THE WINGFOOT CLAN Bloodmobile Visit Successful

GOODYEAR ATOMIC CORPORATION

Portsmouth Area Gaseous Diffusion Plant

A Subsidiary of THE GOODYEAR TIRE & RUBBER COMPANY

VOLUME X1

PIKETON, OHIO, WEDNESDAY, JULY 15, 1964

NUMBER 20



FIFTY-FIVE YEARS OF LOYAL SERVICE to Goodyear by two employees brought this group together last week for a mid-day luncheon at the Scioto Motel in Waverly. The honored employees were I. S. Dysart who completed 25 years of service on July 6 and L. E. Cormany who completed 30 years of service on July 9. The service awards were presented by G. H. Reynolds, General Manager of the Goodyear Atomic Corporation. Out-oftown guests were C. L. Becker, Attorney for The Goodyear Tire and Rubber Company, and H. H. Kenny, retired, former Finance Division Manager of the Goodyear Atomic Corporation. Pictured above, left to right: Becker, Reynolds, Dysart, Cormany and Kenny.

Review of Labor Relations

The following arbitration awards were received from Dr. Paul N. Lehoczky, who acted as Arbitrator and heard the cases June 19, 1964.

GRIEVANCE I-19-63

The issue here was whether the the negotiations which followed the Company violated the Labor Con-filing of Grievance 1-18. tract in having a salaried employee drive a student job applicant from for denying this Grievance. It was plantsite to Columbus, Ohio, on made quite clear that the Company March 12 and 13, 1964.

must be denied for each of two distinctly separate and independent reathe circumstances which surrounded the filing and adjudication of Grievance 1-18. The second is based upon the problem of "selling" G.A.T. in -he job description of the Car Driv-

The matter was thoroughly explored by the parties at the time of Grievance 1-18 dated August 19, 1955, and the Union dropped the grievance. In view of the fact that tion of the job description of the the Company's answer was an open- Car Driver makes it clear that the end one, that it indicated the continnance of the objected-to practice in its various forms, the dropping of the grievance can indicate only one not be granted. Union position: The Union accepted the Company practice as legitimate and in accord with the meaning and tent of the applicable sections of the Agreement. From this point of view then, the issue of transportation of job-applicants and/or prospective employees to and from airports, motels, other intermediate or final destinations, was settled in 1955 during

There is, however, another reason is hard pressed to obtain the ser-DISCUSSION: This grievance vices of qualified technical personnel and that this situation is nation-wide in scope. It follows that the emsons. The first of these is based upon ployment interview process goes considerably beyond the filling out of forms and that it certainly covers terms far beyond the scope of technical job duties and its immediate the program for this year's Picnic. surroundings. This problem of making a "sale" includes the ability and knowledge to favorably influence a desirable job applicant. An examina-"sale" aspects of the transportation are not part of his job.

AWARD: Grievance I-19-63 can-

GRIEVANCE 1-63

The issue calls for a determination of the application of the "continuous service" factor of Article XII, Section 1 of the Agreement to those employees who have already been laid off one or more times and who have, in consequence, already receiv-

(Continued on Page 3) -:

Employees Support Their Blood Program

The importance of the blood program to GAT employees cannot be questioned.

On July 7 and 8, when the Tri-State Bloodmobile Unit visited plantsite, two-hundred seven employees volunteered to give blood. From this number, one-hundred eighty - seven pints of blood were donated.

"The success of the visit of the bloodmobile unit is credited to the scheduling of donors by subdivision superintendents and the sense of responsibility employees have in responding to such a worthy program," said F. E. Pickens, Coordinator Community Relations.

A total of 25 people worked at the blood center during the bloodmobile visit. The majority of these people were volunteers from the Waverly Chapter of the Red Cross. GAT's deepest appreciation is extended to them.

Of the employees who contributed blood, one became a 2 gallon donor and cleven became single gallon donors.

L. L. Wise, D-817 donated his sixteenth pint of blood. Those employees giving their eighth pint were: R. C. Armentrout, D-711; John Glover, D-711; R. A. Harrison, D-814; K. P. Hatfield, D-726; R. O. Jones, D-732; A. W. Ondera, D-851; D. E. Roberts, D-512; W. A. Sams, D-301; W. S. Smith, D-422; C. D. Tabor, Jr., D-550; and J. A. Weber, D-815.

