

THE WINGFOOT CLAN

GOODYEAR ATOMIC CORPORATION

Portsmouth Area Gaseous Diffusion Plant

A Subsidiary of THE GOODYEAR TIRE & RUBBER COMPANY

VOLUME XI

PIKETON, OHIO, FRIDAY, APRIL 3, 1964

NUMBER 14

Review of Labor Relations

The following arbitration awards were received from Dr. Paul N. Lehoczky, who acted as Arbitrator and heard the cases March 6, 1964.

GRIEVANCE I-8-63

GRIEVANCE: This grievance claims the assignment of an Instrument Man to assist an Electrician in repairing a portion of an air circuit breaker in the X-533 Switchyard was improper under the provisions of the current Labor Contract.

DISCUSSION: First and foremost it must be your Arbitrator's finding that the Company has the right to temporarily transfer employees from one classification to another at will. This may be done even though the employee (who was thus temporarily transferred) is wholly inexperienced in his temporary duties or even though none of these temporary duties appear in the job description of his normal classification. In brief, if this temporary transfer results in errors, failures and inefficiencies because the employee thus transferred is unable to perform, it is the Company's failure, not the employee's or the Union's.

Therefore, it must be ruled that (except for rate and safety restrictions) the Company is free to make temporary transfers (in this case between the Instrument Man and the Electrician classifications) regardless of the classifications involved. The Union is well aware of this Company prerogative else it would not be attempting to introduce new language into the Agreement (each time the Agreement is open for this purpose) to curtail or circumscribe the Com-

pany's unilateral rights in this matter.

Next, the Union argued that the temporary transfer was illegal for safety reasons. Electrician's work (stated the Union) involves safety hazards peculiar to the trade and this particular assignment involved hazards about which the Instrument Man knew nothing. The direct testimony indicated (a) that the Instrument Man was under constant supervision by the Electrician's Foreman who is fully aware of all dangers, (b) that the actual work performed by the Instrument Man was minimal either with reference to skill or from the point of view of safety, and (c) that danger, other than from scrapes or falls, was quite removed from the immediate area of his activity, for the live lines were at least 10 feet above his head on the one hand and in a compartment below him on the other.

Considering then the triple combination of supervision, the type of work performed, and the location of the live lines, the job was not unsafe in the sense that this applies to an inexperienced or unknowledgeable man borrowed temporarily from another classification.

From still another point of view, the Union argued that since this transfer represented a major policy change, the Union should have been

(Continued on Page 4)

In 1963

Wages, Salaries Take 25 Cents Of Every Income Dollar

More than 25 cents of each dollar Goodyear took in last year went for wages and salaries.

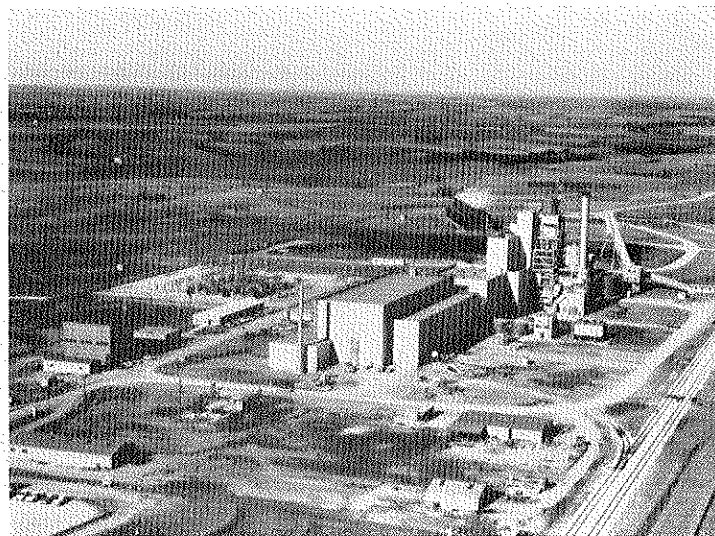
Of its total net earnings in 1963 — a record-breaking \$81,128,535 — the company retained \$46,555,588 to provide partially for continuing growth and expansion.

These facts are among the many revealed in Goodyear's 65th anniversary report to employees distributed with the last issue of the *Clan*.

To check your knowledge of Goodyear's operations in 1963, here is a quick quiz. Each correct answer counts 10 points.

If you score 70-80, then you read the annual report thoroughly. If you score 60-70, you did pretty well. A score of 40-60 indicates a fair rating. (Circle the correct answers.)

