

Rules vary when co-workers are family

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Montgomery Advertiser



Darrell and Julie Dapprich work together in the office at Industrial Specialty Company Inc. The company employs multiple members of families.

-- Photos by Mickey Welsh Advertiser

Michael and Victoria Saunders of Montgomery are inseparable. The couple met at work, began dating and fell in love.

"We do everything together," said Michael Saunders, who works in the engineering and design department at Industrial Specialty Company in Montgomery. "We go to work together, eat together and go to Wal-Mart together." Victoria Saunders works in the company's quality control department.

But when the couple was dating, they kept it low key -- although they worked practically side-by-side.

The Saunders's, who have been married a year this month, continue to work at Industrial Specialty, becoming a part of a growing trend of family members working for the same company.

Although the Saunders's waited until they were ready to tie the knot to reveal their workplace romance, company owner Ken Kranzusch was elated when he found out the two were planning to wed.



Ken Kranzusch, left, owner of Industrial Specialty Company, and Steve Kranzusch, his brother Company Vice President, work together on a project.

Kranzusch likes to brag that his business is family owned and operated: Members of seven families, including three married couples, are among the 60 employees at the metal and anodizing factory.

Kranzusch said he has enjoyed having family members work together in the 30 years he has operated the business.

"There is a higher standard and quality level expected and achieved when you work with family," said Kranzusch, whose brother, daughter and son-in-law work for him. "If all of them worked in the same department, it might cause some scheduling and vacation issues, but they all are considerate and wouldn't put us in a bind like that," Kranzusch said.

"Many of the family teams work near each other but not next to one another," said office staff employee Julie Dapprich, whose husband, Darrell, is company vice president of Marketing. "We joke that with the kids and all their activities, lunchtime in the break room is the only time we can sit quietly together."



Scott Boyd, left, Archie Boyd, center, and Jeff Boyd work in the shop at Industrial Specialty Company. Archie is Scott and Jeff's father.

Archie Boyd said the time that he spends with his two sons, Jeffrey and Stephen Boyd, at work is easy and invaluable.



"Both the boys have their own families and this is the only time that we have to really talk," Archie Boyd said.

There is no written policy at Industrial Specialty, but other area companies have definite rules about families working together.

Meanwhile, Industrial Specialty employees Loi Ngoc Pham and Du Kim Ho, married for 12 years, said they have worked side-by-side for nine years without any problems.

"It is not hard because we have always worked together, the entire 12-year marriage," DuHo said. "I love to work next to him and we do it well together, helping one another."