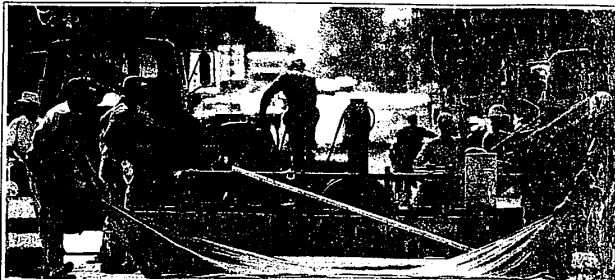


Business



Employers aren't concerned about race, creed, sex, national origin or religion, White maintains. All they want is to hire persons qualified and capable of performing the work. That's the bottom line, he says. (Staff photo)

White: There are virtues in sweating for a living

By JACKIE KLEIN

"Glorified, white-collar parents don't extol the virtues of their children sweating for a living and few vocational schools prepare youth to work in the multi-faceted construction industry."

These are the words of Ernest J. White, executive director of the Southfield-based American Subcontractors Association of Michigan (ASAM). Another problem, he maintained, is that the role of women in construction isn't accepted.

Recently, the Office of Federal Contract Compliance Programs issued regulations mandating the hiring of women by the construction industry, White said. This applies to any federally-funded contract more than \$10,000. But White believes more impetus is needed.

"We don't see any funding or encouragement to the school system to help change the American perception of the roles of women in their pursuit of a career," he contended. "There are few vocational and trade schools in the public school system which train any of our youth for a career in construction."

"Creating acceptance of the role of women must begin in schools. We're paying the freight for an educational system. Why not put it to use? We see many graduates entering the job market with no real skills. The construction industry is expected to turn them into instant carpenters, electricians, pipe fitters, sheet metal workers and steel fabricators."

EMPLOYERS AREN'T concerned about race, creed, sex, national origin or religion, White maintained. All they want is to hire persons qualified and capable of performing the work. That's the bottom line, he says.

forming the work. That's the bottom line, he asserted. But the construction industry is the scapegoat for failings of the "expensive" educational system, he said.

Ironically, the president of ASAM is a woman, Eleanor Penner. Ms. Penner, an art major, is vice president of layout and design for a large construction company.

"Girl-boy role playing is a drawback," White said. "Most parents insist that their children get a college education to become a doctor, lawyer, teacher, nurse or other professions. Parents don't understand that there is a sense of pride and fruition in building something. Their perception of goals is easy money, jet setting and living among nice people."

"But nice people build roads, houses and hospitals. They take chances, work hard and gain self-satisfaction. Technology is taking over and we need builders. But nobody wants to spend the time learning a trade. They may have the aptitude but not the appetite for the job."

THE EMPHASIS on college training programs to certify students for the building trade has been abandoned, White said. Certification is now the responsibility of unions which sponsor apprenticeship programs limited in scope and lacking financial backing, he contended.

Most young persons going into the building business are either sponsored by unions or related to the boss, White maintained. But no neutral organization offers the opportunity, financing, supervision or accreditation that's needed, he said.

"The Economic Development Administration funds public construction jobs for courthouses, jails, libraries and other facilities," White said. "But young persons aren't even taught how to apply for a job."

Rising costs cause worry for construction industry

Michigan's construction industry is fighting for economic survival largely because of escalating workers' compensation costs.

That's the belief of members of the Michigan Construction Industry Workers' Task Force which includes Ernest White, executive director of the Southfield-based American Subcontractors Association of Michigan (ASAM).

"The task force was formed as a direct reaction to a sense that Michigan public policy makers are beginning to recognize the bitter reality of the workers' compensation system," according to a report by the construction group.

"We are heartened by recent commitments of state leaders to reform the system. The time has never been better than it is today."

Gov. William Milliken's 1979 state of the state message said Michigan's ability to compete for new jobs is seriously threatened because of the steadily increasing cost of the system - more than \$800 million a year.

AMONG THE TASK force's recommendations for reform are the following:

- Workers' compensation benefits should be based on spendable, after tax income.

- The wage loss concept of reimbursement recognizing a loss of earning capacity should be inherent in workers' compensation payment calculations.

- The loss provision should adequately define such concepts as loss of vision and loss of industrial use.

- Disabilities such as heart disease and mental illness must be clearly related to employment in order to be compensable.