Picnic Date Changed

GAT's Annual Picnic will be held September 26 instead of August 29.

This change is necessary because of a misunderstanding between the management of Camden Amusement Park and GAT's recreation depart-

The August issue of the "Clan" will carry a feature story covering

Safety Engineer

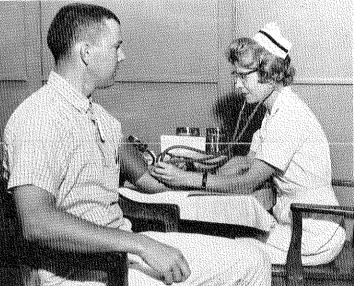


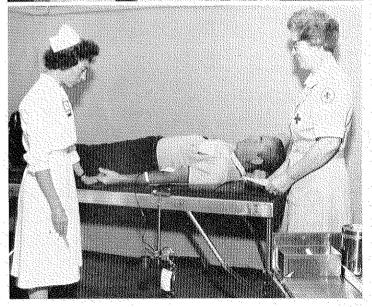
J. A. Weber

C. E. Euton

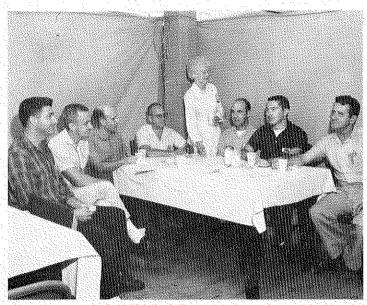
J. A. Weber, process area 5, and C. E. Euton, fire department, were selected "Engineer For The Day" for the month of July. Both men spent the day of June 24 with members of GAT's Safety Department.







THE EMPLOYEES who participated in the blood program last week will recognize the sequence of pictures above. The first step after registering is to have a nurse's aid take your temperature and pulse as shown in picture one. Picture two shows the nurse taking the donor's blood pressure. She also asks questions concerning your medical history and pricks your finger for a sample of blood to check whether the hemoglobin count is up or down. The third step takes the donor to the room, where the blood is drawn. Picture three shows the new plastic pack which has replaced the glass bottle. When the pack is filled (one pint), the weight automatically stops the flow of blood,



BLOOD DONORS receiving light refreshments after participating in the blood program. These men are "B" Shift personnel.

Tenth Anniversary

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

R. L. Stewart, Jr. H. E. Knechtly E. C. Vanderboof, Ir. I. O. Foster O. L. Shaffer J. D. Atkins I. L. Murray L. N. Coburn C. E. Euton E. E. Wilburn D. E. Easter G. E. Williams W. W. Carnes T. L. Cannon T. Rhoads, Ir. R. B. Halcomb A. F. Thompson H. R. Gilbert G. M. Cole E. C. Beasley

C. V. Stollsteimer

B. L. Bowers C. R. Seagraves W. L. Donahoe A. Henderson M. E. Shawkey

D. S. Miller P. E. Smith C. B. Smith L. R. Harris Q. R. Conklin P. E. Forsyth R. C. Mavs K. Ralston

C. L. Shaffer P. J. Daloisi H. L. Galloway A. T. Hale, Jr. D. L. Ratcliff

B. K. Cales R. W. Craycraft C. E. Bowman

M. G. Webb W. C. Hammond

C. F. Ferguson L. W. Pollock E. M. Dalton

L. D. Eakins R. J. Carry V. H. May

J. E. Moore N. Russell

R. O. Jones C. B. McMann

E. L. Workman C. R. Barnes

R. A. Boggs I. F. Sullivan

C. J. Slater

J. E. Gearbart

R. R. Welch

Baseball Excursion

The Foremen's Club announces their annual trip to Cincinnati. The dates are August 7 and 8. On these dates the Cincinnati Reds will meet the San Francisco Glants. Both games. will be night encounters.

The cost will be \$16.50 per person. This fee includes transportation, hotel treservations, tickets to two games and a box lunch.

Money should be paid to your department trustees as soon as possi-

D. B. Jones Recipient Of NACE Award

D. B. Jones, supervisor of utilities operations, is a recipient of the National Association of Corrosion Engineers Certificate of Recognition. He received this award for being qualified in one or more phases of the field of Corrosion Control.

