



R. L. DUFFEY
ENGINEERING

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GAT Management Newsletter

GOODYEAR ATOMIC CORPORATION

a subsidiary of

THE GOODYEAR TIRE & RUBBER COMPANY

May 21, 1969

A MESSAGE FROM OUR GENERAL MANAGER

The strike is over and all of us are glad. Your part in keeping the Plant operating so that jobs would be protected for not only yourselves, but for the people who went on strike, is deeply appreciated. No one wins in a strike and many lose. Remember, we must all work together, forget any recriminations, and do the best job we are capable of doing. In this way we can demonstrate those characteristics which identify the person as one of character.



G. H. Reynolds
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THE BOY SCOUT Camporee was held this year May 2-3-4 at Cooper's Hollow between Jackson and Oak Hill. About 200 Scouts and 50 adults attended. As usual, GAT employees did a lot to make the affair a success. Included on the camp staff were: D. H. CAUGHLIN, D-761; W. B. HARBARGER, JR., D-527; C. C. HOBBS, D-711; B. F. HOFFMAN, D-711; J. E. JORDAN, D-731; W. MULLINS, D-112; O. W. PEKKALA, D-858; A. B. STEGER, D-761; G. R. TOWLER, D-761; O. F. TUSSEY, D-111; and A. L. WILLIAMSON, D-227. Scoutmasters there included: R. E. MANNING, D-532, and R. F. ROE, D-535.

NEW SALARY EMPLOYEES include: ALEX C. ALATSI, D-531, who has a B.S. in Math from the University of Athens in Greece, and an M.S. in Statistics from the U. of Akron. He was last employed by the General Tire & Rubber Company as a lab technician. Alex and his wife, Mary, have two children, a boy and a girl.

THE COMPANY and Local #66 UPGWA Union Contract Negotiating Committee began their preliminary contract discussions at 9 a.m. on May 13. The present contract expires at midnight May 26.

S. W. WOHLFORT, D-522, presented a program before the Physics class of Notre Dame High School, Portsmouth, on May 19. He lectured on "Electron Microscopy and X-Ray Analysis" and illustrated major points with slides.

MANAGEMENT NEWS---ON THE NATIONAL LEVEL

GOODYEAR has received the largest single Value Engineering Award payment ever given by the U.S. Army Mobility Equipment Command. Seven suggestions for changes in the design of collapsible fuel storage tanks in Vietnam saved the Army \$750,000 and earned Goodyear \$204,000.

UNITED AIRCRAFT of Canada Ltd. recently staged "Operation Drop," a week-long campaign to get rid of old and un-needed paper that was cluttering the company's six plants. About 100 white-painted drums were designated as official discard stations. As they became full, they were replaced and their contents weighed. Company officials set a goal of eight tons, were pleased when 24.3 tons were discarded. The plant that did the best job got a trophy.

WHEN ASKED what blue collar workers want, the director of personnel at North American Rockwell said, "More!"

DID YOU EVER HEAR of "cognitive dissonance"? According to psychologist, Leon Festinger, when confronted with two sets of facts that create an uncomfortable psychological imbalance, our minds adjust the facts to make them more harmonious and thus reduce "dissonance." In other words, the mind processes what it is forced to accept and makes it more palatable. It also processes things that we can't have and makes them less desirable. Examples of this phenomenon include the situation where an executive has an important job to fill and two men about even as candidates. He chooses one and the other quits and goes to work for a competitor. The executive then says the man that left wasn't much good anyway. The psychologist says uncontrolled operation of your dissonance-reducing mechanism will make you a poor manager.

THE WORLD'S most expensive hotel is probably Frenchman's Cove in Jamaica. Price per couple is \$1,650 per week with a two-week minimum reservation.

IF YOU ARE BUSY and someone calls you on the phone and talks too long, you can't hang up while he is talking because he would never forgive you. Former U. S. postmaster general, J. E. Day, is the author of a book in which he suggests that the thing to do in the above situation is to hang up while you are talking. The guy on the other end of the line will think you were accidentally cut off, because obviously no one would want to hang up while listening to his own voice.