- Vocational rehabilitation programs must be established to promote resumption of limited work duties.

- A realistic control of spiraling legal fees in workers' compensation cases must be imposed.

WHILE THE ASAM is concerned about and involved in the workers' compensation laws, it also has a number of other functions, White said.

"We give advice on pocketbook



WHITE: "I took this job because all my life I've been fighting against inequities. We're concerned about laws which we believe insulate building trades from marketplace competition, are organizing tools for unions and pump inflation into the construction industry. (Staff photo by Gary Friedman)

issues," he said. "Subcontractors are the 'bankers' of the construction industry. They furnish labor and materials and sweat out getting paid. We weed out unscrupulous operators and tell our members not to peddle or bid for a contract unless they're pretty sure they'll get paid for the job."

Subcontractors, White said, are partially protected under the lien law. The subcontractor has four months to file a lien against the contractor for non-payment.

Many subcontractors are reluctant to put pressure on a contractor, fearing they won't be allowed to bid on the next job, he said. They rationalize if they lose money on one project they'll get it back on the next one.

Keeping on top of legislation affecting contractors and providing a voice to represent their interests is a major goal of the ASAM, White said.

"I took this job because all my life I've been fighting against inequities," he said.

"MEMBERS OF THE American Subcontractors are concerned about laws which they believe insulate building trades from marketplace competition, are organizing tools for unions and pump inflation into the construction industry."

We're involved in proposed amendments to the Occupational Safety and Health Act, affirmative action legislation, minimum wage increases, and measures to provide more federal support for unemployment compensation during national recessions. That's just for starters."

Generally speaking, subcontractors get minor billing for starting roles, White said.

The typical subcontractor feels overwhelmed by government regulation and paper work and is growing more dissatisfied with ineffectiveness in government, he claims.

BUSINESS PEOPLE

A new sales organization was announced by the Budd Co. of Troy, to promote total coverage of North America for all product lines. The organization is headed by NICHOLAS UZELAC of Bloomfield Hills, vice president-sales, and JAMES D. GLASPIE of Lake Orion, appointed director, sales. Uzelac has been with the company since 1945 and Glaspie joined in 1960.

DR. G. DALE CHEEVER of Rochester, senior research scientist in the Polymer Department of the General Motors Research Laboratories, was named a recipient of the fourth annual Charles L. McCuen Special Achievement Award for development of a system to improve the "paintability" of sheet molding compound, a plastic used for car body components. DR. WEY-CHAUNG KUO of Bloomfield Township, associate senior research engineer of the Electronics department, won for his work in reducing radio frequency interference caused by ignition systems. His technique is now used on all GM cars. DR. CHI-MOU NI of Troy, senior research engineer in the engineering mechanics department, won for devising a new method of mathematically modeling vehicle structures, providing a major advance in total vehicle modeling under impact conditions.



GLASPIE UZELAC GAJEWSKI

HENRY E. GAJEWSKI of Troy was appointed to the newly created position of director, corporate facilities and inventory planning, at Ex-Cell-O Corp., Troy. Gajewski held several management positions at Davidson Rubber Co. and its parent, McCord Corp., which recently merged with Ex-Cell-O. Prior to his new position, he was vice president-purchasing for the McCord Group of Ex-Cell-O.

HEINONEN

Schostak Brothers & Co., Inc., a Southfield-based real estate company, announced that DONALD G. HEINONEN has been appointed vice president for industrial development in their brokerage division. He will be involved in the analysis of industrial sites for construction of buildings for sale or lease. Prior to this association, Heinonen had established his own industrial brokerage and development business which is now being merged into Schostak Brothers operations.

RICHARD H. CUMMINGS, was elected vice chairman of the board of National Bank of Detroit and its holding company parent, National Detroit Corp. He will have responsibility for all corporate banking activities. Cummings joined NBD in 1948 and was promoted several times before becoming executive vice president in 1972. D. DEAN KAYLOR was elected executive vice president of NBD. He will be responsible for the general direction of the administrative services, bank investment, controller's and general services divisions of the bank. Kaylor joined NBD as a credit analyst in 1957 and advanced to senior vice president in 1972.

Duo creates art glass designs

By SUSAN TAUBER

Cooper's Arms in Rochester, Pekar's Place in Avon Township, Beau Jack's in Bloomfield Township, and selected Tubbys and Little Caesars dining spots throughout Oakland County - they all have something in common.

