



GAT Management Newsletter

GOODYEAR ATOMIC CORPORATION

a subsidiary of

THE GOODYEAR TIRE & RUBBER COMPANY

Editor - H. McClelland

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AN INCREASE in our Educational Assistance Program budget has been approved along with increases in the maximum refund and advance that can be approved for Non-degree and Bachelor's degree programs. The new maximum refund is \$300 in any one fiscal year. The new maximum advance is \$100 in any one college quarter. The provision that an employee must have six months of continuous service by the time he completes a course for which he seeks reimbursement has not been changed. Standard Practice Procedure E-GP-5 and A-1170 forms are being revised to reflect the above increases.

THERE IS STILL TIME to get your ticket at bargain prices and join about 500 other area residents interested in self-improvement at the 11th Annual Portsmouth Management Conference, Saturday, December 6. See JACK WEBB if you haven't already got your ticket.

CHIEF LOGAN COUNCIL, Boy Scouts of America, has elected officers and board members for the coming year. G. H. REYNOLDS and H. STEINHAUER are new members of the Executive Board. They join H. E. McCOMB, C. D. TABOR, A. L. WILLIAMSON and DR. F. E. WOLTZ who have been re-elected. J. J. EYRE is newly elected and D. H. CAUGHLAN re-elected as Council members-at-large.

R. E. SCHISLER, D-816, was elected a member of the Minford School Board in November.

NEW SALARY EMPLOYEES include: JOHN F. BAUM, engineer, sr. in D-535. He graduated from high school in Battle Creek, obtained a BSEE degree in 1963 from the U. of Michigan. He has been working as an instrument engineer at the Kennecott Copper Corp. in New Mexico since February, 1965. He and his wife, Linda, have a 7-months-old daughter. CHARLES S. HOWLAND, engineer, sr. in D-761, graduated from high school in Beaumont, Texas. He has a BME degree from Georgia Institute of Technology. For the past 17 months he has been a project engineer with Bendix Corp. at Kennedy Space Center in Florida. IVARS MICULS, engineer, sr. in D-532, graduated from a Detroit, Mich. high school. He has a BA in Chemistry and MS in Chemical Engineering from Wayne State U. in Detroit. He and his wife, Elenora, have two daughters, ages 5 and 8 yrs.

CODE INSPECTION ACTIVITIES are currently being featured in the display area, second floor, X-100 bldg. If you are not familiar with their work, we invite you to take a look at the exhibit.

MANAGEMENT NEWS---ON THE NATIONAL LEVEL

A MAN'S JOB and his health are closely related. The lower his position, the more likely it is that he is unhealthy. If he is promoted, his health will tend to improve; if he is demoted, he may become ill. The blue-collar worker is more likely to have ulcers than the executive. But even if his job status indicates that his health should be good, conflict and tension can affect his health. These are some of the conclusions following a study conducted by the Institute for Social Research of the University of Michigan and reported in the Sept. issue of "Psychology Today."

V. F. GIULITTO is now sales manager, National Rubber Sales, for the parent Company. Vito worked in D-511 from March, 1953, to June, 1954.

PARKING LOT DEBRIS dropped from 800 pounds to 100 pounds a month at Goodyear's plant in Topeka, Kansas, after trash cans were increased from 13 to 24 and signs reading "Let's Have A Lot Of Pride" were placed at the entrances to the two lots.

A RECENT insurance survey indicates that approximately half of all adult men are above their "best weight."

WANT TO SAVE up to 20% of your time? According to the president of a firm of New York management consultants, you should throw away your desk calendar, tickler files and other records. In their place, use a loose-leaf notebook and use two facing pages for each day. On the left, list the most important tasks you have to do. On the right, list appointments. Also leave room for notes, memos and ideas. You can plan up to a week or more ahead. Those who have adopted this system say it has made them more efficient, more effective.

ANALYTICA CHIMICA ACTA, Volume 47, carries two papers written by employees. One of them, available in our library by requesting to see GAT-T-1390 was co-authored by C. R. WALKER and O. A. VITA. The other is GAT-T-1479 and that one had three authors, Carl and Ollie plus R. W. SPARKS.