- (1) The company has approved a capital expenditure program for 1964 of (a) \$2,000,000,000, (b) \$100,000,000, (c) \$50,000,000, (d) nothing.
 - (2) The amount of money that Goodyear earned on each dollar of its total income in 1963 was (a) 10c, (b) 25c, (c) 15c, (d) less than 5c.
 - (3) The amount of money the company has reserved for replacing machinery and equipment is called (a) operating funds, (b) dividends, (c) depreciation, (d) materials costs.
 - (4) Cost of 1963 employee fringe benefits amounted to (a) almost 6c, (b) 10c, (c) 3c, (d) 15c.
 - (5) In 1963 Goodyear produced a milestone tire. It was the (a) billionth, (b) 500 millionth, (c) 10 billionth, (d) 80 millionth.
 - (6) Goodyear International's newest overseas plant, scheduled to be in production in October, 1964, is in (a) Egypt, (b) Belgium, (c) Italy, (d) England.
 - (7) Shareholders invest their money in Goodyear for the construction of new plants and purchase of equipment. For the use of this money, which helps to provide jobs, the company pays dividends to shareholders. In 1963 on each dollar of income, this amounted to (a) 15c, (b) 11c, (c) 2c, (d) 30c.
 - (8) The largest amount of Goodyear's income dollar in 1963 went for wages and salaries and materials. This was (a) 45.3c, (b) 19c, (c) 67.8c, (d) 13.9c.
- (See Page 3 for the correct answers.)



THE HALLAM NUCLEAR POWER FACILITY is one of the nation's four Sodium-Cooled Reactors. The other three reactors are: the Sodium Reactor Experiment, the EBR-2, and the Enrico Fermi Plant.

Lower Power Costs

The Hallam Reactor Receives GAT Product

Goodyear Atomic Corporation has completed withdrawal of 4.9 percent assay product to supply the second core loading for the Hallam Reactor in Nebraska.

The Hallam Nuclear Power Facility near Lincoln, Nebraska, first fed steam into the turbine-generator of the Consumers Public Power District of Nebraska in May 1963. The plant had been scheduled for mid-1962 operation. By mid-July, it had reached its full 75,000-net-electrical-kilowatt design power level. During the period of test operation by its designer-builder, Atomic International, problems developed which required replacement of the zirconium control rod thimbles with stainless steel thimbles. While the reactor was shut down for this replacement, 10 uranium carbide fuel elements were placed in the core.

The Goodyear Tire & Rubber Company has a subsidiary (Industrial Rubber Products) at nearby Lincoln, Nebraska.

The Hallam Nuclear Power Facility is a Sodium-Graphite Reactor built under the AEC's Power Demonstration

Reactor Program (PRDP).

The total product requirements for the reactors second core, when completed, will represent approximately \$17.9 million.

The Hallam Reactor was built for the AEC by Atomic International Division of North American Aviation, Canoga Park, California.

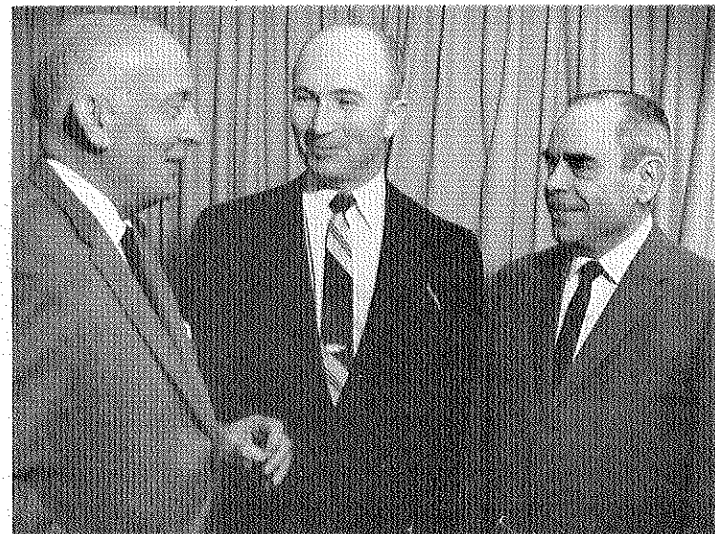
The Sodium-Graphite Reactor concept began nearly two decades ago by Atomic International.

The sodium system's high temperature operation and high thermal efficiency support the prospect for lower power costs in the near future. It is also the logical next step for later transition to fast breeder reactors which promise even lower power costs.