CORNING GLASS WORKS have made a significant contribution to safe motoring, if all car manufacturers start using the chemically strengthened glass windshield they have developed. Disfiguring lacerations are greatly reduced on impact because the outer pane breaks into thousands of miniature granules that do not cut. The plastic interlayer continues to "balloon," absorbing head-impact energy before it does break. In addition, because it is thinner, the new windshield defrosts in 30 percent less time -- a definite safety feature for cold-weather driving.

THE JOLLY FARMER Restaurant in Buckinghamshire, England, lists 501 varieties of sandwiches on its menu.

A COLORADO ranch owner, conscious of the Civil Rights Law and not wanting to be charged with discrimination against women, placed the following ad in his local paper: "Cow Person Wanted. Applicant must be proficient in profanity to avoid inferiority complex in presence of experts and must be willing to share bunkhouse with three cowboys who seldom take a bath."

TWENTY YEARS AGO plant workers outnumbered office workers approximately three-to-two. Twenty years from now it is estimated that white-collar workers will outnumber blue two-to-one.

A U. S. CHAMBER of Commerce study shows employed Americans are working an average of two and one-half hours out of every eight-hour day to pay their local, state, and Federal taxes this year. The 1969 estimated tax bill will be \$1,000 for every man, woman, and child in the country. As recently as 1958, the figure was \$568.

A NEWSPAPER in St. Petersburg, Fla., gives away free copies on any day the sun doesn't shine. In 48 years (16,532 days), they have had to give their papers away only 102 times.

IF YOU ARE 35 or older, fill out the questionnaire in the March issue and send \$1.50 to Changing Times magazine. They will send you a computer print-out telling you what Social Security payments you and your family would be entitled to in a wide variety of situations.

A G. E. AD, in Ebony, says boldly, "There are no whites working at GE," then in smaller type, "No blacks either. Just people, and we need more,"

THOUGHTS ON MANAGEMENT

MOST DISCUSSIONS of the executive's task start with the advice to plan one's work. This sounds eminently plausible. The only thing wrong with it is that it rarely works. The plans always remain on paper, always remain good intentions. They seldom turn into achievement. Effective executives, in my observation, do not start with their tasks. They start with their time. And they do not start out with planning. They start out by finding out where their time actually goes. Then they attempt to manage their time and to cut back unproductive demands on their time. Finally they consolidate their "discretionary" time into the largest possible continuing units. This is a three-step process: (1) recording time, (2) managing time, (3) consolidating time.

- Peter F. Drucker, "The Effective Executive"

UNIVERSITIES were originally a baby-sitting service. Wealthy families sent their children there so they, the parents, would be free to do what they wanted to do.

- H. Randolph Bobbitt, Jr., O.S.U. professor

FORTUNE MAGAZINE, after a comprehensive survey and study, reports that 700,000 young Americans in colleges and universities from coast to coast now accept the Communist condemnation of American capitalism and wish to destroy the system. Young campus revolutionaries participating in a conference at the Center for the Study of Democratic Institutions (Santa Barbara, California) boast that the Communist-manipulated "New Left" has captured student-body presidencies in more than half the institutions of higher learning. These two claims add up to a very serious problem.

- Dr. George S. Benson

THE HIGHER YOU GO in any organization, the better the manners of the people you'll meet. They didn't get good manners because of their better jobs. They got the better jobs because of the kind of people they are.

- Earl Nightingale

WE LIVE BY FAITH or we do not live at all. Either we venture, or we vegetate. If we venture we do so by faith simply because we cannot know the end of anything at the beginning. We risk marriage on faith or we stay single. We prepare for a profession by faith or we give up before we start. By faith we move mountains or opposition, or we are stopped by mole-hills . . .

- Dr. Harold Blake Walker

EVERY MAN whose business it is to think knows that he must, for part of the day, create about himself a pool of silence.