MOUSE TRAPS were sent to foremen at General Motor's Guide Lamp Div. plant. Accompanying each trap was a safety message which pointed out that most workers would probably be reluctant to snap a set trap on their finger even though they would be in no danger of losing or breaking a finger if they did. However, the same men would casually reach into a complex machine.

AT GIBSON ELECTRIC-TALON, a total of seven absences in 12 months is grounds for temporary suspension. However, one absence is erased from an employee's record for each month of perfect attendance. Thus an employee who misses work because of personal circumstances not excused by company rules has an opportunity to redeem himself.

ONE PLANT presents stuffed toy skunks with signs around their necks labeled "I'm a little stinker" to the foreman and supervisor of the department that has the most accidents each month.

NUTRITIONALLY speaking, protein is what you really buy when you buy meat, poultry, fish, cheddar cheese, and eggs. Based on 100 grams of protein, here are some typical cost comparisons: Canned tuna, 57 cents; beef liver, 63 cents; cheddar cheese, 75 cents; broilers, 75 cents; turkey, 80 cents; eggs, 85 cents; liverwurst, 93 cents; ground beef, 95 cents; ham cured, with bone, 96 cents; canned lunch meats, 97 cents; halibut, 97 cents; cod, 99 cents; beef chuck, with bone, \$1.01; frankfurters, \$1.35; round steak, \$1.80; and bacon, \$2.47. Which all goes to prove that you can pay a lot or a little for the same amount of protein.

SIGN OF THE TIMES: The Atlanta Journal points out that the U.S., after deciding to adopt a tougher cancer warning on cigarette packs, sent \$30-million worth of tobacco overseas in the "Food for Peace" program.

FOUR DENVER, Colorado, high schools have instituted the Evelyn Wood Reading Dynamics program. There is a Basic program and a Lifetime Enrichment Program. At one school, where the basic program has been completed, the students increased their reading speed by more than 10 times, their reading comprehension by 24 per cent. In addition, there has been a dramatic improvement in their grades because they have learned new and more efficient methods of studying, note taking, and doing term papers.

MORE THAN 610,000 man-days of formal training of personnel was administered on plantsite during FY 1954.

TIMKIN Roller Bearing Co. presents a savings bank with 10 new dimes in it to every newly born child of an employee. They have given over 20,000 away since April 1, 1948. In addition, the company annually awards a \$100 U.S. Savings Bond to the first employee's baby born after midnight on March 31.

THOUGHTS ON MANAGEMENT

EXPERIENCE can be a great teacher, but in a world of rapid change it can also be a millstone around your neck. Everything depends upon what kind of experience you have. It can be a constructive, causative force, which provides the solid background and confidence needed if management is to move into new areas, or it can be the experience that consists of doing the same thing over and over again until the rut has been dug so deep that you cannot see up and out. Experience deserves our respect, but it can also be deceptive if the circumstances of today's decisions have changed since the experience was gained.

--Ernest C. Arbuckle

COMMUNICATIONS PROBLEM: I know you believe you understand what you think I said, but I am not sure you realize that what you heard is not what I meant.

--Submitted by F. E. Pickens

AS A PEOPLE we take great pride in being up-to-date. The latest gadget, the latest fashion, the latest song, is the thing for most of us. And every novelty, useful or useless, we generally take up swinging. To be behind the times, is for the average American, disgraceful.

--Felix Morley

A FIRST GRADE teacher told her new class on the first day of school, "If any of you have to go to the bathroom, raise your hand." One little boy asked, "How does that help?"

CAN'T YOU SEE that three score and ten, though it may be long enough for a very crude sort of village life, isn't long enough for a complicated civilization like ours? Flinders Petrie has counted nine attempts at civilization made by people exactly like us; and every one of them failed just as ours is failing. They failed because the citizens and statesmen died of old age or over-eating before they had grown out of schoolboy games and savage sports and cigars and champagne. The signs of the end are always the same: Democracy, Socialism, and Votes for Women.

--George Bernard Shaw (1856-1950)

THE MAYO CLINIC studied 12,000 cases of stomach trouble and could find no organic reason for five out of six of them. Which all goes to prove, that it's not what you eat but what's eating you that causes ulcers.

