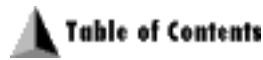


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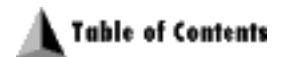
## Special Points of Interest



- Check out the new company website at [www.elheim.com](http://www.elheim.com)
- We are looking for writers. If you would like to write an article for the Heimlight please feel free to do so. Just send it in to the office by snail mail or by e-mail to [sbashore@elheim.com](mailto:sbashore@elheim.com).
- Don't forget to check your lanyards and body harnesses manufacture date to make sure they are within the recommended usage period. Body harnesses are good for 5 years and lanyards are good for 3 years.
- Comments, questions or suggestions can be forwarded to Sam Bashore at 233-8711 or [sbashore@elheim.com](mailto:sbashore@elheim.com)
- It's almost here, the annual Heim Christmas party Friday, December 8th. Mark it on your calendar.

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## Charlie Anspach Runs for 102nd District Seat!



Charlie Anspach is a journeyman electrician who has been with the Edwin L. Heim Company for over 6 years. If all goes according to plan, Charlie wishes to obtain the 102nd Legislative District seat in November of 2000.

We wish Charlie the best of luck in his upcoming election and all his future endeavors.

If you have any questions for Charlie, you may contact him at:



Citizens For Charlie Anspach  
P.O. BOX 116  
Meyerstown, PA. 17067.  
Good Luck, Charlie!

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## Victor P. Derr Jr. Table of Contents

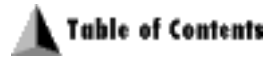
Victor P. Derr Jr., 60, 2018 Lincoln St., died Saturday, Sept. 16, 2000, in Geisinger Medical Center, Danville, from injuries suffered in a fall at his camping lot along the West Branch of the Susquehanna River. An electrician, he worked for Heim Electric of Harrisburg. He had taught for 10 years in the night school electrical program at the former Williamsport Area Community College.

He and his wife, the former Joyce M. Moday, were married 39 years on July 29. He was a member of Memorial Baptist Church. He was a past president of the Williamsport Area High School Band Parents Association. He enjoyed boating, camping and fishing. He served 14 years in the Army Reserve. He was a 1957 graduate of Williamsport Area High School and graduated from the apprenticeship program of Local 812, International Brotherhood of Electrical Workers.

Born Dec. 4, 1939, in South Williamsport, he was a son of Victor P. Sr. and Grace Casson Derr. Surviving, besides his wife, are three daughters, Lora Sullivan and Annmarie Derr, both of Mountoursville, and Cheryl Marsh of Sterling, VA; two sons, Victor Stephen and Ronald Scott, both of this city; a brother, William R. of this city and five grandchildren, Ryan Marsh, Frank and Alex Sullivan, Rachel Foresman and Eric Derr. He was preceded in death by a sister, Patricia Carl Kiessling, and a grandson, Zachery Ryan Derr, on Aug. 5. The funeral was held at 10:00 AM Wednesday, September the 20th.

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## Scholarship Winners



*By: Larry Bashore*

In our spring issue of the Heimlight, we advertised the availability of scholarships for dependents of employees of the Edwin L. Heim Company and GES. The result was fourteen outstanding applications from very talented students.

Scholarships for those starting their freshman year went to Katianne Green, Tim Lebo and Adam Sieg. Jesse F. Boyer, IV, Amy Culbertson and Nanette Huffman were the winners of the scholarships awarded to students currently attending college. I hope that many of them will make it home for the Christmas party so we can congratulate them in person!

Thanks again to all of the employees of Heim and GES for making these scholarships possible. Hopefully this program will continue to grow in the future.

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## Foggy Safety Glasses?



Approximately two years ago the Heim safety committee implemented the mandatory safety glasses policy. This policy was a direct result of injury statistics that pointed to eye injuries as our most serious and frequent injury type. The elevated level of eye injuries was driving our workers compensation costs up and decreasing our productivity.

Like any injury, the hidden costs are many times higher than the visible costs. Decreased productivity is a prime example of a hidden cost, while the increase in insurance premiums is what you would expect to calculate into visible costs.



