

May 1982

Volume 1, No. 2 By and for the Employees

## Plant Contract Ratified

At a meeting of its membership Sunday, March 21, local 1020 of the R.W.D.S.U. voted acceptance of a 3-year contract with Southern Fruit.

Among other items in the contract running to November 1984 were Southern Fruit's 8 percent pay offer retroactive to last November, and 6 percent increases in each of the following 2 years of the contract. Southern Fruit also had offered additional pay increases based on upgrading of job classifications, also retro to last November.

The labor contract also provides for a cost-sharing of increased premiums on group insurance. Therefore, all employees qualifying for the insurance plan are encouraged to help hold down costs by doing a little "shopping" when in need of medical services.

Employees qualifying for vacations will also be happy to know that 3 years' service now qualifies for 2 weeks vacation, where it had formerly been 5 years.

The union and management bargaining teams spent great time and effort since last October in reaching agreement, and The Bluebird News congratulates all for a job well done. Special thanks go to negotiators Jim Longacre for the company, and John Parker of R.W.D.S.U.



HILLARD RUMPH ON THE JOB-The Bluebird foreman pauses in the packaging department.

## A Hard Job Well Done.

The management of Southern Fruit wishes to thank everyone who worked so hard to get the job done after the recent freeze hit.

And we also want to thank your families for putting up with the many hours you put in. We realize it must have been hard on them, too.

## Hillard Rumph, Foreman, Looks On 30 Busy Years At Bluebird

After more than 30 years on the job at Southern Fruit, Hillard Rumph has discovered that plain ordinary hard work and daily routine can pay off in promotions and job satisfaction.

Rumph for six years has been foreman, most recently in the packaging department — that important area where the canned product is finally put into cases and made ready for shipment. When he first joined the company as a lad of 18, he worked as a case stacker. He continued to put his job performance at a high priority in his life and eventually it paid off with many promotions.

As foreman, Hillard has major responsibility for seeing that the final Bluebird product is delivered in the most desirable condition to customers throughout the world.

Reared in Alabama, Hillard came to Florida as a youth and found a sat isfactory career at Bluebird. Among his many tasks have been loading trucks, driving forklifts and as lead man and foreman in the shipping department. He also served as President of the Local 1020 of the A.F.L. - C.I.O.

A family man, Rumph has two sons, Kelvin, 25, and Larry 27. He is active in his church, The New Testament Jerusalem Church of God and is a bowler with an average of 179. He plays softball and is a first baseman with a batting average above 400.

"Some people say I have kind of an independent attitude," Rumph said. "But I like to do what I want to do and I am not concerned about what others do or think that I ought to do. I like people, and I try to learn to like everyone I come into contact with and understand them and their problems and family challenges."

Now 48, Rumph believes he has many more years ahead with Bluebird and looks forward to further job challenges.

## Shirley Says...

By Shirley Simpson

Nice to have both Ruth Knackert and Connie Balliet back at work after short medical leaves. The Bluebird staff missed both of them.

Over in the scale house this conversation between Bonnie Pierce and son Allen, age 10:

Allen: "What time do you get off work, mom?"

Bonnie: "I don't know Allen."

Allen: "Gee, this place must not be very organized if you don't even know when you get off."

So it goes in the business of receiving a fresh and perishable item supplied by Mother Nature.

Everyone celebrates Saint Patrick's Day, even the Italians and the Swedes. Of course everybody wore their green, and at Bluebird it was hard to find a person that was truly Irish.

We had Irish-Italians, Irish-Poles, Irish-Germans, Irish-Frenchmen, Irish-Englishmen, even Irish-Belgians. In fact, there were a few Irish-Heinz 57 Varieties.

As for legitimate Irishmen — well we counted three, Jack Walsh, John Murphy and Maurice Mulcahy.

And if prizes had been given for the best dressed hat or host, first prize would have been given to Phil Caurso for his kelly green attire and his off-green loafers.