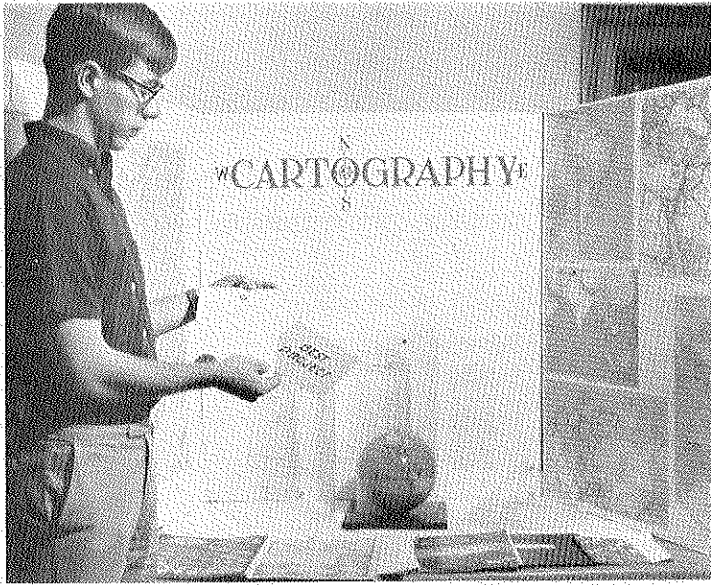
AEC's contractual arrangements with Consumers were modified during the year so the first replacement core for the Hallam Reactor would be of uranium carbide rather than of uranium oxide. Transfer of the plant by Atomic International to Consumers Public Power District for operation is scheduled in the near future.



ASSIST IN SAFETY PROMOTION — P. F. Chemas (right), Electrical Maintenance, prepares to tape record a safety message over telephone extension 2222. D. C. Jarrell, Cascade Operations, lends assistance as the two employees fulfill the duties of "Safety Engineers For A Day." The new look in safety promotion is another example of how GAT and its employees work together for safety.



GAT—GT&R—AEC — All three are represented here as G. H. Reynolds (left), GAT General Manager; Sam DuPree (center), Vice President, The Goodyear Tire & Rubber Company; and S. R. Sapirie, Manager, Oak Ridge Operations, AEC, have an informal chat during the latter's visit to plant-site last Tuesday.



"CARTOGRAPHY — The Art of Map Making" — This exhibit won the "Best Project" award in the recent Chillicothe Schools Science Fair. The project was prepared by Dick French, son of C. L. French, Safety & Fire Protection Subdivision.

Employee's Son Wins "Best Project" Tag

Dick French, son of C. L. French, safety and fire protection subdivision, won the "Best Project" award for his art of map making at the Chillicothe Science Fair.

His project, entitled "Cartography," was one of 20 exhibits entered in the senior high school division. Several hundred exhibits made up the complete science fair.

Following the Chillicothe Science Fair, he entered regional competition at Ohio University where his project received a superior rating.

His project will be entered in the State Science Fair in Columbus on April 17.

At the present time, his exhibit is on display at the Center of Science and Industry in Columbus. His exhibit was one of the eight junior academy displays chosen from the high schools throughout Ohio.

GAT Makes Uranium Shipments For Test Reactor

A series of uranium shipments, which began in February, was completed last month by Goodyear.

The shipments involved 14,000 pounds of enriched uranium with a value of approximately \$2,765,000. The uranium was enriched at 4.8% in U-235.

R. V. Anderson, manager of the AEC's Portsmouth Area, said, "The uranium will eventually be used as fuel for a reactor in the Special Power Excursion Reactor Test (SPERT) program which is conducted at the AEC's National Reactor Testing Station in Idaho."

The uranium will be used as fuel for SPERT-4, a large pool-type reactor which provides for experiments with cores of varying types and sizes.

The uranium was shipped as uranium hexafluoride to Nuclear Materials & Equipment Corporation, Apollo, Pennsylvania, for processing into uranium dioxide.

IN MEMORIAM

John D. Wilkerson, Jr., died Sunday, March 22, 1964, at Columbus, Ohio.

He was the son of J. D. (Jack) Wilkerson, Sr., former member of the plant engineering department.

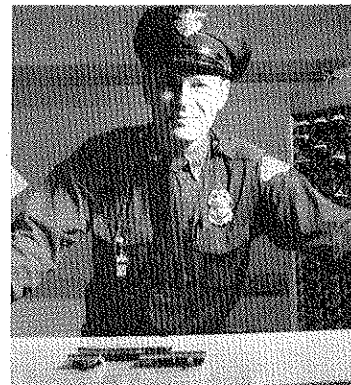
April Safety Slogan And Caption Winners

"Safety—A Mirror of Sound Planning." This was the winning April slogan submitted by W. S. Fleshman,

chemical operations department. Mr. Fleshman's safety slogan was selected from the 41 slogans submitted between Feb. 21—March 20, 1964.

