeping the executives in coffee. Kay says that she hasn't gained a pound in her four years with RMI and complains that Fran, who has gained weight, is unfair, for Fran brings her own lunch. Mary Clark, disregarding the undoubtedly fallacious story the example of these two implies, talks the Rockaway customers into everything they don't want to eat but the things she thinks they should have. To the stout she feeds vegetables; the thin get meat.

All-in-all, at least from outward appearances, the cafeterias seem to be very busy with their 1,000 to 1,200 sales each day. Irv, who doesn't like the too-oftenheard comment "Look at the money the man is making!". drives a big Packard. Kay, sure of continued business success. drives a Power-Glide Chevy. (The snack bar, with a cash register which doesn't ring up pennies. officially receives only 5c of each 7c coffee Kay serves. Some scoundrels accuse Kay of contributing 2c on each cup of coffee toward her new car.) As long as Mary Walsh can continue to say, "All kinds of wolves are around. but we only get the hungry ones." and so long as Irv Davidson and his nine continue to serve good cafeteria food to these wolves, our RMI cafeterias ought to remain a happy and successful enterprise.

—H. W.

TAKE TIME

Take time to live, it's one secret of suc-

Take time to think, it's the source of power.

Take time to play, it's the secret of youth.

Take time to read, it's the foundation of knowledge.

Take time for friendship, it's the source of happiness.

Take time to laugh, it helps lift life's lot.

Take time to dream, it hitches the soul
to the stars.

But, above all, take time to be safe—for without safety we cannot take time for any of the rest.

TAYLORD'S TRIANGLE

Reaction Motors has several openings for Stenographers, Clerks, and Typists. If you know anyone who may be interested, have them contact John Hyde in the Personnel Department.

SPORTS

by Tom Harry

The one sure sign of Spring these days is the forsythia and magnolia blooms, yet some, hearing the achievements of the Dodgers or the Indians in the early days of the campaign, preter this latter sign as a true indication of Spring. Whatever may be your choice, the months of April and May probably witness more planning athletic-wise than any other time of the year. Here at Reaction, as bowling

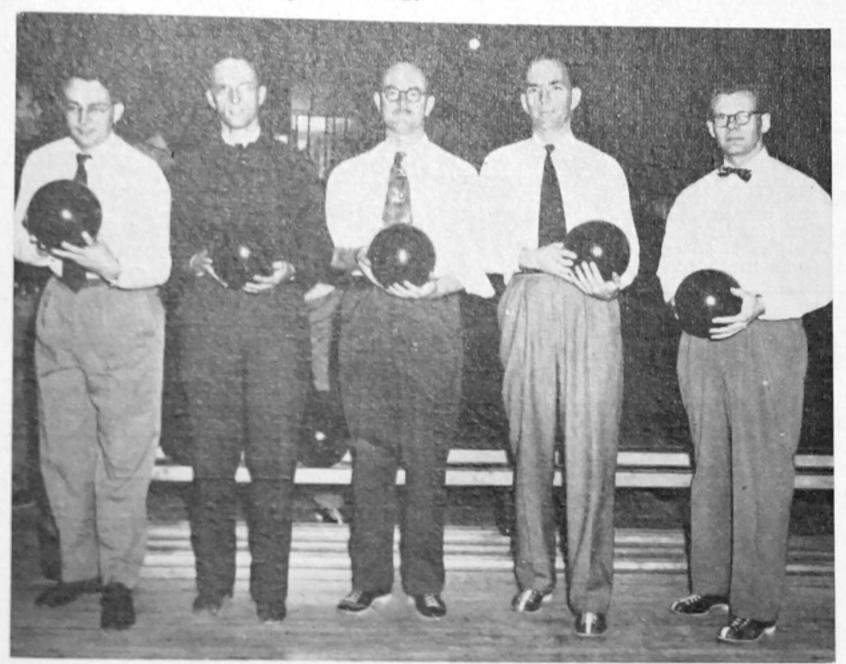
bows out of the picture and we take to the out-of-doors, the would-be "William Tells" under Tom Dalman's direction are stringing their bows and preparing their cedar shafts. The familiar sound of the ringers and near misses of the horseshoes is another sure indication the sun is getting higher in the skies. Added to these sports we have the recently opened season for the worm and fly fishermen and remarkably enough, some even do manage to snare a careless trout now and then. In the way of organized sports here at RMI, we add soft-ball and golf. It does seem that these various activities could well occupy one's leisure time provided the garden or house doesn't need too much rejuvenating as is usually the case this time of year.