We have a sportsman in the Sales department. Al Thomas is coaching a team of 7 to 14 year old boys - plus he is a member of the Seminole County Men's Soccer team. Hope he has Bluebird juice for his team's break-times! A salesman is a salesman, day in and day out.

## Parking Advantage

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A recent survey of the Greater Orlando area showed that workers are paying substantial amounts to rent a parking space.

But here at Bluebird we have the convenience of parking provided at no charge to employees. It is to everyone's benefit from top personnel on down to help keep the parking area clean and free of debris and hazardous objects.

It is really true that dimes, quarters and dollars are going into our pockets instead of feeding parking meters or paying for rental space. Well, you could say it is just another benefit from Bluebird.

### You're The Key To Top Performance

Doxs it mattxr whxn you don't show up for work? aftxr all, xvxryonx xlsx will bx thxrx. You'rx only onx pxrson - you cxrtainly don't makx or brxak thx company. Takx this old typxwritxr, for instancx. Nothing wrong with it xxcxpt for onx of thx kxys. But sxx how much diffxrxncx just onx kxy makxs?

You're a key person on your job — so be there to give a top performance, every day.

## TWO BLUE BIRD PRODUCTION DEPARTMENTS ENTER COMPUTER ERA

By Chuck Bowers

Recent installations of "Allen Bradley Programable Controllers", or Industrial Computers, in portions of two major departments have placed Bluebird production in the computer world.

The first computer was installed in the concentrate department for the purpose of controling the operation of three freeze tunnels, their discharge conveyor system and its accumulator table.

"We started relatively small in concentrate, however this system will be expanded to include virtually the entire department over a period of time," an official said.

The second installation was that of the single strength packaging department. This computer is currently controlling both the 6 ounce and 12 ounce shrink wrap machines, their accumulation tables, infeed and discharge conveyors.

With a few exceptions these systems have operated satisfactorily, significantly increasing production in these areas. We

## Here's the data on DATA

By Lee Gongaware

This is to introduce you to "DATA," sometimes known as the Computer Department. We are a department of 4 people, working odd hours. We hope to familiarize you with our department and how it effects you and your job. Our present staff consists of Supervisor Dick Booth, Programmer Lee Gongaware, Operator Sharon Pearce, Asst. Operator Eddie Perry.

If some haven't noticed, well, there's a stranger lurking around Data. He is John Enquist of Lawson Associates Inc., Minneapolis, Minn., here to install our new payroll package.

Under the new payroll system the hours, from the time cards, will be entered into the computer through terminals located in various production areas. A later addition will be a personnel information package which will be added to the payroll system.

are looking forward to including another significant portion of the Refrigeration department on the computer system in the very near future.

A company spokesman said: "We take pride in these installations for several reasons; first, that they are primarily a product of the advanced, futuristic thinking of management at Southern Fruit. Secondly, that the electrical department has been and continues to be personally involved in the planning, lay-out, assembly, installation, operation, and mainten-

ance of each system."

On March 2 three electricians were hosted by the Allen-Bradley Co. at a banquet held at Valles restaurant, where they were awarded certificates for completing the five-week course on the Allen-Bradley Systems. Those certificates were awarded to: Pete Gaskins - Electrical Manager, Chuck Bowers — Electrical Lead Man, Dean Huffman — Electronic Technician.

## Data Definitions

"Are we up yet?"

"Can I sign on?"

"Am I hung?"

"Are we down?"

Well, what does all that mean? Here's an interpretation:

"Are we up yet?" . . . Is the computer running and ready to accept information from a terminal.

"Can I sign on?" . . . Can a terminal be allowed to request a specific job or function?

"Am I hung?" . . . Is there a problem with my terminal?

"Are we down?".. Is the computer temporarily not functioning as it should?

#### THE BLUEBIRD NEWS

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HEAVILY-LOADED TRUCKS LIKE THIS brought a rush of citrus to Bluebird following the winter freeze. But hard and prolonged efforts by company employees managed to get fruit processed promptly. Freeze damage was extensive but rapid harvesting helped protect much of the crop.