The safety caption winner was submitted by a member of the GAT police department. He is E. D. Addis who submitted the following Caption:

"Teamwork Is A Must For Safety"



E. D. ADDIS



W. S. FLESHMAN

SAFETY SLOGAN CONTEST ENTRIES

- | | |
|------------------------------|-------------------------|
| J. L. Evans—D/712 | J. C. Stollings—D/423 & |
| A. P. Romero—D/525 | A. P. Romero—D/525 |
| B. L. Bowers—D/256 | W. C. Lauderback—D/512 |
| Charlotte Webb—D/201 | J. W. Wood—D/561 & |
| T. L. Stafford—D/732 | A. P. Romero—D/525 |
| Mary Mills—D/531 | J. G. Ewing—D/852 |
| W. Farley—D/726 | Charlotte Webb—D/201 & |
| (for daughter, Nancy Farley) | A. P. Romero—D/525 |
| W. S. Fleshman—D/858 | C. O. Langebrake—D/533 |
| F. A. Koehler—D/525 | A. D. Smith—D/726 |
| A. D. Pickelheimer—D/111 | |

SAFETY CAPTION CONTEST ENTRIES

- | | |
|--------------------------|------------------------|
| R. C. Kramer—D/351 | M. Redden—D/513 |
| A. P. Romero—D/525 | C. O. Langebrake—D/533 |
| Mary Mills—D/531 | R. B. Sommer—D/331 |
| B. L. Bowers—D/256 | A. D. Smith—D/726 |
| A. D. Pickelheimer—D/111 | O. F. Tussey—D/256 |
| M. T. Oakley—D/531 | J. Madden—D/256 |
| C. E. Alexander—D/561 & | R. E. McNaughton—D/331 |
| A. P. Romero—D/525 | H. G. Moore—D/732 |
| J. L. Evans—D/712 | W. S. Fleshman—D/858 |
| H. I. Marshall—D/555 | W. C. Lauderback—D/512 |
| N. Russell—D/721 | G. E. Johnson—D/762 |
| Charlotte Webb—D/201 | J. W. Wood—D/561 & |
| E. D. Addis—D/111 | A. P. Romero—D/525 |
| Lois Foster—D/311 | E. E. Wilburn—D/256 |
| C. R. McNish—D/256 | Charlotte Webb—D/201 & |
| P. E. Morrison—D/712 | A. P. Romero—D/525 |
| W. F. Thomas—D/512 | D. E. Roberts—D/512 |

AEC Announces Effect Of U-235 Production Cut

(Editor's Note: The following supplements an AEC (Washington) release dated March 27, 1964.)

It is now estimated that the reductions in gaseous diffusion operations will affect approximately 450 positions out of a total of 5,100 at the three gaseous diffusion plants. The cutback will affect 180 of the 2,600 positions assigned to the Oak Ridge Gaseous Diffusion Plant. Total employment in government atomic energy facilities in Oak Ridge is 14,482. It earlier was announced that about 120 positions of the 1,197 at the Paducah plant will be affected by the closing of the uranium feed plant there. The reduction in power usage at Paducah is expected to have little additional effect on employment levels at the Paducah plant. At Portsmouth, approximately 150 positions out of a total of 1,367 will be affected by the lower power requirements.

At the present time the three gaseous diffusion plants are consuming electric power at a rate of 5,250 megawatts. Of this, 1,510 are consumed at Oak Ridge, 1,940 at Paducah, and 1,800 at Portsmouth. The Tennessee Valley Authority supplies all the Oak Ridge power; TVA and Electric Energy, Inc., furnish 1,205 and 735 megawatts, respectively, for the Paducah plant; and the Ohio Valley Electric Corporation supplies all the power for the Portsmouth plant.

The process building in Oak Ridge to be shut down and placed in standby is the original U-shaped structure built during World War II. Operations in the other four process buildings—K-27, K-29, K-31, and K-33—will continue, but at a reduced level.

There are four process buildings at Paducah and three at Portsmouth. The curtailment of power will be absorbed by reducing the level of operations in these process buildings.

U-235 is used to fuel nuclear reactors as well as for national defense. The demand for the material is expected to increase in the future as additional nuclear power plants are built both in the United States and abroad.



GIANT ECONOMY SIZE — Goodyear inspectors use walkie-talkies to contact each other as they scrutinize three pillow tanks. The rubber and fabric tanks, in sizes up to 100,000 gallons, are produced for a variety of liquid storage and handling assignments. These three tanks, filled with air for test purposes, have 900-, 5,000- and 50,000-gallon capacities. They are made at the Rockmart, Ga., plant.

