

as just-made a special an obscenity on men paper bags, an arbitrator worker produced the bags as a joke, intending to give them to But 10 bags were shipped to a customer, harming the firm's image.

**HOUSE CRITIC:** The AFL-CIO's George Taylor, one of the harshest critics of Reagan's OSHA actions, is asked by Labor Secretary Donovan to continue as a member of a national advisory committee on OSHA. Donovan praises Taylor for "the contributions that you have made." Taylor accepts the reappointment.

**FLY-IN NUN:** The communications workers' union claims a Sisters of Charity hospital in Colorado brought in a nun from one of its nonunion hospitals to bust the union. While there, she wrote workers regularly to "give us one year" without the union. The hospital denies the charge, saying the nun was brought in as an administrator.

**SMOKE SCREAMS:** More firms prefer nonsmokers—but it's still a hot issue.

In Atlanta, Management Search, Inc., says it has had nearly a dozen requests in the past year to place nonsmoking office workers; it rarely had such requests in the past. In Seattle, William Weis, a business school professor, surveyed 371 managers and found a majority preferred to hire nonsmokers. When he reminded the managers of possible health risks, the figure rose to 89%.

But there is a growing smokers' backlash. At New York Telephone, where smoking is prohibited in some areas, "It's like being in school. You have to smoke in the bathroom," complains spokesman Tony Pappas. A Washington, D.C., court judge ruled last month that there aren't any regulations requiring employers in the city to provide smoke-free work areas for non-puffing personnel.

*Some giant firms sit on the fence. In Michigan, General Motors, Kmart Corp. and Upjohn Co. all have no official policy on smoking areas.*

**THE CHECKOFF:** The AFL-CIO spurns HUD's bid to hand out leaflets advertising its services at Saturday's "Solidarity Day" protests against the Reagan administration. ... Employee investment funds are among the biggest shareholders at one third of the top 500 U.S. firms, says Labor and Investments, an AFL-CIO publication.

—ROBERT S. GREENBERGER

again. their fate completely to row," the hall where engineers sit at mahogany desks, they decided to try to build their own security.

A close look at some of Harvester's part-time entrepreneurs reveals their individual motives and shows how their ventures fare.

### Stan Urbine

Mr. Urbine's sideline in race-car parts grew out of his love of racing, but his ties to Harvester run deeper. His father spent his entire work-life there, and Mr. Urbine's summer high-school jobs were on the truck plant's assembly line. After returning from Vietnam in 1972, Mr. Urbine went back to Harvester, signing on as a draftsman and working up to design engineer.

Today, Mr. Urbine is a balding, bespectacled confirmed bachelor of 38 years. His usually dry, teasing manner hardens when he says he is "a renegade" at work, where his refusal to don a tie is but one sign of his general disillusionment with his job.

"It seemed like a great opportunity. I mean, this is where they design the trucks," he says. "But they seem to just copy old designs. Everyone is building a little kingdom, keeping their butts covered, and supervisors are afraid you know more than they do."

"My attitude is wrong, according to my dad," Mr. Urbine adds. "He says Harvester gave us everything we had." But the younger Mr. Urbine, the design work he now does on exhaust pipes and chassis isn't challenging, and he says Harvester "has turned me into a paper shuffler."

An unexpected layoff in 1975 was the turning point, Mr. Urbine says. Then I made up my mind to try to turn this racing hobby into a business that could make us financially independent. Before the layoff, it was different. I was going to make Harvester a career. I was dedicated.

Because of his current dedication to racing, he hasn't missed an Indianapolis 500 since 1959, and his own race driving hasn't been deterred by an accident in which he slammed into a telephone pole. He and Greg Urbine converted an old barn on his brother's property to build their own stock cars, and word spread about their custom-made parts.

The brothers are "uncompromising," says a racing buddy, who adds: "Stan has studied the dynamics of race cars and what makes a car handle. And when he learned welding, he studied what happens to the metal."

The Urbines' firm, JB Machine Performance Engineering, is bursting out of its 100-by-25-foot shop. This year, Stan Urbine is too busy working on other people's cars, which he and his brother built, to race his own. During the weeks between weekend races, he patiently adjusts and readjusts

Please Turn to Page 26, Column 1

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