Jones was one of 284 persons in this country to receive this national



EUGENE R. NEWMAN (left), Utilities Operations, was installed Commander of Merrit Post 142. American Legion of Waverly on June 9, 1964. ORVILLE G. NICE, Electrical Maintenance, was installed Commander American Legion of Piketon on June



K. E. BEU, Physical Measurements, points out some interesting facts to I. K. Legge, Senior Chemical Inspector of Factories in England. These men were reviewing a report prepared by Beu entitled "Safety Considerations in the Design of X-ray Tube and Collimator Couplings on X-ray Diffraction

Chemical Inspector From England Visits Plantsite

The mutual interests of two indimiles apart, brought these two scien-

spector of factories in England, is cautions applied in the U.S. for responsible for the protection of em- crystallography and spectroscopy. ployees from radiation hazards.

Last year, Legge wrote Beu requesting a copy of a report prepared in industry in two different coun-Apparatus and Standards Committee of the American Crystallographic As- great nations. sociation. The report is entitled "Saferay Tube and Collimator Couplings on X-ray Diffraction Equipment."

Last month Legge was sent to this viduals, though living thousands of country to attend a conference in Tennessee. This gave him the opportists together at plantsite on June 26. tunity to arrange a meeting with Ber 1. K. Legge, senior chemical in- to discuss in greater detail the pre-

This meeting to exchange ideas. to learn the various procedures used by Beu when he was chairman of the tries is a means of helping strengthen the relationship between two

We learned something from of the John F. Sanders Post 612, ty Considerations in the Design of X- Legge's visit and it is hoped he went home with a broader knowledge and deeper aproeciation of our country.

Prevent Sudden Death In Water

ranking cause of sudden death by or what's beneath the surface, accident.

recommended by safety authorities, ming at the seashore or when swim-Though you may have read them ming in the open ocean. many times, review them once again. They may save your life or aid you in saving someone else.

If you're a non-swimmer or a poor swimmer, don't go beyond your depth — even when using a life belt ct; (3) be sure your ski tips are up or inflated aquatic equipment.

never swim alone, or after dark, or areas, or where others are diving.

Don't swim immediately after eating. Wait an hour. (There's no proof that a full stomach causes distance from shore. "cramps," as formerly believed; but medical authorities say that emotionexample - can affect digestion adversely.)

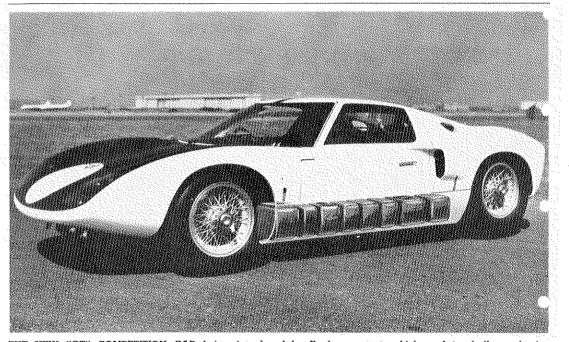
water, and don't dive in areas where server for everyone aboard.

Drowning is the nation's fourth- you don't know the water's depth

Be alert to the dangers posed by The following precautions are marine life when wading or swim-

Don't try water skiing unless you can swim well. Skilled skiers advise you to observe these safety rules when skiing: (1) check your equipment (skis, fasteners, tow rope) before each run; (2) wear a life jackand your tow rope is taut before Even if you're a good swimmer, giving the order to "hit it!"; (4) stay away from docks, sea walls, when you're overheated or overtired. other boats, swimming areas; (5) if Never swim near piers or in boating you spill, swim for and cling to your skis: (6) when landing, ski parallel to the shore, slow down, and release the tow bar while you're still a safe

If you're a boating enthusiast, (1) take a course in boat-handling; (2) al factors - fear of the water, for learn and obey the "rules of the road"; (5) don't allow overloading or standing; (4) before starting out Don't dive into chillingly cold each time, be sure there's a life pre-