## Some Interesting Stuff...-

Catherina Howard has transferred to the Feedmill Department. Cathy started with Southern Fruit Distributors last August as a maintenance clerk. Her new feedmill responsibilities include clerical as well as lab work.

Let's all wish her a lot of success in her new position. Cathy's comment "I am very pleased to be working with Joe Artabasy, and the crew of the feedmill".

Want your insurance Claims handled faster? Drop by the Main Office (Personnel Department) before your scheduled visits to the doctor and pick up the necessary insurance claim forms. You must have your insurance card with you at the

## Fun Discounts Available

This is the time of year when many of us in Central Florida enjoy visiting the numerous attractions that the snowbirds don't have available to them. Among the special discounts for employees of Bluebird are Sea World and Florida Festival, Circus World, Silver Springs, Busch Gardens, Disney World, and Cypress Gardens.

Cards for discounts on all these attractions are available to employees at the Personnel Department.

time you request the insurance forms. Give the completed and signed form to your doctor to be mailed to our insurance department with the itemized statement.

\* \* \* \*

Junior Chastain, Shipping Foreman in the Warehouse department, was formerly with Tropicana and Orange Co of Florida. Junior is an Army veteran, and enjoys fishing and restoration of old cars. He and his family will be relocating soon from Bartow to the Orlando area.

#### Davis, Avant Attend Seminars

Floyd Davis, leadman of the night clean-up crew, recently attended "Supervising People," a 1-day seminar in Orlando.

Donald Avant, Production, took part in "Managing People," another 1-day supervisory workshop.

These activities are part of the company's career development program offered to staffers who are in leadership roles.

## Cost Cuts Studied

Measures to reduce costs and expenses at Southern Fruit were under serious study as Bluebird News went to press.

The freezes of the past two years and the reduction in crop size are having effects on most citrus processors, and the same holds true at Bluebird. A company official also pointed to the importing of Brazilian juices as another major factor currently hurting Florida processors, several of which have already totally shut down for this season. "When we're dealing with less boxes of fruit available, the imports from Brazil, and the overall economy where the public has less spendable income to buy the product, something has to give" a company spokesman stated. "What we're seeing in the news media about inflation and recession has reached our industry. With costs up, and production efficiencies down, its a serious matter of more being spent for less return."

Among the immediate steps the company must consider are layoffs, shortened work weeks, and additional measures for cutting costs and increasing efficiencies. All employees are asked for their ideas for cutting waste and improving efficiencies. Please forward these ideas on through your supervisors. As decisions are made you will be kept informed.

In every way possible management will attempt to assist each and every employee. We ask for your understanding and cooperation thru these difficult times.

A New Supervisor

Weir Alexander joined the Bluebird supervision staff recently. Coming to us from the Pabst Brewing Company, Peoria Heights, Ill., Weir assumed responsibilities as Packaging Dept. Supervisor.