Our Ladies' and Men's Bowling Leagues have just finished a very successful season. The men completed their schedule closing with the annual banquet, held as previously, at the Northwood Inn and everyone enjoyed a bang-up evening. On the more sober side of the record, your writer has discovered, and believes it is of particular interest to note that in the 1949-50 season, when we first organized the sixteen team league, there were only six men averaging 160 or better for the season. Our final tabulation this year shows a total of 31 averaging above the 160 mark with the winners well up in the 170's. In fact we barely missed a high average of 180 as anticipated. Ed Weir, Frank Hein and Hank Jatczak finished the season with 179, 176, and 174 respectively. Ed, in the final evening, had games of 224, 225 and 186 for a season record of 635. However, this wasn't enough to get his 6,000 Assembly team any better than third spot for the year.

The pace these last three months was apparently too severe for them. We think it quite fitting and proper that the two teams who finished first and second should be congratulated. Our Production team, which finished in the first spot, as well



First place bowling team. Jim Farrell, Homer Berger, Don Grish, Frank McAleer, Johnny Williams.



Second place bowlers: Frank Coss, Bill Harrison, John Maguire, Bill Sweetman, Bud Parker.

as the second place winners, the Experimental Engineers, are pictured with this article. Our appreciation for their fine work during the last season goes to Tom Maonolakos - President of the League, Henry Jatczak -Vice President and Treasurer, and Donald Grish - Secretary. At the annual banquet our number one bowler, Ed Weir, assumed the duties of President for next year, to be aided and abetted by Ralph Hoetger as Vice-President and Treasurer, and Donald Grish as Secretary. A

handsome group, eh!

Golf, which has enjoyed an ever increasing popularity here at RMI, has advanced another step with the entry of a Company team in the newly organized Morris County Industrial Golf League. This is composed of eight teams representing Allied Chemical Co., American Home Foods Inc., Monroe Calculating Machine Co., International Paper Company, Eagle Picher Co., Mc-Gregors, Sandoz Pharmaceutical Laboratories and RMI. Match play is to take place at Valley View Country Club, Cedar Hill Golf Club and Rockaway River Country Club, with the last being the home course for RMI. Sam Cowin, acting Captain, assisted by Bob Frick and Jack McCormick are fast rounding out a team of RMI players. The squad will be unlimited in size and it is suggested that if you have ever been exposed to this "hit it and chase it game" that you turn in your name along with your average scores to these men.

This league will in no way

interfere with the Spring and Fall Company matches which have taken place in the past and the first of which is scheduled for the Rockaway River Country Club on Saturday, the 7th of June. Bob Frick, who has so ably organized our matches in the past, will again be Chairman for this event. He will be glad to receive your entry for the teeoff which will start around 8 a.m.

Knowing that some of our ladies also play this game of golf, we would like to have a Company match for those interested. Helen Loughlin has offered to head this group and if you would like to participate, please turn in your name to her. Prizes will be awarded on a handicap basis and play will take place at nearby Rockaway River Country Club.

Soft-ball, always one of our most active Company sports, is again getting underway. The accompanying schedule, printed in this edition, is for your convenience. The team has been practicing for the last three weeks on a neighboring field belonging to the Stapling Machine Company. If our new uniform has any bearing on the quality of play, our boys should certainly better their accomplishments of last year. They are a flashy looking nine and have high hopes of clinching the coveted first position this year. The team plays twice a week on two different fields - the West Field adjoining the Hamilton Athletic Field in Dover and the McWilliam's Soft-ball Field adjoining the property of the McWilliams Forge Company here in Rockaway. Both fields are easily accessible by car and we know the team would welcome your cheers from the sidelines.

So that you might be familiar with the dates of the various games, we are printing the first half of the season's schedule for your information. Bear these dates in mind and come on out to cheer the boys along.