Tenth Anniversary

The following employees will complete ten years continuous service with Goodyear Atomic Corporation this month:

- | | | |
|----------------|-----------------|-----------------|
| R. C. Adams | C. R. Holdren | R. D. Owens |
| C. H. Canter | P. M. Humphries | Joyce Phillips |
| W. M. Clements | M. E. Jacobs | G. R. Richter |
| Floyd Copen | E. H. James | A. P. Romero |
| C. D. Evans | R. F. Kaufman | L. V. Schum |
| E. V. Fraley | S. O. Knight | W. S. Smith |
| R. D. Gibson | J. R. Leeth | C. O. Stanley |
| H. E. Gowdy | T. H. Maggard | J. I. Thoms |
| R. E. Gray | J. F. Massie | F. M. Topping |
| R. A. Harrison | G. R. McConnell | J. P. Vournazos |
| E. L. Hill | | J. P. Whaley |

Small Hospital Emergency Room . . . Are The Complaints Justified?

(EDITOR'S NOTE: The following comments are excerpts of an article written by Mr. C. M. Robbins, Administrator, Pike County Hospital. We feel that these comments will be of interest to every GAT employee.)

One of the busier departments in any hospital is its Emergency Room. Although the population has increased in the United States at the rate of 1½% annually since 1950, the percentage increase of visits to the hospital emergency room has increased during this same period at the rate of 6% annually.

An emergency room in a hospital is an expensive place to equip and operate. In the Pike County Hospital there are more than 160 different pieces of equipment and more than 100 drugs.

Patients treated in the emergency room come from all walks of life. The late President was treated in the emergency room of a Dallas hospital. Patients come with a multitude of varied injuries, ranging from insignificant, trifling injuries, to the serious, death-dealing type of injury. Physicians see annually, in the emergency room of any hospital, patients suffering from heart attacks, bone fractures, athletic injuries, strokes, hemorrhage, dog bites, poisonings, severe physical illness, mental illness, attempted suicide, and many freak accidents.

A physician is on call 24 hours of every day. When true emergencies arise, he will come to the hospital. One of the more serious problems is that the patient or his family want to decide what constitutes a real emergency. Any number of patients will come to the emergency room at all hours with runny noses, or simple colds, admit that they have been ill for four or five days and have not taken the time or trouble to contact the family physician at his office. The doctor must decide whether or not it is a true emergency. **True emergencies are described as those in which there is danger of the loss of life or limb.**

Many misconceptions regarding the hospital emergency room exist. Patients think that small hospitals should have a doctor present 24 hours every day. This, of course, is impossible since small hospitals are not approved by the American Medical Association for Internship and Residency programs. The large teaching hospitals are prepared for these programs and have doctors available around the clock. Other patients think that nurses can treat minor injuries without a doctor, not realizing that this constitutes the practice of medicine without legal license to do so; still others think "that the emergency room is a "gold mine" for the hospital when, in reality, it is a financial loss. Christ hospital in Cincinnati determined, from a detailed study, that it cost \$17.31 for each patient treated in the emergency room.

No patient can be admitted to a hospital except on the orders of a physician. Patients do not understand this procedure. Hospital personnel ask, "What can we do for you after you are admitted, if you do not have a physician?" If the physician sees no reason for the person being in a hospital, he isn't likely to order medicine or treatment for them if the hospital admitted them without his orders.

In general, there are many things the public can do to assist with the present-day problem of the hospital emergency room. First of all, go to the hospital emergency room for emergencies only. An injury or an ailment that can be treated in the physician's office is not a true emergency. He prefers to treat such patients in his office. If you, or a member of your family, are ill see a physician at once. Don't wait until you have reached a critical stage or are scared to death and then make an emergency out of the case. Every family should have a doctor. If you are new in the community, establish yourself with a physician before you need him in an emergency. Ask your doctor whom you should call when he is out of town or unavailable.

If you are traveling, be sure someone back home knows where to reach you. Hospitals spend considerable time trying to locate families of injured vacationers. Carry your I. D. and insurance card with you at all times. If you have certain allergies, note them on your I. D. card. It is helpful, too, for hospitals to know your blood type. If you do not have this information, get it and make it a part of your identification record.

American hospitals are saving millions of lives every year. It is time, I believe, that hospitals stopped defending themselves and began to tell about the lives that are being saved.