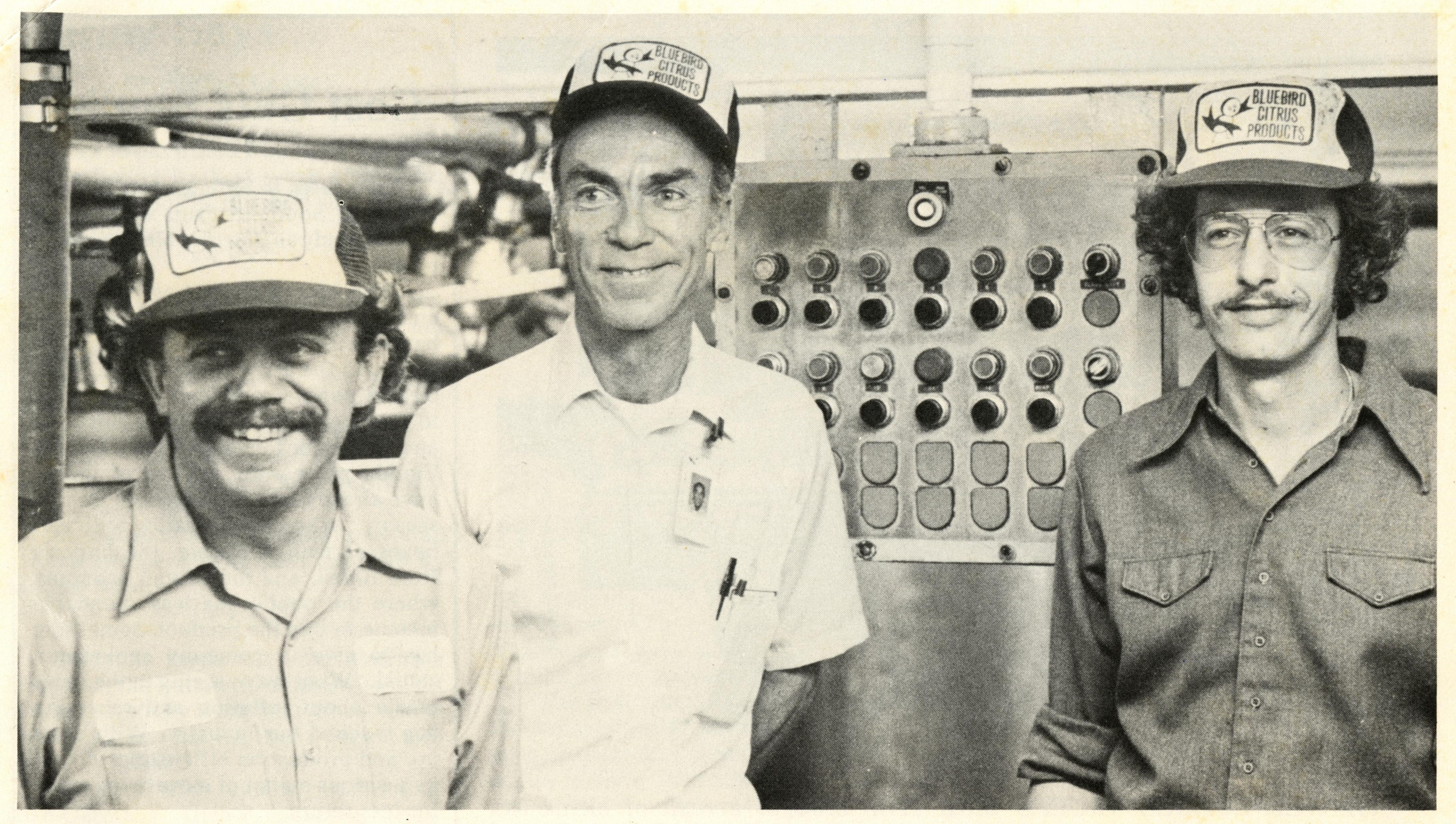
Prior to Pabst Brewing, Weir was Plant Manager of the King Pharr Canning Co., in Alabama. He is a graduate of St. Bernard College, Cullman, Ala. Weir has six children, ages 3-18.

Victor Clark On Job

Victor Clark, quality assurance coordinator for Production, came with Bluebird in late March..

Formerly with the USDA assigned to Plymouth Citrus and Hi-Acres, Victor holds a B.S. degree in chemistry from West Florida, as well as an M.B.A. from U.C.F.

He and his wife, Ginger, reside in Winter Park, and are sailing enthusiasts.



EXPERTS IN BLENDING gather in the processing room — where they make sure juice is prepared just right!

# They Love That Juice — And Blend It Just Right!

When it comes down to the final brass tacks, it is the taste, the color, and the renown quality of Bluebird's products that bring continued sales and customer satisfaction.