THE NEW "GT" COMPETITION CAR being introduced by Ford as a test vehicle and to challenge foreign supremacy in road racing utilizes a fuel tank concept entirely new to the automotive field. Produced by the Aviation Products Division in the Rockmart, Ga., plant, the tanks fit areas of the car not normally used to hold fuel and are made of rubber and nylon, fabricated with Goodyear's spray urethane technique. The sleek "fast back" vehicle is only 40.5 inches high and has an over-all length of 159 inches on a 95 inch wheelbo It is powered by a Ford Indianapolis racing engine positioned "amidships" — behind the driver but ahead of the rear axle. The position of the engine, along with several other design features, prevents the mounting of the gas tank in the usual position behind the rear axle and under the body. As a result, Ford designers decided to install tanks in the sides of the car. As finally resolved, there is one tank on each side, mounted inside the body shell, occupying the space between the front and rear wheel wells directly above what would be the rocker panel on a convertible automobile.

GOODYEAR TRADITION EXEMPLIFIED

The Goodyear Atomic Corporation, keeping with the tradition exemplified by the parent company, once again, interjected the personal touch during the last layoff of employees.

During the 66 years that The Goodyear Tire & Rubber Company has been in operation, the consideration for employees has always been foremost in the minds of management.

E. J. Thomas, who resigned as Chairman of the Board of GT&R last April, made the following statement in an address before the New York Society of Security Analysts in March 1964: "One of the factors responsible for Goodyear's growth is the outstanding all-around teamwork, loyalty and spirit which has characterized Goodyear from the beginning. We believe that our people are our greatest asset, and we back up this belief with more than lip service."

When the President of the United States announced the cutback in the production of fissionable materials, it was mandatory that GAT terminate the services of many employees.

The employment department was instructed to do. everything possible to help personnel in the layoff status ed and stuffed in corners. Bottles and find new employment. R. C. Fleming, F. E. Pickens, and Floyd Rhoads, under the supervision of W. M. Armstrong, went to work immediately to place these people.

News releases were sent to five area newspapers announcing the pending layoffs. Fifty outside firms plus nine Goodyear plants were contacted.

The reply letters and applications from the companies contacted, listing specific job openings, were made available to each employee.

Telephone calls were received from prospective employers inquiring about the classification of the GAT emloyees in the layoff status. Employees, having the necessary qualifications to fulfill these assignments, were notified of the openings and arrangements for interviews were made.

J. F. Wettstein, president of Local 3-689, OCAWIU, and W. M. Armstrong, supervisor of employment, in a joint labormanagement operation, working closely with the Ohio State "mployment Service, prepared over 75 resumes' for hourly employees.

It was estimated that over 90% of the personnel who exited from the company prior to June 15 had jobs to go to. Jodi,

A number of people did not take advantage of the service offered to them by the employment department. Those ho did expressed their deep appreciation to all concerned.

This policy of Goodyear Atomic Corporation to help personnel in the layoff status find new employment is another way Goodyear "Protects Our Good Name."



MARTIN OBERLE, son of W. M. Oberle, Electrical Maintenance Department, is all smiles as his father proudly views the newly earned Eagle Scout Badge, This award was presented on June 8 at the Waverly Presbyterian Church, C. C. Hobbs, Scoutmaster of Troop 75, looks on.

Hints On Clothing **And Their Care** When On A Trip

Planning a vacation?

Having the right clothes with you can help insure full enjoyment of the trip. To help with your spacesaving problems, here are some sug-

Decide on the basic color scheme to minimize the number of accessories needed. Synthetics, silks, processed cottons, and knits are excellent travelers.

Pack your suitcase on a bed to avoid much bending. Check each item off your list to make sure you have everything needed. Start with bulky items, shoes, bandbags, cosmetic kits, etc. Place shoes in plastic bags, knit shoe bags, or old socks; put these in the bag opposite the handle so they will be at the bottom when carried, Gloves and lingerie can be wrapped in rissue and tucked in handbags. Small items can be rolljars can be put in the shoes before they are bagged.

Place garments front side down on a firm, flat surface. Place tissue paper on garment and fold side. front to center to keep center front free from creases. Fold to fit the length of the suitcase.

Unpack immediately upon reaching your destination. If garments have wrinkles, hang them in the bath room and turn on hot water. Steam will cause wrinkles to fall out of many fabrics. Allow garments to dry thoroughly before wearing or repacking.