--Dr. William Levy

THE GREATEST untapped asset in the U.S. today is the difference between what employees do and what they could do if properly motivated.

--Dr. William Levy

IT'S AN EXCEPTIONAL MAN who gets through his working life without being criticized by his boss every now and then. This is true regardless of where we are on the totem pole. It is also true that most of us resent criticism. We take it personally and sometimes react like a mule stung by a wasp. Our immediate thought is to hit back even when the criticism is justified, which it often is. You will find that the boss has to criticize--that's part of his job. In most cases, he doesn't enjoy it any more than you do; but, if bosses never criticized, nothing would ever be done better--they would be shirking their responsibilities. The second is that the boss isn't criticizing you personally. He is criticizing your actions as an employee. So take it as an employee and adjust your conduct accordingly. Don't take it personally--keep your emotions out of it. The third is that a truly mature person, one who doesn't allow himself to be blinded by resentment, can sometimes find good even in the most malicious criticism. If the critic, no matter how unfriendly, points out some weakness you weren't conscious of, and you take action to correct it, you will have turned the intended injury into a genuine benefit.

--Arthur Zito

ALL YOU HAVE to do to make the world beat a path to your door is to lie down for a nap.

--Mickey Porter

PRESIDENT COOLIDGE once invited some Vermont friends to dine at the White House. They were worried about their table manners, so they decided to do everything Coolidge did. The meal passed smoothly until coffee was served and Coolidge poured some of his into his saucer. The guests did likewise. Then the President added sugar and cream. His friends followed suit. Then Coolidge leaned down and gave his to a cat! Moral: If you imitate another man's actions, you better have a cat handy.

--Marvin C. Gregory

THE NEXT TIME you feel sad for no good reason, or even for a good one, it's good to remember that occasional sadness is a part of our natures. Without it, we cannot savor our joys.

--Earl Nightingale

WHO'S WHO IN MANAGEMENT

JOHN L. COBURN is foreman, Chemical Operations. He supervised the operation of the Oxide Conversion Facility, which is presently shut down. He is now overseeing the cleanup and repair of the facility along with updating the operational specifications. His past supervisory responsibilities have been in Small Parts Decontamination, Solution Recovery, Sampling and Leaching. He reports to W. J. LEMMON, general foreman.



Mr. Coburn graduated from Minford High School. He worked in Dayton for a short time and then went to work in the Shipping Dept. at the Williams Manufacturing Co. in Portsmouth (1947-1953). He started here as a production process operator trainee; became a chemical operator in 1955; was promoted to assistant foreman later the same year; to foreman the following year.

John and his wife, Ella, and their 14-year-old daughter, Karen, live at Route 2, Minford. Their son, Tony (18), is serving in the U.S. Army. A married daughter, Mrs. Donna Bayless also lives in Minford. The Coburns are members of the Freewill Baptist Church and John belongs to the GAT Foremen's Club.

GAT NAMES AND FACES IN THE NEWS



C. E. YATES



H. S. SPRING



O. A. VITA



D. CARTER

C. E. YATES was chairman for the 13th annual Heart Fund Bowling Tournament in Pike County. Men and women contributed \$239 as they competed to see who could bowl the most pins over their averages. Carl won his division with a 618 series which was 72 pins over his average. He will be one of eight from Pike County who go to Columbus on Dec. 8 to bowl in the state finals.

H. S. SPRING and W. A. LEVIER coauthored a paper entitled "Separation of Niobium Tantalum and Titanium from Uranium and Zirconium by Extration with 2 Ethyl--1,3 Hexane Diol," which Hal presented at the 13th Conference on Analytical Chemistry in Nuclear Technology at Gatlinburg, Tenn.

O. A. VITA, C. R. WALKER, and E. LITTERAL are coauthors of a paper entitled "On the Gravimetric Analysis of Uranyl Nitrate" which Ollie presented at the Gatlinburg conference.

DOZIER CARTER was president for a convention at the Beulah Baptist Church in Portsmouth Nov. 19, 20, 21, and 23. Also attending were the pastors, choirs, and some members of the congregations of the Baptist Church in Bainbridge and two churches in Huntington, W. Va.