- Walter Lippmann

ONCE UPON A TIME a Sea Horse gathered up his seven pieces of eight and cantered out to find his fortune. Before he had traveled very far he met an Eel, who said, "Psst. Hey, bud. Where 'ya goin'?"

"I'm going out to find my fortune," replied the Sea Horse, proudly. "You're in luck," said the Eel. "For four pieces of eight you can have this speedy flipper, and then you'll be able to get there a lot faster."

"Gee, that's swell," said the Sea Horse, and paid the money and put on the flipper and slithered off at twice the speed. Soon he came upon a Sponge who said, "Psst. Hey, bud. Where 'ya goin'?"

"I'm going out to find my fortune," replied the Sea Horse. "You're in luck," said the Sponge. "For a small fee I will let you have this jet-propelled scooter so that you will be able to travel a lot faster."

So the Sea Horse bought the scooter with his remaining money and went zooming thru the sea five times as fast. Soon he came upon a Shark, who said, "Psst. Hey, bud. Where 'ya goin'?"

"I'm going out to find my fortune," replied the Sea Horse. "You're in luck. If you'll take this short cut," said the Shark, pointing to his open mouth, "you'll save yourself a lot of time." "Gee, thanks," said the Sea Horse, and he zoomed off into the interior of the Shark, there to be devoured.

The moral of this fable is that if you're not sure where you're going, you're liable to end up someplace else.

- Robert F. Mager

WE CAN DEVELOP a sense of time. Some persons excuse their late arrival by saying: "I have no sense of time." But they must certainly have a sense of time because they are always late, otherwise they would come early as often as they come late.

- Edgar Dale

A CLOSED MOUTH gathers no foot.

WHO'S WHO IN MANAGEMENT

LEO B. JOHNSON is "B" shift, X-326 building, foreman. He is in D-814, Cascade Operations, and supervises 12 hourly-rated employees who operate the process equipment plus auxiliary systems such as product withdrawal and extended-range product. He reports to J. T. EARNER, general foreman.



Mr. Johnson graduated from Bloom Township High School in South Webster and was then a student at Ohio State University for one year. During World War II, he served in the U. S. Army as a technician 4th grade. His work experience includes working as a shipfitter for Bethlehem-Fairfield in Baltimore; and as an assembler for Frigidaire, Delco Products, and Inland Manufacturing--all divisions of General Motors Corp. in Dayton, Ohio. He came here as an operator trainee in 1953 and was a member of the first group to complete the training program for production operators. He was promoted to assistant foreman in 1954 and to foreman the following year.

Leo and his wife, Avileen, and their two daughters, Janet and Karen, ages 18 and 10, live on Route 1, Waverly. Their son, Robert (20) is serving in the U. S. Army. Leo (who has the same initials as the ex-president) enjoys farming, spectator sports, and traveling.

GAT NAMES AND FACES IN THE NEWS



CHARLOTTE YATES



G.J. WILLIAMS



W.G. HARBARGER



ROY W. BROWN

MRS. CHARLOTTE YATES and her husband, Carl, a former employee, were in charge of the 4th Annual American Junior Bowling Congress Regional Tournament held in Waverly on two recent weekends. More than 300 boys and girls, on five-man teams, from six cities competed with the six top teams eligible to compete in the state tournament.

G. J. WILLIAMS, D-514, is chairman of a six-man committee which represents the East Portsmouth Improvement League. The League was formed in an effort to keep the Portsmouth City School Board from converting East High School into a junior high and sending the high school students to Portsmouth High School.

W. G. HARBARGER, D-527, is lay leader of the Christ United Methodist Church in Jackson and one of the six members of the Steering Committee of the Jackson Area Special Ministries of the United Methodist Church.

ROY W. BROWN has joined HENRY WATTS as a member of the Board of Directors, Ross County YMCA. Roy is also a member of the Board, Chillicothe United Church of Christ.