Pike Student Attends Recreation Workshop

Marianne Sanson, daughter of H. N. (Sammy) Sanson, special & mechanical shops department, recently returned from the Buckeye Recreational Workshop at Coshocton, Ohio. She represented the Pike County 4-H Clubs.



Marianne Sanson

A freshman student at Waverly High School, Marianne was the recipient of one of the forty Buckeye Recreation scholarships sponsored by the Ohio 4-H Club Foundation.

Emphasis was on learning new ideas and development of skills in teaching and leading recreation for "back home" use.

She is a member of the local 4-H Club and has served her unit as a Jr. Leader, 4-H Camp Counselor and member of the Advisory Council.

Otis Wins Superior Rating In District

Richard Otis, son of Sam Otis, instrument maintenance department, received a superior rating in Class "A" Piano in District music competition at Ohio University February 29. His superior rating qualifies him to enter the State competition at Dayton next week (April 11).

A sophomore at Clay High School, he received a superior rating in Class "B" Piano competition at Ohio University last year.

Newlyweds

Rhetha O. Massie and Bernard Lee Jarvis were married March 14, 1964, at Wheelersburg, Ohio, by the Reverend Richard Match.

The new Mrs. Jarvis is the GAT Receptionist.

Answers To Quiz

Here are the answers to the annual report quiz found on Page 1.

- | | | |
|------|------|------|
| 1. b | 4. a | 6. c |
| 2. d | 5. a | 7. c |
| 3. c | | 8. c |

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A DIVISION OF THE GOODYEAR TIRE & RUBBER COMPANY

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GOOD YEAR

'Round The World

Goodyear will spend \$1 million during the next two years to expand production facilities at its molded and extruded products plant in St. Marys, Ohio.

Company officials attributed the need for increased production to a heightened demand for molded and extruded products — both rubber and plastic — from the automotive, oil, appliance and farm equipment industries.

The plant, largest of its kind in the world, manufactures more than 2,000 varieties of molded and extruded products. It was built in 1940.

The current building program is expected to increase employment by 250 to 300 during the next three years and eventually could mean 500 new jobs.

Employment at the plant averaged more than 1500 during 1963. Goodyear is the area's largest employer.

Records fell and Goodyear and Plymouth shared the limelight in the Daytona 500 — fastest stock car race ever held.

Richard Petty mastered the grueling two and one-half mile Daytona Beach, Fla., course on February 23 as he piloted his 1964 Plymouth to victory at a sizzling pace of 154.334 mph.

Never before have stock cars gone as fast and never before have qualifying speeds reached those attained at the Florida speedway. Petty's mark of 174.883 was a record by more than eight miles an hour over last year's pace.

The remainder of the Goodyear-Plymouth sweep included Jim Pardue in second place and Paul Goldsmith in third. Jim Paschal in a

1964 Dodge finished fifth on Good years to round out the top five.

The race marked the debut of the 1964 Chrysler products into racing and also the first showing of the newest member of the Goodyear line of racing tires — the new Stock Car Special developed specifically for the Daytona track. And it was obvious to the drivers and pit crews that the new tire was right for the track. Not one of the leaders experienced any tire problems at all, despite the fact that speeds approached the "unbelievable" category.

The Goodyear Aviation Products Division has been selected by General Dynamics, Fort Worth, to supply a highly refined skid control system for the F-111 (TFX) jet-powered tactical fighter aircraft.

Twenty-three developmental aircraft will be produced for research, testing and evaluation under a Department of Defense contract. The ultra-high performance aircraft will be used by both the Air Force and the Navy.

Skid control systems greatly increase stopping performance and safety for high speed aircraft. The system incorporates a highly refined servo valve, designed and built by Goodyear, and a control box representing the latest design in solid state electronic circuitry. The control box senses or "feels" an impending skid by measuring current supplied by a generator attached to the wheel. The control box then activates the valve which automatically regulates brake pressure in proportion to the slow-down rate of the wheel.

The first F-111 is scheduled for delivery by mid-1965.

Here and There in the Nuclear Field

Full power tests of the Tory IIC reactor will be conducted periodically during the spring and summer at a remote test installation on the Nevada Test Site. The full power ground tests of the reactor are intended to demonstrate the potential of a nuclear reactor for incorporation into a ramjet propulsion system.

