



R. L. DUFFEY
ENGINEERING

D-761
X-100

GAT Management Newsletter

GOODYEAR ATOMIC CORPORATION

a subsidiary of

THE GOODYEAR TIRE & RUBBER COMPANY

June 18, 1969

COMPANY AND LOCAL 3-689 negotiating committees have a date in Columbus tomorrow morning (June 19). They will be meeting with three members of the 10-man Atomic Energy Labor Management Relations Panel, David H. Stowe, Washington, D.C.; Bryon Abernethy, Lubbock, Texas; and Rolf Valtin, McLean, Virginia. All three men have many years experience as arbitrators.

OUR ONE-MAN art exhibit continues. Photographic prints by S. A. KOHUT, D-761, are on display in the Exhibit area, second floor, X-100 building. The prints first went on display, June 4. Half the prints were changed last week.

J. J. EYRE, superintendent of Equal Opportunity Activities, had as one of his first duties the presentation of a check for \$5,000. He presented the money, in behalf of Goodyear, to the Building Fund of the Carver Community Center in Chillicothe on June 12.

NEW TECH SQUAD employees include: CLARENCE H. MARTIN, JR. (father works in D-857) who just graduated from O.U. with a B.S. in Math. He worked in D-523 each of the last two summers. RICHARD I. WERMER is a graduate of Montpelier, Ohio, H.S. and just received his B.S.M.E. degree from Tri-State. His wife's name is Karen Sue. ANTHONY D. MONOKANDILOS graduated from Memorial H.S. in Campbell, Ohio; just received a degree in Met. Engineering from Youngstown State. CHARLES A. DETWEILER graduated from high school in Barrington, Ill., just received his B.S.M.E. from Purdue.

G. H. REYNOLDS spoke to the Chillicothe Lion's Club on June 10. His subject was "The Future of the Nuclear Industry."

OTHER NEW SALARY employees include: FREDERICK J. HAIRSTON, our first male secretary co-op. He graduated from Portsmouth H.S. last year, has been going to Portsmouth Interstate Business College since last September, and working, too. MRS. LELA M. PERRY (MELONIE BATTLE's sister-in-law) is also a secretary co-op. She is a graduate of Portsmouth H.S. Her husband is employed by the Portsmouth Board of Education. They have two children. Engineering aides for the summer and their assignments include four men who were here last summer: JOHN F. THOMAS, D-531; RODGER K. BLOOMFIELD, D-720; A. POOLOS, D-523; and M. ROOSA, D-514. Here for the first time are: THOMAS J. HARGIS, JR., D-101, who graduated from high school in Harrisburg, Pennsylvania, and is a student at West Virginia State; and CHRISTOPHER E. HAWK, D-521, who graduated from Chillicothe's Bishop Flaget H.S. and goes to Tri-State.

MANAGEMENT NEWS---ON THE NATIONAL LEVEL

SAFETY AWARDS for plants with impressive totals of injury-free man-hours are common. Smaller divisions or departments may have one or more years that are accident free and get little or no recognition. Not so at Argonne National Lab. Each department has a "Safety Achievement Award" plaque with room on it for 12 yearly plates. If a disabling injury occurs during the year, the space is left blank. If there are no disabling injuries, a bronze plate with the number of the year on it is awarded. A silver plate is used for the year in which a million man-hours is reached and a gold plate for any year in which three million man-hours is reached.

LING-TEMCO-VOUGHT is already at the testing stage of an automatic speed-monitoring computer that will sit unattended by the roadside, calculating the speed of passing cars. When someone exceeds the speed limit, it records the license and photographs the driver.

WHEN G.M.'s Earth Moving Equipment Division at Hudson, Ohio, changed its name and trademark it meant revamping the division's identification marks on parts, boxes, literature, stationery, buildings, etc. It also meant that service pins for employees with five or more years of service were obsolete. New pins were recently presented, at one time, to 2,083 employees.

DID YOU KNOW that most people can dictate a letter or a memo at least four times as fast as they can write it?

"EDUCATIONAL Credentials for Jobs in a Democratic Society" is a new book which reports the results of a number of studies by a Columbia U professor named Evan Berg. In many cases, he found that employers demand too much education for the jobs they want filled; that often employees with less education do a better job; that many times, the more education a man gets, the more apt he is to leave--to get more education.