Each restaurant is decorated with custom-leaded art glass windows or pictures from Another World of Glass.

The five-year-old business specializes in hand-made, leaded art glass designs. Owned by 27-year-old Gary Labbe of Ferndale and 26-year-old Rocky Martina of Waterford Township, the Rochester-based business has flourished, Martina said.

"We were selling a line of terrariums and sun catchers when we first opened," Martina said. "Customers were coming in with a demand for windows and lamps. So we started making what they wanted."

The two men apparently have been able to meet the demands of the consumer because they've never advertised, yet they've had a steady flow of business over the years.

"We average three large commissions a week. That's not counting the little items we make and sell in the shop as gifts," Martina said.

The co-owner of Another World of Glass is able to rattle off an extensive list of restaurants, private homes and churches with custom-designed pieces from the shop.

ONE OF THE designs for Tubbys', a submarine sandwich operation, became the firm's official logo.

The Back Court restaurant at Deer Lake Racquet Club has a leaded glass picture of Arthur Ashe and Jimmy Connors playing a tennis match. The tennis net is made from 2,500 hand-soldered X's.

Another World of Glass, with three craftspeople at the store and three working on commission, features items made from leaded art glass, which is color glass. Stained glass, explained Martina, is plain glass that the artist paints hand then fires in a kiln.

"We purchase the completely colored glass in sheets an eighth-of-an-inch thick, 3 feet by 7 feet. If one piece breaks, it's like a guillotine," Martina, one of the craftspeople, said.

It's also Martina's job to work with customers, helping them decide exactly what they want for their design.

Labbe, an artist, designs the pieces, making renderings in colors similar to

those in the finished product.

Once the customers approve the designs, the work of creating the pieces starts.

First, the shop employee or freelancer makes a pattern of each piece from sturdy paper.

THE PAPER DESIGN is placed on top of the leaded glass and glass pieces are cut.

If the glass edges are rough, these are buffed. Skilled workers should be need to buff the edges, according to Martina.



Gary Labbe and Rocky Martina of Another World of Glass have been able to meet the demands of the consumer because they've never advertised, yet they've had a steady flow of business over the years. (Staff photo by Mindy Saunders)

Then the glass pieces are put down in order, packed into strips of lead and the lead pieces are mitered for a perfect fit.

The worker fuses the joints until they are invisible, puts grout in the gaps between the lead and the glass and cleans the piece. Then it's complete.

"Making leaded art glass pieces is an exacting type of craft," said Martina. "It's not like a carpenter's work where you have an eighth-of-an-inch to work with."

But for Martina and the others in the business, paying attention to minute

details pays off.

"It's a good feeling when we finish a piece and deliver it to a satisfied customer. It's also satisfying to know that when each of us is gone, our work will still be around," he said.

Another World of Glass designs come in various styles - contemporary, Old World, Mediterranean - whatever the customer wants. Soon each new piece will be signed and dated, something California leaded art glass workers are now doing.

Martina has seen a growing interest in leaded art glass over the last five years.

"LEADED GLASS has been in the closet for 40 years," he said. "There's a new generation interested in it now."

The craft is costly. A small lamp shade may cost around \$300.

The high cost is due to time involved in making the product, in spite of improved tools, and also due to the cost of glass.

"Cost depends on the color glass we use," Martina said.

Red opalescent glass, for example, is expensive because manufacturers melt down gold and use it in the red to bring out the color. It's only made every few years. Five years ago, we bought red opalescent glass for \$50 for 21 square feet. Now we pay \$25 a square foot."

Glass is purchased in West Virginia, California and Georgia. It isn't manufactured in Michigan.

Another World of Glass recently moved from its upstairs location on Main Street to a larger, first-floor location on Fourth Street, east of Main.

"We needed a first-floor location. We used to have to lug 800 pound crates of glass up the stairs," Martina said.

The new shop still will have leaded glass terrariums, tissue boxes, mirrors, sun catchers and other decorative items for sale.

But the bulk of its business, Martina said, will be limited to working on a mass-market scale with builders.

"WE WANT to be able to do designs for churches, new homes, buildings and restaurants and leave it up to our people working on commission to make the gift items."

"One of our ideas, for example, is to design leaded glass windows for all the new houses in a subdivision. This means working directly with the builder," Martina explained.

He will also begin teaching leaded art glass lessons in the new location.