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The Rocket

A MONTHLY PAPER BY AND FOR THE EMPLOYEES OF REACTION MOTORS

Editor

H. Loughlin

Associate Editors

F. Ordway T. Harry D. Howard I. Smith A. Klepp H. Winslow

D. Mathews W. Wright Tom Dalman

May	5	-	Reaction	-	Stapling Machine Co West Field
					Eagle Picher Co West Field
					Dover Boiler McWilliams
					New Jersey Power & Light Co West Field
					McWilliams West Field
					Austenal McWilliams
					Lock Joint Pipe Co McWilliams
					McKiernan Terry Corp McWilliams

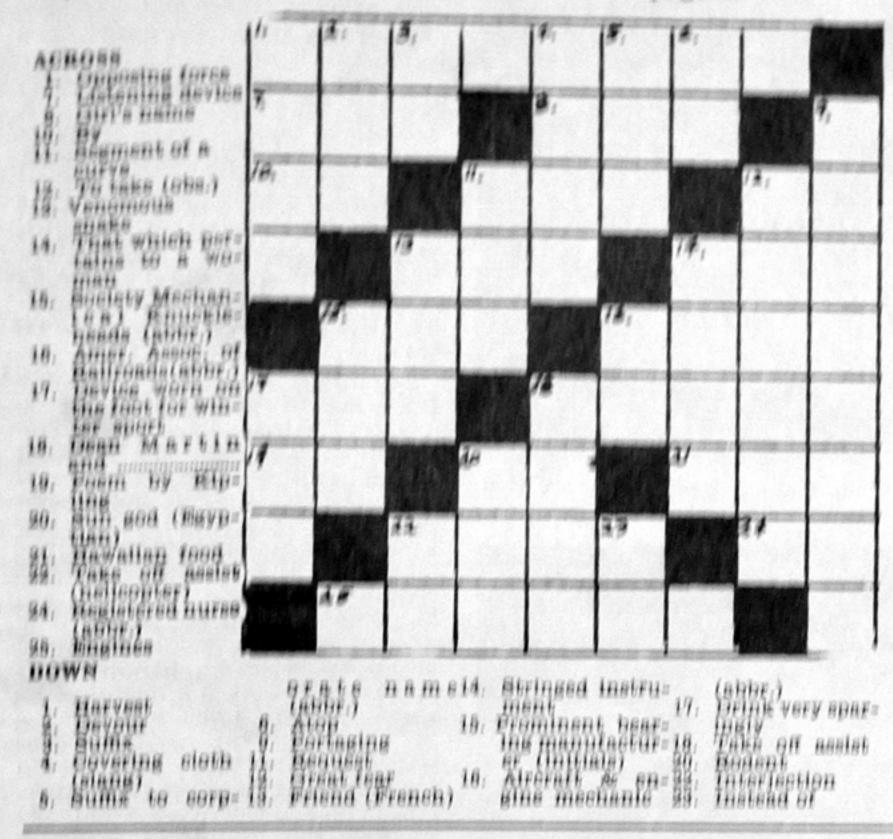
Games Start at 6:15 p.m.

SOFTBALL TEAM SCHEDULE OF GAMES

Photographic Editor

RMI Crossword Puzzle

Something new has been added to THE ROCKET this month! Thanks to Bill Wright we have a cross word puzzle to test our skill Try it and see how you make out. Solution on page 3.



Over the Coffee-Cups

According to the latest weather forecasts, we're going to have an unusually hot summer and if the present epidemie of Bpring Fever is any indication, it will be a dilly, Maybe this column should be headed "Beer Muga" from now on . . reminds me, April was host to a number of farewell parties and Guess Tex Holl's showers ; ; party was a success, he may not lave been dined but he was horoughly wined . . . The only liquid available and not consumed was a gallon of house paint . . Ann McCreight was leted recently (with Tom Daiman very much in evidence taking pictures he says) and at the same time, the men not to be outdone held a bachelor dinner for Lenny Dombras, at Mary Olsens home, (Wonder II they Thelma spaghetti?) Binarson surprised and delighted at her shower . . the reason for t will soon be evident Haze Lange is said to have remarked at her farewell party that she intends to be a lady of leisure = are you green with envy? Ann Bugel was showered too and her wedding day was May 4th She claimed to be a nervous

wreck, (Ann, please note = the time to be nervous is when you don't have a wedding either in the near future or behind you.) Joe Beymanski really did it and now I know why . . . Just met his bride, Pat. Congratula: tions Joe . . Don't quote me but - Paulita Glanville is rumored to have up and married ; the Newcomer Department, englneering recently rolled out and

vacuumed the welcome mat for

Jean Schroeder, Doris Rentler and Constance Cairns . . . Remember John Boon? He dropped in for a visit and wished to say "Hello" to everybody . . . People are still taking vacations Ruth Armstrong seems to have eaught the Bermuda Bug and is vacation bound - Bon Voyage, with envyl . . . Harry Horne is looking better than ever (and we really mean it) after three weeks in Florida . . . And, did Ann Farrell just return from a week in Florida? . . . It would seem that RMI is going Washington Happy, "Jo" Deffelles and Edithy Crandall were there for a weekend just recently and Blien Kelly, Lee D'Angelo and Betty Folkvard (now in CAMBD) were down there too (according to the snapshots I've seen, the Fleet must have been docked Washington that weekend) Have you heard about Warren Turner's latest Washington trip? It seems it was on business but he spends so much time there that his family went along to renew their acquaintance l guess , , , Art Harmath missed