On paper, a mandatory safety glasses policy sounds great! Decreased insurance premiums, lower workers compensation rates, increased productivity, healthier, happier employees - what more could a company ask? However, in reality, it is one of the hardest safety policies for a company to enforce.

Some problems include: employees not used to wearing glasses, fogging safety glasses, annoying glasses sliding down your nose, scratched lenses that make working even less safe than with the glasses on and the list goes on. Very few policies go unchanged and that goes for safety glasses policies as well. We have tried many different brand names of safety glasses until we came to the Technica brand safety glasses.

The Technica safety glasses come in three shades: smoke (S), light smoke (LS), and clear (C). We are now providing the Technica safety glasses with an anti-fog coating which is very good. The safety glasses that have the anti-fog coating will have an AF designation after the lens type such as CAF, which stands for clear anti-fog. We do however have a problem with the Technica safety glasses, their cost! These safety glasses are very high quality and as we all know with high quality comes an increased cost. This is why we are asking everyone to hang onto your side arms which easily remove from your lenses. If we can decrease the number of side arms unnecessarily sent out with the lenses, we may decrease our costs dramatically.

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## Wiring Division Update



*By: Homer Myers*

It's been a very busy year for the Wiring Division. We have again completed another successful year. Thanks to all for your help and dedication. As many of you know, when you grow in volume of workload, it becomes time to invest. Some of this year's investments were:

1. New van with bucket
2. 6 new service vans
3. 14' diesel box truck
4. Trailer mount 30 kW generator
5. Large Greenlee bender with table
6. Rigid 4" threading machine
7. Scissors lift with trailers
8. Small tools (drills, Hilti, reciprocating saws, radios, battery tools, etc....)
9. Lap top computers & Accubid, a new computer system for estimating.
10. Grand total: \$528,000.00

If our company is to remain competitive and successful in the work place, we must continue to invest in new equipment that will save time and do a quality job. Thank you for being part of our team.

## Red Tag those Broken Tools!



One of the most common complaints on a construction job is the lack of quality tools. Lately that complaint level has been elevated within the Edwin L. Heim Company. There is an easy solution to the problem of broken or defective tools going out to the jobsite, the redtag!

For those of you who are new to Heim or have never understood the process of reporting a broken tool, this article is for you. Once a broken or defective tool is identified, it shall be immediately taken out of service and red tagged. The red tag should be filled out with the job number, tool serial number and the problem with the tool. Unfortunately many tools that are broken or defective go back to the warehouse without a red tag and then end up on the storage shelves along side of the tools that are in perfectly good condition.

Once a tool is determined to be defective, the foreman should call into the warehouse and let one of the staff know it is on its way back to be repaired.

The failures in the red tag system can be completely abolished if this process is followed. The end result will be advantageous to everyone involved. Please keep in mind that failures do occur from time to time. Therefore, in the rare event that you receive a broken tool on the job, there is usually a reasonable explanation for this.

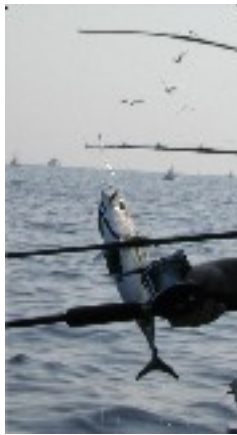
If we all fill out those red-tags and call the warehouse when a tool is coming in for repairs, the level of broken tools showing up on the job will certainly decrease!

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## Annual Heim Fishing Trip



The annual Heim Fishing trip went off without a hitch as usual. This is one of those events that everyone looks forward to every year and for good reason. It is just plain fun! The first Heim fishing trip took place over 50 years ago. As the founders of the Edwin L. Heim Company started their climb towards success, they found time for one of the simple pleasures of life, fishing!



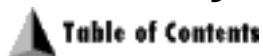
Friday afternoon a bus delivered 46 anxious anglers to Belmar Marina. The weekend starts off with an excellent dinner served by the River View Pavilion. Saturday morning wake up call is at 5:00 AM which is earlier for some than it is for others as you can see.