Mr. and Mrs. D. D. Przybyl. (chemistry department), daughter,

Mr. and Mrs. D. A. Detillion, (mail department), daughter, Cathy

Mr. and Mrs. D. D. Baker, (SS engineering department), daughter, Julia Elaine.

Mr. and Mrs. F. C. Brewer, (engineering and maintenance services), daughter, Angela Kay.

Mr. and Mrs. C. L. Hill, (process area 1), daughter, Cynthia E.

Mr. and Mrs. D. L. Maple, (process area 6), daughter, Tamera Ann. Mr. and Mrs. C. J. Slater, (process area 6), daughter, Kathleen M.

Mr. and Mrs. R. E. Walker, (sheet metal shop), son, Jeffrey.

THE WINGFOOT CLAN

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C. C. DAY, Stores Department, has been recommended by the Safety Department for membership in the Golden Shoe Club of America. On June 5, 1964, Day was standing on the running board of a moving forklift. when he slipped and fell to the ground. The wheel of the forklift passed over his right toot. Fortunately, the only injury to Day was a minor contusion and laceration to the second toe of his right foot. The fact that Mr. Day was wearing safety shoes prevented serious injury to his foot and possible loss of toes.

REVIEW OF LABOR RELATIONS

(Continued from Page 1)

ed a Layoff Allowance under its provisions. The issue actually hinges on ated (discharged, resigns, etc.). Unexactly what the parties meant by the term "rehire" in Article XII, Section

DISCUSSION: The Company's case is clear and complete in its answer to the Grievance. It should be added that the list of the 43 employees who have received and accepted multiple-layoff pay based on the Company's interpretation of how XII/4 applies, is both extensive and covers a broad period of time. One of these 43 was the President of the Local Union at the time the 1960 Agreement was ratified; he was laid off for the first time on March 2, 1962, "rehired" on September 10, 1962 and laid off for the second time on November 9, 1962. He received 120 hours "layoff allowance" at the time of his first layoff but no layoff allowance at the time of the second lavoff. This can mean only one thing: The Company's interpretation of the intent of XII/4 was identical to that of a high Union official during whose term of office a goodly number of the 43 multiple-layoffs took place.

The Union's case is equally convincing: There was contractual proof offered to the effect that the term "rehire" means the return of a former employee who had severed all connection with the Company; conversely, there was proof offered that an employee who has not severed connections with the Company is "laid off" and may later be "recalled." The Union, in its extensive and detailed analysis of the meaning of the term "rehire" as it applies in several sections of the Agreement, argues that in the light of the language of those sections, the term is not synonymous with the concept of being "recalled." It goes on to indicate that a "recalled" employee is "re-employed" with net credit for active "continuous service." In contrast, an employee loses all seniority

rights (i.e., his rights based on continuous service) when he is terminder such conditions, his subsequent return is denoted as a "rehire" and he starts de novo with zero "continuous service" credit.

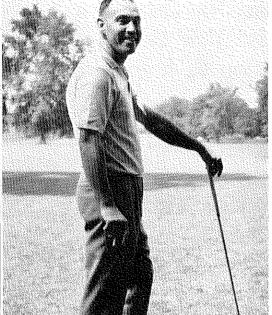
In view of the foregoing, it became necessary to make a detailed study of the entire Agreement. The results of this study indicate that some of its sections were written independently of others, perhaps by different people and at different times. Thus, the language and the terminology in some of the sections is at variance with the specific language of other sections and at times even with the general language of the Agreement. This is definitely the case when Article XII is compared with others (such as VIII) and even with reference to the variations within Article XII proper.

It is clear then that the parties. for whatever reason, used the term "terminate" in Article XII to denote an employee who was laid off due to lack of work and who did not as a direct result lose his "continuous service." The term which naturally balances "terminate" is not "re-call" but "rebire." Thus, it follows that the parties' use of the term "rehired" and "rehire" in XII/4 refers to the return of the employee from a lavoff rather than to a new hire. This must have been the understanding in existence between the parties over the years or else any disagreement would have come to light long ago.

AWARD: Grievance 1-63 cannot be granted.