IF AND WHEN the U.S. switches to the metric system, one of the things it may take a while to get used to is the dimensions of contestants in beauty contests. For example, everyone knows what 36-24-36 means -- the metric equivalent is 914-610-914.

THE HIGHEST revolving restaurant in the world is in Calgary, Alberta.

ORNL now has an IBM 360/91 computer--the largest model available from IBM. It is capable of doing three million arithmetic calculations per second; can flash a message to the operator by means of a TV screen before it is printed. The initial purchase of nearly \$6 million includes the central processing unit and associated peripheral equipment.

GENERAL MOTORS has 82,900 people receiving retirement benefits in the U.S., plus other thousands in Canada and overseas.

ALLEN MOGENSEN, in the filmed talk, "People Don't Resist Change," says that, instead, they resist being changed. Many people have an "ATHWI" attitude--which is short for "Ah, the hell with it." To change people, to get them to offer ideas, management must make employees feel a sense of involvement. A program for changing methods, for example, Mr. Mogensen says can be accomplished by forming project teams, setting planned goals, and then giving credit and recognition when goals are reached.

IN A SIDNEY, AUSTRALIA, bookstore a book titled "Autobiography of a Failure" was found marked down from \$4.95 to \$1.00.

FIVE MINUTES lost per day--whether it be the result of tardiness, carelessness, waste, mistakes, loafing, absenteeism or other reasons, adds up to a lot of money in a year's time. A firm in Rochester, N.Y., supplies a chart showing the cost at different hourly rates for from five to 500 employees. For example, based on an 8-hour day, 5-day week (255 working days a year), that five minutes a day for 500 people earning \$3.00 an hour adds up to \$63,750!

JUST BY PAINTING mail boxes blue instead of red and blue, the Post Office expects to save more than \$400,000 a year.

PRESIDENT NIXON'S BUDGET for FY 1970 included an AEC budget reduced \$78.6 million from \$2,438 billion--a third resulting from the scaled-down ABM Program, another \$30 million coming from an across-the-board slowdown in operations. President Johnson had \$1,722 million for AEC R&D, Nixon's proposal is for \$1,697 million.

A. G. MARANVILLE, who was a tabulating machine operator, sr., here until his transfer to Goodyear-Akron in 1956, is manager of personnel in Goodyear's Industrial Products Division.

THOUGHTS ON MANAGEMENT

IT WOULD BE a fine thing if most managers, or even a substantial minority of them, were to develop the kind of subtle and far-reaching habits of thought that management by motivation demands. But experience and common sense both indicate that they probably won't. This is not because of any defects in their characters, but because of their jobs. The problem is organizational, not personal. The simple fact is that most managerial jobs are already more than full-time jobs. The typical manager has more than enough to worry about. His typical solution is to arrange his problems in order of priority, deal with the ones he has time for, and just ignore the rest. In other words, that which is urgent gets done and that which is merely important frequently doesn't.

- Saul W. Gellerman, "Management by Motivation"

GO NOW - PAY LATER vacations are mighty enjoyable at the time - but usually quite painful for an extended period afterwards.

THE STORY IS TOLD of the little boy who loved music, but was sad because he could neither play or sing. One day, he wrote to Amati, the violin maker, and told him his problem. In due time, the boy got an answer to his letter and an invitation: "Come into my house and your problem is solved. The song in the heart is all that matters, for there are many ways of making music. Some play violins, some sing, some paint pictures, some carve statues, while others till the soil and grow flowers. Each sings a song that helps to make the music of the world. You can make music too." Thus was Antonio Stradivarius encouraged and motivated to become the greatest violin-maker the world has ever known.

SOME PEOPLE STUDY all their life, and at their death they have learned everything except to think.

- Domergue

AGAMENNON, Achilles, and Hector would never have been heard of had not the Greeks sought commercial control of the Dardanelles. Economic ambition, not the face of Helen "fairer than the evening air, clad in the beauty of a thousand stars," launched a thousand ships on Ilium; those subtle Greeks knew how to cover naked economic truth with the fig leaf of a phase.