spring fever had anything to do . . . I'm sare everyone will be sorry to hear that Grace Grandall (CAMSD) Will not be coming back due to ill health And did you know that "Tipny" Billing was on the sick list lör a while? Scoms she had her tonsils yanked. She's back now than usual . . . Hest Wishes, etc. extended to Carl Pearl of Research who is now the proud papa of a baby girl - Bonnie May — The usual Spring Sports are very much in evidence right now, both in Hockaway and Lake Denmark, and so far Denmark seems to have the better softball at teast they haven't broken any windows yet. Also understand that Dale Wood and Bob Champion are the only un= deleated horseshoe pitchers in that area, How about a match with some of the Hocksway . . . Ray Zuscherri is said to be giving golf lessons to two new pupils who don't know fore from aft about golfing , , , I guess fishing could also be classed as a sport . . . Anyway, it can't be much sport for some people in Research — seems they haven't learned the art of making the fish jump on the hook yet ... A few Items picked up récently... Anyone interested in the Flying Club now being organized should contact Dan Starrett Smith keeping airmail stamps flying between here and South Carolina , , , George Woodfull playing Samson a few weekends ago (moving boulders yet) . . . Bob Jermain being an actor — Lou Rapp saw the play, (Lou = is he an actor?) The Hoppings are anticipating another Income tax exemption = P.B. just heard that the Stan Inde's have a girl.

plane recently - wonder if

"Tail of Danger"

(who also wrote last months "Commoleal"

The small form crept furtively along the wall in the darkened room. A shaft of moonlight through a window revealed the outlines of the steel structure he sought. Moving forward quickly, he pressed his body against the cold metal, and began to inch his way toward the door in the front Suddenly a siren shricked and an alarm bell began a raucous clamor. Tear gas spurted into the room from jets in the ceiling. The door at the rear of the room burst open and uniformed figures were framed in the doorway behind a glaring spotlight, which caught the intruder in a circle of brilliance, flattened against the door of the steel object. There was the staccatto burst of machine gun fire, and

the small figure slumped over, twitch, a gasping rattle, and then = = = silence

A little mouse stood shaking his head just inside a small hole in the wall

"I told Herman not to mess around that "Classified" file. This joint's just had a security cheek

Irene Smith Marks Herself as Crack Bowler in County

Irene Smith, secretary to MF a very well known young lady in bowling circles. frene managed to place first in many events this year, her titles including: All Events and singles Shampion in the Morris County Woman's Tournament, HI=Ave= rage Champion of Dover Wom: an's League, Dover Mixed Major seague, and Morristown Tri-League. She also placed in the top ten winners of the Doubles and Teams of the Morris County Woman's Tournament

frene was once told that she would never be a good bowler be: cause she is left-handed. With a high game of 254 to her credit, we think she can forget that

comment!

30 Receive Five Year Pins

The following employees received five-year pins during March and April; March - William Enuckey, Hussell McClain, Samuel Hynes, Elizabeth Regan, Roland Langfang, Ralph Saunders, Hernert Beam, Henry Garle, William Jacob Muntener, John Hart, Subury, John Heslop, Halph Rose, Alexander Bohr, John Pederowicz, Jack Singleton, Alred McDougail, Maurice Bhuhert, Henry Seney; April -Lewis Dezotell, Curt Ertel, Edward Koglowski, George Schoeck, Edward Welr, Thomas Emerick, Robert Elingenberg, Thomas Stevens, Elmer Jerry (Military Leave), Michael Gogats.

Let's all make a point of wearing our RMI service pins to work

everyday.

Letter from Tex

April 28, 1952 To all my friends at HMI:

I want to take this opportunity to express to you my appreciation for the tokens and expressions of good wishes upon my departure from Reaction Motors,

have already put several miles and gallons (of paint) on the paint brush and I certainly expect to enjoy the bowling equipment during the next sea-

Thanks again, and the best of luck to all of you.

REFERRED TO HIGHER AU-THORITY: Pigeonholed in a more sumptuous office.

Semi annual Review







