

Plants

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Payne is a third-generation family-owned company that produces high quality color printing for customers throughout the Northeast. Production workers belong to the Graphic Communications International Union (GCIU). Most jobs require specialized skills, and pay is in the \$15-20 per hour range, which Gauntlett says is above the industry average.

While Payne takes pride in its local roots, Gauntlett said the company has had to look outside the area for some new hires because local schools don't offer enough training in the disciplines she requires. While most of the company's work is now done on computers, a clear understanding of graphic arts is still necessary. "If you don't know the printing process, you can't do it on a computer," she said.

Many Payne employees have been with the company for years, but new hires are less likely to stick around. "People aren't loyal," Gauntlett said. "They're jumping around a lot. We've always been a family kind of company; our employees have been here a long time."

Managers have been drawn almost exclusively from the ranks, which helps the 60-year-old company maintain continuity in its production.

Energy Converters employs 220 people, 130 in production jobs, 70 in support and technical positions and 20 in management. The maker of electric heating elements runs three shifts at its Lower Demunds Road plant. Like Payne, ENCON has adapted to new competition, getting entirely out of the low-price appliance market, said John Lloyd, vice president for operations.

"Our competition is worldwide," Lloyd said, explaining that nearly all the parts for small appliances are now made outside the U.S. ENCON has focused on commercial and industrial applications, and its average unit sale has climbed to \$5 from \$1 in recent years. The growth in restaurants has increased demand for heat-

Xmas Bingo Dec. 14 at Shavertown

The Shavertown Ladies Auxiliary will host a Christmas Bingo, Dec. 14, at the fire hall at 7:30 p.m.

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"I see Offset continuing to grow at a steady pace."

Ken Getz
Personnel manager, OPM

ing units for grills, fryers and coffee makers. Even leisure pursuits create a market for the company. "Virtually all of the recreational vehicles produced in the country use our units," for the heating systems built atop the vehicles, Lloyd said.

Entry-level jobs at the plant start as low as \$6 per hour, but can move up quickly. Lloyd said the company offers plenty of training, including in technical fields and management, so most higher level jobs are filled from the ranks. "We always give in-house people preference for management," he said.

While Lloyd praises his employees; "The quality of our workforce is excellent," he says, he's finding good candidates more difficult to come by. "The number one thing is attitude; someone who wants to work and to learn."

Lloyd is optimistic about the company's future. "There aren't many manufacturers left in the area," he said. "We aim to stay here and remain a good employer for the Back Mountain."

The region's largest employer is Offset Paperback Manufacturers, where about 650 people turn out an average of one million paperback books a day. Ken Getz is personnel manager for the local plant, a division of A. Bertelsmann and Co., the largest media firm in Europe, headquartered in Germany. He said employment is up about 30 from a year ago.

Production employees at Offset are in the same union as at Payne, and the starting wage is \$6.28 per hour for helper positions. Experienced pressmen and technical workers average about \$17 per hour.

Getz said applicants must be at least 18 years old, and high school graduates are preferred. Experience in the printing industry is a definite advantage, but not necessary. Most entry level jobs are in the bindery, stripping, press or shipping areas, some of which are contained in a distribution center in Laflin.

There is room for advancement at Offset, but it takes commitment and skill to get there. "We basically home-grow all of our operators," Getz said, and they are fully trained. Equipment operators—even for a fork-lift truck—must complete a 4-year apprenticeship before they take responsibility for a machine.

Turnover isn't a problem at the plant; Getz estimated it at about 3 percent a year. "It's gotten even better in the last four to five years," he said. But a stable workforce also means an older one, and Offset employs about 70 college students in the summer to fill in for vacations taken by long-term employees, many of whom now earn three to four weeks' vacation.

While expansion isn't in the cards—there just isn't any more room—improved efficiency is, as automation takes over much of the most physical work. But Getz says the company and union have a good relationship, and Offset has guaranteed jobs won't be replaced by machines.

"I see Offset continuing to grow at a steady pace," Getz said, and that could mean a few more jobs as they do.



Outstanding equestrians honored

Twelve Borrowdale Acres equestrians received year-end awards recently from the Northeastern PA Horsemen's Association for their outstanding accomplishments at the 20 plus horse shows they competed in 1995. Carol Coleman from the U.S. Equestrian Team was present and distributed some of the awards.

Riders are, first row, Alyson Baber; second row, Megan Ross and Erin Liss; third row, Jamie Lauberstein, Jessica Gozikowski, Alison Corey, Wendy Wallo, Dawn Boback, Melissa Valeski, Amanda Adamitz and Kelly Jesse. Absent from photo: Kim Calenda.

Kraynak Road

(continued from page 1)

Carl Aston reported that on November 20 the Jackson Township Recreation Board met and decided to tentatively name the site the Jackson Township Recreation Park, Inc., electing township resident Karen Whipple as chairman. Other positions filled were Mike

Tribendis, vice-president, Sharon Blazek, secretary, and Tom Dougherty, treasurer. It was also announced that there will be no recreation board meeting in December.

In other new business, a motion was passed to make a \$500

donation each to both the Jackson Township fire and ambulance companies in 1995.

Glogowski ended the meeting on a personal note, commending outgoing six-year supervisor Andrew Kasko for his fine service, adding that they had developed a close friendship as well.

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OB-GYN/Infertility Services

Beginning Monday, December 11, 1995, the comprehensive obstetrical, gynecological and infertility services of some of the region's leading specialists will be offered - by appointment - at the Back Mountain Medical Center.

To schedule an appointment at the new location, please call:

Associated OB/GYN Specialists 288-4566	OB/GYN Associates 288-6616
J. Michael Tedesco, D.O.	Theresa M. Baseski, D.O.
Mark S. Polin, M.D.	Michael M. Ferraro, M.D.
	John W. Frye, M.D.

Surgical Services

Beginning Thursday, December 14, 1995, Peter F. Casterline, M.D., Surgical Specialists of Wyoming Valley, will provide surgical services at the Back Mountain Medical Center.

To schedule an appointment at the new location, please call:

Surgical Specialists of Wyoming Valley
821-1100

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Behavioral Health Services

Individual, family, marital and group therapy are now offered at the Back Mountain Medical Center. Confidential counseling is provided to children, adolescents and adults by licensed psychologists, certified therapists and licensed social workers.

Help is available for individuals suffering from stress, phobias, anxiety, depression, alcoholism, drug dependency, career crisis, marital problems, eating disorders, panic attacks, bereavement, custody issues, attention deficit disorders and other areas affecting personal growth and self-esteem.

Confidential services are provided by Advanced Psychological Associates, a division of Community Counseling Services of N.E. PA, an affiliate of Wyoming Valley Health Care System; and Children's Service Center of Wyoming Valley.

For more information or to schedule an appointment, please call 829-1349.

Diabetes Center

Wyoming Valley Health Care System is expanding its commitment to the community in the fight against diabetes - the fourth leading cause of death by disease in the United States - by providing the Diabetes Center's educational programs at the Back Mountain Medical Center.

For more information, please call 283-4560.

Health Awareness

Wyoming Valley Health Care System is pleased to offer a variety of enlightening health awareness, preventive health and personal enhancement programs addressing a wide range of health topics at the Back Mountain Medical Center. Designed to guide you and your family toward creating a healthier lifestyle, these activities reflect our ongoing commitment to providing the people of the Back Mountain with the knowledge and skills to successfully achieve better health and wellness, at one convenient location.

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