The crew of anglers first enjoys a breakfast served by Pat's River View Diner and then prepares to set sail at 7:00 AM. The fishing trip lasts until about 2:00 PM when we head back to the marina to tally our catch and get ready for an early supper at Pat's River View Dinner before the bus takes us back to Harrisburg. Unfortunately this year the fishing was not very plentiful however, the weather was gorgeous. Our catch was a little light but the memories are plentiful. This year the individual who caught the first fish of the year was Russell Keith. Congratulations Russell and we hope to see you next year.

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## What day should I be conducting my weekly toolbox talks?



It seems that every foreman within the Edwin L. Heim Company conducts his weekly toolbox talks on a different day of the week. Many of our foremen have expressed the problem of conducting their toolbox talks on a consistent basis due to a demanding work schedule. It is imperative that we conduct these toolbox talks on a weekly basis and preferably on Monday.

Why? The Edwin L. Heim Company has an agreement with our insurance company and with the

Harrisburg area OSHA that we will conduct a weekly safety meeting on all of our jobs. Our insurance company gives us a 5% reduction on our insurance premiums if we perform these safety talks along with other various safety functions. OSHA does not save us any money when we conduct our safety talks. However, they do make us follow the law and conducting a weekly safety talk is just that, the law.

So why do we need to conduct our safety talks on a Monday? It is simply the most logical day to do so. Monday is the beginning of the week and we should start every week with safety on our minds so it stays with us throughout the work week. Workers are also less likely to forget the safety talk if it is conducted at the beginning of the week rather than directly before the weekend, as they may be thinking about the events to come.

A weekly safety talk may seem rather inconsequential in the grand scheme of things. However, it has proven merit and may be our strongest way of conveying the importance of safety to our employees.

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## New York Trip



Here is a photograph of some of our office staff enjoying a dinner during their trip to New York City. When I asked for an interview I received the following response: "Sam I only have one thing to say. What was said in the limo stays in the limo."

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## Service Department Update



This summer was one of the most productive for the service department yet. Two of our largest supermarket customers contracted Heim to work several back-to-back roll-out projects. A roll-out project is one that requires us to perform the same scope of work at multiple locations. This type of roll-out project required an intense schedule with many man-hours of electrical and Tele-data work, as well as increased levels of travel time and material handling. Completing a job of this magnitude on time and with a high level of productivity is what defines the Edwin L. Heim Company as the finest electrical contractor in business today.

Over the years the number of electricians in the service department has continued to grow. However, the staff that manages these employees has stayed the same. Due to this, there have been a few upgrades to our service department including a remodel and the addition of an Administrative Assistant. The service department office was recently remodeled to allow for new modular office furniture and computer equipment. Heim's service department office has also added a new face. We would like to welcome Ms.

Donna Gardner to the service department. Donna will be a valuable asset as the new Service Department Administrative Assistant.

Recently Jay Hyle held his annual Lake Raystown weekend getaway. As always the food and activities Jay provided were top notch. Thanks Jay! Cory Wolf, Mike Nail, Gary Barner, Mike Yinger and Tim Stock are the newest members to the Service Department. Welcome aboard!

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## The Warehouse steps up!



The Edwin L. Heim company has the inherent ability to work as a team. This has been a great factor in the company's success. Like any other team, every member is somehow linked to the other in a chain that must endure the strains of everyday business. Heim is no different than any other company in that some of the links of the chain are taken for granted. There is a group of individuals that works very hard at keeping our jobs supplied with all the necessary tools and equipment. These men can be found pulling tools, double checking material orders, and loading trucks as early as 5:00 AM. Most of you have worked with or met these men and never realized what an integral part of the team they are.

It's as basic as this. If there is no material on our jobs or the material that was sent is incorrect, we all lose. This group of men is directly responsible for receiving orders from supply houses and getting them out the next day to keep the electricians working. Some of the solutions conceived by our warehouse staff to keep our electrician's productivity level up are nothing short of miracles.



Our warehouse staff is composed of the following employees as seen in the picture above from left to right:

- Phil McManaway (Driver)
- Jack Donson (Warehouse Manager)
- Greg Huffman (Warehouse Manager)
- Dwayne Miller (Driver)
- Dan Draughbaugh (Driver)
- Brad Myers (Driver)

The next time you run into one of the warehouse staff, remember to thank them.

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