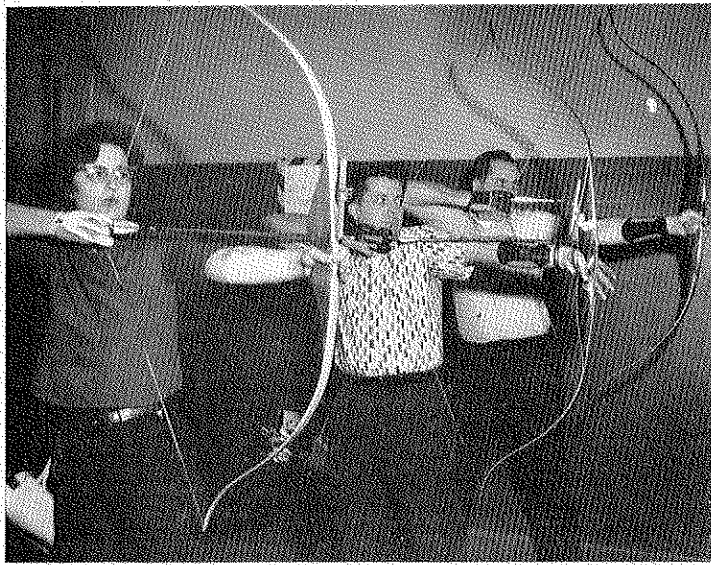
Tory IIC is the second reactor readied for power testing in the Commission's Pluto program — a research and development effort to determine the feasibility of a reactor for use as a heat source in a ramjet system. A missile dependent upon nuclear heat for its propulsion energy would have high-speed (MACH 3) global range and would be capable of sea-level flight. Tory IIC is regarded as a step between the engineering feasibility reactor (Tory IA) and a flyable prototype.

The test power runs will involve only the reactor. Neither the ramjet engine system nor the propulsion flight vehicle has been built.

A nuclear power plant built in Minnesota for the AEC was operated at full power for the first time last month. The power level achieved was 23,500 net electrical kilowatts.

The power was distributed on the electrical grid of the Rural Co-operative Power Association, Elk River, Minnesota, operator of the plant for the AEC.

The nuclear power system includes a boiling water reactor and a coal-fired superheater. Superheated steam is piped to the turbogenerator to produce electricity. The reactor has 148 fuel elements and uses water as a moderator and a coolant.



AVID ARCHERS — The Forest Hills Archery Club, comprised of mostly GAT employees, are in the process of competing in a series of archery tournaments sponsored by the Ohio Valley Archery Association. The photographer caught these three archers in competition as they participated in tournament action in Waverly. From left: Mrs. Catherine Pinkerton, wife of W. J. Pinkerton; W. J. Pinkerton, Process Area 6; and R. J. Blaine, Process Area 2.

THE REAL TROUBLE WITH TEEN-AGERS

*Today's teen-agers
are quite a crew!
They stand taller,
stronger,
healthier.
They run faster,
know more,
do more homework,
get tougher schoolwork.
They're better
equipped educationally
than any group of teen-agers
in the history of the country.
Nature never produces a
totally perfect crop
of anything.
The next time some teen-agers
get out of line
and disgrace their group,
don't fall into the trap of indicting
them all
with a sweeping
statement that begins,
"The trouble with teen-agers
today is . . ."
The real trouble with teen-agers
is that they have not been
around long enough to
adjust to this
ever more complex world.
You have been around
at least twice as long
and maybe your adjustment
isn't so hot
either!*

GAT Duplicate Bridge Club

Results of Friday, March 20, 1964 Goodyear Duplicate Bridge session:

NORTH & SOUTH		SCORE	POINTS
1. Don Landstrom & Steve Kohut		89 plus	12
2. Charlie Spencer & Roscoe Wimer		84	8
3. Mrs. Merle Hartle & Mrs. Frank Woltz		75	6
4. Buren Lamb & Bob Loblein		63	4
5. Mr. and Mrs. Ralph Nance		56	2
EAST & WEST		SCORE	POINTS
1. Bill Thompson & Eddie Thompson		69	10
2. Mr. and Mrs. Wayne Harbarger		69	10
3. Mr. and Mrs. A. D. Smith		61	6
4. Bob Shoaf & Bob Nimitz		58 plus	4
5. Mr. and Mrs. Lou Parker		57 plus	2

The next session will be Friday, April 17, 1964, beginning at 7:30 p. m., in the Social Center of the Waverly St. Mary's Church.

Garrison Scouts Honored For Fighting Area Forest Fire

Nine members of Boy Scout Troop 203 of Garrison, Kentucky, have been presented National Boy Scout Certificates of Merit for spotting and fighting a forest fire near Garrison.

William Eakins, son of W. P. Eakins, process area 5, is assistant scoutmaster. He received a certificate for meritorious leadership.