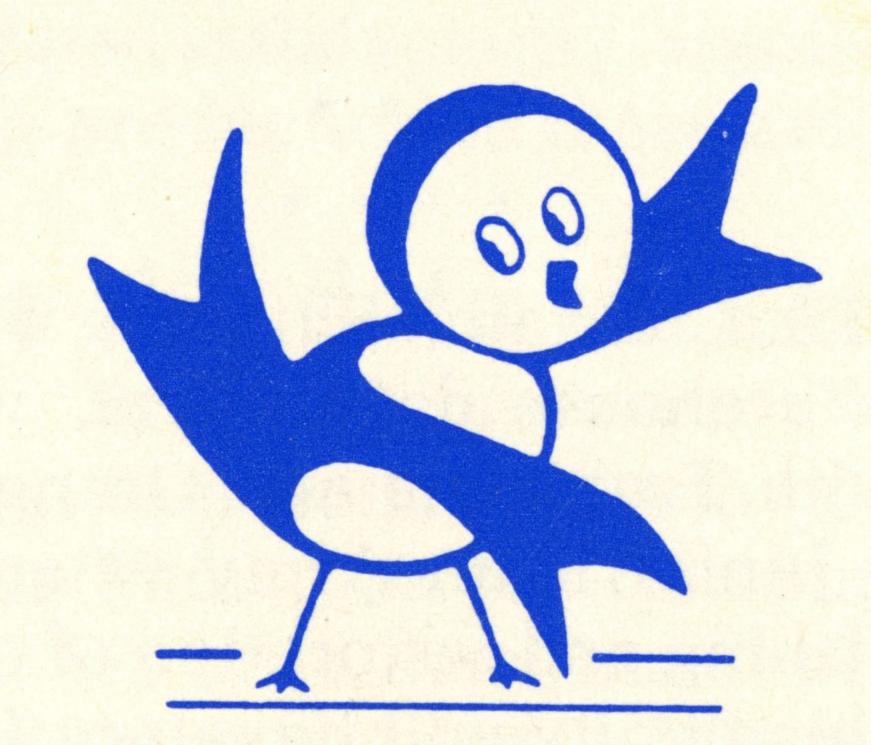
So it is that activities in the blending department have a very high priority among company operations. Will Helton is supervisor and Rick Reindl is lead man in the single strength department.

It is their job to see that juices are blended in precisely the right quantities to meet proper grades, tastes and colors.

"Blending is really a trade secret," says Reindel. "We don't talk a whole lot about how we do it or what we do because that might give away secrets. But always we are trying to produce the very highest quality juice product that is possible to make."

A visitor to the blending area might be impressed by the ten 1,000-gallon tanks that are almost in constant use there. It is into these tanks that the juices are blended and mixed to make up the various products whether orange, grapefruit, tomato or any of the many juices or drinks the company manufactures.

Of course, the United States Depart-



ment of Agriculture also has an interest in maintaining quality and works in liason with Rick and Will.

These workers also do their share of tasting; that is, tastetesting of the products that they are responsible for maintaining. They may in the process drink a good deal more orange or grapefruit juice in a week than the average citizen.

"But," says Rick, "We still love to drink it at home. Orange juice as far as we are concerned has never been just for breakfast but something that we work with all day and then enjoy at home in our leisure time as well."

#### Some Ideas On Using Juice For Cool Drinks

#### ORANGE CREAM YOGURT SHAKE

½ Cup plain Yogurt (4 oz.)

5 oz. Orange Juice

1 Tbsp. Protein Powder

(Can also be made with any sweet fruit juice — Pineapple, Grape, etc.)

#### TROPICAL TREAT SHAKE

2 oz. Papaya Juice

2 oz. Pineapple Juice

2 oz. Coconut Juice

1 Small Banana (or ½ large)

1 Tbsp. Protein Powder

#### ISLANDER SHAKE

2 oz. Papaya Juice

2 oz. Coconut Juice

2 oz. Orange Juice

1 Scoop Ice Cream

1 Tbsp. Protein Powder