The Maxim Gor'kii Plant, which is one of the main suppliers of automobile, polished, and other forms of industrial and constructional glass, is carrying out a lot of work with the aim of raising labour productivity, increasing production, mechanizing and automating processes, and introducing advanced production processes.

By widely extending competition to achieve an early completion of the Five Year Plans, the collective of the Plant is year by year raising the tempo at which production is increasing. During the first quarter of 1974, production worth 106 thousand ruble was produced in addition to the targets; this included 38.7 thousand m² of polished glass, consumer goods, and domestic utensils to the value of 119 thousand ruble. Labor productivity is 15.6% higher than for the same period in 1970 due to the introduction of advanced production methods and the mechanization for automation of production processes. All the increased production was the result of raising labor productivity. Thanks to the automation of the batch-preparation operations, the hermetic sealing of the conveyor transport for the raw materials, the introduction of rationalized cutting of the glass and materials, savings of 39.1 thousand ruble have been achieved. Production worth 594.3 thousand ruble has been produced from the raw materials saved. Thirteen organizational and technical measures have been introduced producing savings of 116 thousand ruble.

The forms of competition are constantly being improved. An important role in the development of competition is played by the increased creative activity of the engineering and technical workers. Today, when questions of accelerating scientific and technical progress have become the everyday tasks of all engineering and technical personnel, it is important to create the conditions for the most urgent forms of competition among specialists in order that they, as the technical vanguard, should yield the highest possible return.

All the engineering and technical personnel at the Plant have their own personal target and the majority of them are creative. An important part of their creative plans is the development and introduction (into actual production) of new techniques and advanced production methods. Thus, the deputy Chief Designer F. P. Kholin plans to develop a variation of the pointed arches in the drawing channel of the No. 2 system to replace the existing ones.

The development and introduction of measures is planned for the mechanization and automation of arduous manual operations. A senior design engineer, Yu. N. Zamyatin, plans to develop a design for a granulator for use in the high-quality glass shop and he is at work on a standard design for the manually operated cutting head for figured cutting of glass.

Much attention is being paid in all these plans to rationalization and invention work; to the introduction of measures which will economize on the expenditure of raw materials, ancillary materials, and wages; and to improvements in labor organization, and inventory and accountancy methods.

The competition among engineering and technical personnel was begun in 1973. The successes of the creative plans can only be summed up in the workshops of the Plant. In the current year, creative brigades of the engineers and technicians who will produce collective team plans have been set up for the first time. Thus the creative brigade in the polished-glass shop which consists of the shop foreman A. I. Butnyakov, his deputy L. S. Novikov, the senior craftsman A. Lukashin, and M. S. Shlyamova an economist, have drawn up their plan as follows:
to master the output of 3-mm glass on four pairs of edge-forming machines with a strip width of 3200 mm; the proposed saving in electricity will be 500,000 kWh, or in money terms, 3840 ruble;

to master the output of 2.5-3-mm glass by five pairs of edge-forming machines with a proposed economy of 8860 ton of raw material or 20 thousand ruble;

to master the production process of making glass in a furnace with a daily productivity of 330 ton using rotary batch chargers and thus to save 69.3 thousand ruble.

In the current year, a general Plant Commission has been set up under the presidency of the Deputy Chief Engineer M. I. Popov, to carry out a systematic monitoring of the course of the competition among the engineering, technical and ancillary personnel.

The Plant specialists and the creative brigades, having successfully fulfilled their plans and made significant economies, will be awarded diplomas of merit and prizes given for the results of the six and twelve months work.

For the first time this year the collectives of the shops have undertaken counter plans. Among the main features of these must be included the measures undertaken to produce additional output from materials which have been saved and to extend the production of goods with the State or Plant Emblem of Quality.

V. I. Shurov a machine operator in the polished-glass shop, first proposed the drawing up and undertaking of counter plans. The initiative shown by this leading worker was discussed at a Union meeting in the shop and supported by the shift. The Party and Union committees approved this patriotic beginning. Thus, the polished-glass shop was the initiator for the idea of counter plans at our Plant.

Beginning in 1974, a decisive year for the Ninth Five Year Plan, the shop collective initiated a competition for the early completion of the Ninth Five Year Plan and undertook a counter plan which would produce an additional 200 thousand m² of polished glass. In reviewing their resources, the shop undertook more stringent commitments and decided to produce more than the set targets with an initial commitment for a further 100 thousand m² of glass. During the first quarter of the year the collective of this shop produced an additional 45 thousand m² of polished glass.

The initiative of this shop has been supported by the Triplex shop which produced an additional 21.5 thousand ruble of production in the first quarter of the year. As a result of improvements to the production process and the carrying out of certain organizational and technical measures, labor productivity rose by 32% over that for the same period in 1973.

The collective of the automobile glass shop fulfilled its counter plan for the first quarter of 1974 and thus produced 4 thousand m² of stalinite and 2 thousand m² of Triplex.

The task of fulfilling these arduous counter plans is solved in each place of work. As an example, we can quote the individual plan in the automobile glass beveling shop proposed by F. I. Blokhina who was the initiator of the idea of an early completion of the last two years of the Ninth Plan. In her own personal plan she has undertaken the following production target for the last two years of the Ninth Plan in honor of the 105th Anniversary of Lenin's birth: to produce each month in addition to the plan not less than 630 m² of glass and to reduce wastage in the finishing process by 0.5% which would save 15 m² of glass every month.

Her initiative has been followed by the No. 3 shift in the stalinite department of the automobile glass shop led by K. N. Suslova. The collective of this shift has undertaken to fulfill the targets of the Ninth Five Year Plan six months in advance, i.e., in July, 1975. During the first quarter of 1974, the shifts plan was 104.3% fulfilled; production to the value of 7,3 thousand ruble above the target was produced; and 1900 m² of stalinite was produced. Wastage was reduced by 2.1% in the production of flat stalinite producing a saving of 730 m² of glass valued at 695 ruble.

By comparison with the first quarter of 1973, labor productivity rose by 6.9%.

A new type of socialist competition is being widely extended in the Plant, namely in training. The leading production workers act as tutors to the new arrived workers. In the shop where the Triplex glass is molded to shape, M. A. Baibeva has undertaken to train M. M. Grubova in this craft and to help her achieve production norms of not less than 102%. As a result of this tutoring M. M. Grubova passed her examinations, taking fourth place. The leading workers in the shop tutor 20 young workers.