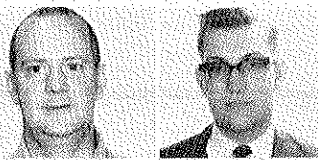
The awards were presented by Charles A. Brown, Jr., chairman of the Scioto Area Council's Advancement Committee. This committee reviewed the application for the awards and sent it on to the National Committee for review.

Veteran scouters within the Scioto Area Council believe the Certificates of Merit presented to the nine Troop 203 scouts represent a first within the Council.

The Scout Troop has received letters of Commendation from the State Conservation Department, PTA, Fire Department, Civic Clubs, Sheriffs Department, and from the Governor of Kentucky.

W. P. Eakins is the newly appointed Neighborhood Commissioner in his area.

Attend Area Meeting



H. H. WISOR W. O. BUTLER

W. O. Butler, physical measurements department, and H. H. Wisor, electrical maintenance department, were among some 1,500 men who attended the three-day Pittsburgh Area meeting of the National Council of United Presbyterian Men.



"Give me a caption"

Classifieds

FOR SALE

1951 Jeep Station Wagon. Good body and tires. \$150. Telephone Chillicothe 774-2841.

GOLF CLUBS, Wilson, Gene Sarazen, No. 2 and No. 3 Woods, Nos. 2, 3, 4, 5, 6, 7, and 8 Irons & Putter. Less Bag. \$30.00 Telephone Jackson 286-3227.

Review Of Labor Relations

(Continued from page 1)

consulted as outlined in XV/7 of the Agreement. The Union's argument here is based on the admitted fact that no Instrument Man had, prior to this incident, ever been assigned to help an Electrician. Your Arbitrator's only comment to this claim is that there must be perhaps 50 or 100 other combinations of classifications to which the Company has not yet applied its temporary transfer prerogative, yet when and if these are initiated, no new policy will have been instituted. The policy, if there be such, is the making of

temporary transfers regardless of experience, capacity or capability to perform. This policy is of long standing and variations in its application will necessarily be forthcoming from time to time. Article XV/7 does not apply to variations of this caliber or character.

AWARD: The Company did properly assign the aggrieved employee(s) to perform the item of work contained in Grievance I-8-63, under the provisions of the Contract. Grievance I-8-63 must therefore be denied.

GRIEVANCE II-9-63

GRIEVANCE: Union claims Company violated Article XV, Section 1, on December 1, 1963, when a member of supervision checked out and started up the aluminum smelter and that the next Chemical Operator in line for overtime should receive four (4) hours call-in pay.

DISCUSSION: The facts in this case are clear and if any disagreement about them does exist, it pertains to the exact amount of work performed by the several foremen involved in the examination and start-up of the aluminum smelter between 4:00 a. m. and 9:30 a. m. on Sunday, December 1, 1963. As a matter of fact, it matters little whether the Utilities Foreman did any work and exactly how much work the Chemical Operations Foreman did perform: The latter was admittedly conscious of the fact that he was in violation of provisions of Article XV, Section 1 and attempted to correct this violation by assigning a bargaining unit employee to be present while he performed some of the work. The employee so assigned stood by entirely as would a spectator, for he performed neither as a learner nor as an assistant nor as a co-worker.

The issue now narrows itself down to an examination of the Company's latitude in applying the provisions of the temporary transfer clause. In this case, does the fact that the foreman ordered a bargaining unit employee to stand by while he (the foreman) completed his work of starting up the smelter, automatically void any violation of XV/1? In your Arbitrator's opinion, the answer to the question is in the negative

and this on two counts. First and of lesser importance is the complete lack of testimony that the normal transfer transaction actually took place, that is, that the employee concerned was in fact temporarily transferred to another job and that this transfer was duly noted on the proper "books" and was duly credited and/or debited to the wage accounts of the two departments concerned.

More important however, is the second reason for finding a violation of XV/1. The Company has the unilateral right to temporarily transfer any employee from any classification to any other classification. For example, the Company may temporarily transfer an Instrument Man to the Electrician classification and vice versa. This right to "temporarily transfer", an extremely valuable one from several points of view, cannot however be used to circumvent other provisions of the Agreement. In this case, the pro forma application of this temporary transfer right was made for the sole purpose of negating the dictates of XV/1. We conclude this because no transfer took place in fact, nor was any transfer intended, all because the employee concerned performed no work of any kind, nor was it intended that he perform any work. For this reason then, the Union's complaint must be upheld.

AWARD: The Company violated Article XV, Section 1, on December 1, 1963, when a member of supervision checked out and started up the aluminum smelter. To settle all claims arising out of this incident the Company will pay the next Chemical Operator in line for overtime, four (4) hours call-in pay.

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