The socialist competition in honor of the fifth and last year of the Ninth Five-Year Plan has assumed extensive proportions and also includes the personnel of the Krasnogorovsk Refractories Plant among the participants. Refractories output in 1974 exceeded the plan target by 4482 tons, viz., 715 tons dinas and 1004 tons aluminosilicate products and 2763 tons ground materials. Product sales were 461,000 rubles and the increase in labor productivity 3.3% above the plan targets.

The results of the socialist competition and of the movement for communist labor among the personnel of the sections, teams, leading workers and foremen of the main and auxiliary sections are reviewed every month, i.e., not later than the eighth.

The personnel of the section which wins first place among the sections of a given group is given the title "Best Section of the Plant" and awarded a Challenge Red Banner together with a cash bonus from the incentives fund within the limits agreed with the Committee of Trade Unions of the plant. The personnel of a section which wins the title three months in succession is awarded a Certificate of Honor.

In 1974 the title "Best Section of the Plant" was won several times by the dinas section (manager M. S. Kosinov, party organizer N. F. Totchenko, chairman of the section union committee F. K. Gvozdet-skii) and by the maintenance and machine shop section (manager V. F. Antonov, party organizer I. A. Lunev, chairman of the section union committee I. A. Matveichuk).

The team which achieves the best performance in a month is awarded the title "Best Team of the Plant," retains it for the following six months, and is presented with a Certificate of Honor. The names of the team which wins first place in the year's socialist competition are entered in the Book of Honor of the plant.

The winner of the socialist competition of the individual professions or trades is awarded the title "Best Worker of the Profession"; a worker who wins this title six months in succession has his name entered on the Board of Honor of the plant, and the name of a worker which holds the title for a year is entered in the Book of Honor. All individual winners of a socialist competition receive Certificates of Honor.

The foreman with the best performance indices of the month is awarded the title "Best Foreman." Foremen who win first place in the quarterly socialist competition are eligible to participate in the regional competition.

Every quarter a bonus fund is placed at the disposal of the foreman. The most outstanding workers of the month are paid a cash bonus from this fund which is entered in the accounts under the item "Internal Competitions." The payments are made at the discretion of the foreman by agreement with the trade union organizer.

Provisions exist for awards to the foremen. A foreman who has been in his job for at least one year and for six months in succession achieves peak performance in the fulfillment of the plan and the socialist commitments is awarded the title "Plant Foreman 2nd Class."

A foreman who has been in his job for at least three years and for 12 months in succession achieves peak performance in the fulfillment of the plan and the socialist commitments is awarded the title "Plant Foreman 1st Class."

Lenin Refractories Plant, Krasnogorovsk. Translated from Ogneupory, No. 2, pp. 4-6, February, 1975.
A foreman who has worked at the plant for at least 10 years and as foreman for at least five years and achieves optimum production and economic indices for a year or more is awarded the title "Merited Foreman of the Plant" in recognition of his exemplary method of job organization and his contribution to improvements in production technology.

A plant foreman 2nd class receives a Certificate of Honor, a cash bonus, and an issue of work clothing. A plant foreman 1st class receives a certificate, a 20% increase in his salary, and an issue of work clothing. A merited plant foreman receives a testimonial, a 30% increase in his salary, a free vacation in a rest home or sanatorium, and an issue of work clothing.

The workers of a shift producing the results which earned the foreman the title "Plant Foreman 1st Class" or "Merited Foreman of the Plant" receive a 20 or 25% increase in their annual bonus.

The titles of "Plant Foreman 1st Class" and "Plant Foreman 2nd Class" are awarded twice each year, i.e., on the "Day of the Metallurgist" and in January, and are ratified each year by a joint decision of the plant administration and the plant committee of trade unions on the basis of submissions from the management and social organizations of the sections.

The title "Merited Foreman" of the Plant is awarded once each year on the Day of the Metallurgist.

Based on the performance results for the first half-year of 1974 the title "Plant Foreman 1st Class" was awarded to Nikolai Filippovich Totchenko, chief of the crusher-grinder department of the dinas section, and the title "Plant Foreman 2nd Class" to Kseniya Mikhailovna Ilyushchenko, chief of the department of control and measuring instruments, mechanization and automation of the energetics section.

The annual bonus of workers whose names are entered on the Board of Honor and in the Book of Honor of the plant is increased by 25%. Workers and engineering and technical personnel with good production records receive valuable presents.

The targets of the Ninth Five-Year Plan were reached ahead of schedule by 126 leading workers and those of the plan for 1974 by 140 workers and 16 teams. A total of 32 workers were awarded the badge "Shock Worker of the Ninth Five-Year Plan," among them Vasilii Ivanovich Akritov, pattern maker of the maintenance and machine shop section; Ivan Nikolaevich Bogach, press operator in the dinas sections; Ivan Petrovich Garder, lathe operator in the maintenance and machine shop section; Lyubov Afanaseva Evgodii, product doffer in the dinas section, and other workers.

The status of labor veteran has been introduced at the plant. The title "Labor Veteran" is awarded to workers, engineering and technical personnel and office staff who have worked at the plant continuously and irreproachably for at least 25 years for men and 20 years for women.

The title is conferred in a joint resolution of the plant administration and the trade union committee of the plant on the basis of submissions from the section administration and committees after the candidate has been discussed at a meeting of the section personnel.

A labor veteran has the right to choose the time of the year for his or her regular vacation, receives a free pass for the vacation resort of the workers of the plant, has priority claim for trips to a health resort and rest home, is entitled to fuel at 50% of the cost and receives materials for building and maintaining a personal home.

On reaching pensionable age and qualifying for old-age pensions workers who have been employed at the plant for a long time during which they have actively participated in the social life of the establishment and contributed greatly to the production effort and growth of the plant are paid a sum of money commensurate with their period of service.

The growth of the Communist Labor movement at the plant is illustrated by the following figures. The competition for the title "Communist Labor Team" has been joined by 11 sections, 56 departments, and 83 shifts while 3527 individual workers are competing for the title "Shock Worker of Communist Labor."

As of October 1, 1974, the title "Communist Labor Team" had been conferred on five departments and 23 work teams, and the title "Shock Worker of Communist Labor" on 1458 individual workers.

The high performance indices in the socialist competition for the third quarter of 1974 have earned the plant personnel the Challenge Red Banner of the Ministry of Ferrous Metallurgy of the Ukrainian SSR and the Ukrainian Republican Committee of the Union of Workers of the Metallurgical Industry together with a cash bonus while for the results of the second quarter 1974 the plant personnel received the Challenge...