- Will and Ariel Durant, "The Lessons of History"

THERE MAY BE a destiny which shapes our ends, but our middles are of our own chewing.

PERHAPS WE FORGET at times what adult happiness is. Happiness comes to us as a feeling of worth, of value to ourselves and our world. Someone said success is getting what you want and happiness is wanting what you get.

- Earl Nightingale

SCIENCE IS NOT, as many critics would have us believe, a conspiracy to destroy the human spirit and the beauty of life. It is, rather, a systematic inquiry into the mysteries of nature and the universe, a compilation of knowledge which is designed eventually to answer Man's basic questions: "Who am I?" and "Where am I?" It is a discipline for the mind, a Socratic method of asking the correct questions to arrive at logical and accurate conclusions. Perhaps my favorite definition of science is the first listed in Webster's Third New International Dictionary: "a possession of knowledge as distinguished from ignorance or misunderstanding."

- Dr. Glen T. Seaborg

YOU ARE AS OLD as you would say you are, if you didn't know how old you are.

- old Chinese proverb

IN THESE DAYS of violence and dissent upon college campuses across the nation, it's good to read about what happened at the University of Idaho. A crowd of 4,500 gathered on the lawn in front of the president's house one rainy evening last March. They were not there to present a list of grievances or demands, instead they assured him that they thought he was doing a good job and that he had the students' support. (Information for this item supplied by F. A. Hohorst, D-521, a University of Idaho alumnus.)

IT TAKES TWO to communicate, and one of them must be listening.

- Edward L. Fleming

HOW MUCH unnecessary work goes on in most offices? Strip the top off most of our jobs and we find an anthill of unnecessary activity. All day, every day, we confer, confirm, collate, collect, copy, control, circulate, check and double-check, digress, duplicate and delay. Isn't it time for us to declare war on needless paperwork and the waste of time?

- Dr. Roark, "The Prisoners of Paperwork"

GRADES are the glue that holds an obsolete contraction called college together.

- George B. Leonard in "Look"

WHO'S WHO IN MANAGEMENT

CLAY L. COTTLE is section head of Code Inspection, D-228, Safety Department. Clay and two salary employees who report to him are responsible for the inspection of boilers, pressure vessels, cranes, elevators and other equipment for which codes of standards have been established by one or more regulatory groups to lessen the chances that they might rupture, explode, fail or otherwise endanger health and safety. He reports to C. L. FRENCH, supervisor, Safety.



Mr. Cottle graduated from Portsmouth East High School and has a B.S. in Education from Cedarville College. He served as a private, first class, in the U.S. Army during 1946-47. Previous employment included working as a clerk for Williams Manufacturing Company in Portsmouth; and as a lab technician for Battelle Memorial Institute in Columbus. He was in one of our first production operator trainee groups in 1953; became an equipment inspector in 1954. Sometime later, he enrolled in the ICS Boiler Inspector Course (34 books), and this home-study helped him pass the two-day state examination and earn a certificate: Inspector of Boilers and Pressure Vessels in 1967--the same year he was promoted to his present classification.

Clay, his wife, Bette, and their 12-year-old son, Jeff, live at 1011 Stedman Avenue in Sciotoville. They are members of the Sciotoville Church of Christ. Clay is also a member of Western Sun #91, Masonic Lodge; Silver Compass Club, and the Goodyear Little Scioto Golf League.

GAT NAMES AND FACES IN THE NEWS



R. E. CHILDERS



L. V. SCHUM



R. T. KAPLAN



MRS. H. R. HANTOWER

R. E. CHILDERS, clerk-treasurer of Waverly Council, and A. H. CLARY, chairman of the Waverly Improvement Fund Committee have been named to a seven-man committee to study types of city government and recommend one to the Council for the new city of Waverly.

L. V. SCHUM is South Central Area chairman of the Ohio Valley Tennis Association.

R. T. KAPLAN received his Ph.D. in Chemistry from West Virginia U during commencement there on May 18.

MRS. H. R. HANTOWER had her name in the Cincinnati Enquirer, the Akron Beacon Journal, the Chillicothe Gazette, and all newspapers across the country that carry the "They'll Do It Every Time" cartoon recently because she suggested the theme for one of them.