THE PASSWORD AT THE SHERATON FRENCH LICK HOTEL in Indiana is "SMILE." The Goodyear group that spent a weekend outing at the famous resort hotel on June 12-14 was all smiles as they paused a minute to have their picture taken. Upper left: Mike Casey, son of R. E. Casey, Electrical Maintenance Department; V. J. DeVito, Uranium Control and wife, Jean, and their guests Mr. and Mrs. Miles Smith of Waverly are pictured prior to leaving for French Lick. Upper right: B. L. Urich, former GAT employee and now Assistant Purchasing Agent at the Goodyear St. Mary's plant was snapped just before he teed off in the mixed tournament held for the Goodyear group. Lower left: Mrs. Bert Urich, stops long enough from tieing her shoe to smile at the cameraman. On her right is Mrs. Merrill Ridgeway, a guest of the Urich's from St. Mary's. Lower right: waiting to tee off in the tournament are Mrs. Robert Casey, A. L. Sutton, Superintendent, Personnel Services and his wife, Evelyn.

ROMERO, WILBURN WIN SAFETY SLOGAN/CAPTION CONTESTS

The winning slogan for the July, 1964, Safety Slogan Contest was presented by A. P. Romero, special analysis department.

Mr. Romero presented the following slogan:

"SAFETY SAVES DOLLARS AND MAKES SENSE"



The winning caption for the July, 1964, Safety Caption Contest was presented by E. E. Wilburn, fire department

Mr. Wilburn presented the following caption:

"ONE UNSAFE ACT CAN SINK YOU"



There was a total of 40 slogans and 39 captions presented during the period of May 21, 1964, through June 20, 1964, which were entered in the July, 1964, contests. The winning employees will each receive a \$10.00 cash award.

SAFETY SLOGAN CONTEST ENTRIES

J. R. Armstrong D/551	L. M. Crow D	'814.
W. S. Fleshman D/858	(for son, Jerry)	
H. A. McClelland D/226	J. Madden D.	256
H. R. Gilbert 4/212	J. G. Ewing D.	852
A. P. Romero D/525	C. M. Bush D.	712

R.	C. Kramer	D/351
· H	. C. Dyer	D/813
Α.	D. Smith	D/726
Œ,	E. Wilburn	D/256

SAFETY CAPTION CONTEST ENTRIES

B. L. Bowers	12/200
A. D. Smith	D/726
J. G. Grose	D/810
- W. S. Fleshman	D/858
J. R. Armstrong	D/551
H. A. McClelland	D/226
A. P. Romero	·D/525
W. H. Pyles	D/851
R. D. Bradshaw	±D/256
C. L. Webb	D/201
E, E. Wilburn	D/256
J. G. Ewing	D/852
C. M. Bush	D/712
E. L. Salazar	D/531
. A. D. Pickelheimer	. D/111
R. C. Kramer	: D/351
H. C. Dyer	D/813
J. C. Stollings &	D/423
A. P. Romero	



Dick Entler competed in the Ohio Amateur Golf Tournament held at the Maketewah Country Club in Cincinnati, July 8.

Meredith Evans, playing in the Athens Invitational Tournament on June 24, had the low gross score for 18 holes and won a beautiful silver bowl. Approximately 50 women competed.

Lloyd Fuller, former superintendent of employee services and now personnel manager of the Goodyear plant in New Delhi, India, reports that golfing in India is "out of this world." He is a member of the Delhi Golf Club. The course is a par 74. The fairways are narrow and an impenetrable jungle lines both sides - a slice or a hook and you have lost a ball, Near to No. 6 green lives a family of monkeys, It is the duty of one of the caddies to prevent a monkey from stealing your ball. Also, the larger type birds like to swoop down and pick up the ball and if this happens, the result is a two stroke penalty. Last, but not least, each golfer has three caddies, one to carry the club, one to watch the ball and one to warn you of snakes, etc. Anyone for golf in India?

Fourteen women golfers participated in a playday and cookout held at the Skyline Course in Waverly on June 29. The next playday will be August 17.

Subdivision 730 held their annual golf tournament and the "Good Guys" defeated the "Bad Guys" so reports Bim Walder. Members of the winning team were: Gerry Althouse, Dave Goodman, George Kaut and

V. J. DeVito, playing at the Skyline Course in Waverly, set two new course records last week. He shot a nine hole score of 31 and an eighteen hole score of 68. DeVito should challenge R. E. Entler for the company championship this year.

All golfers are reminded of the PGA Tournament which is being held at the Columbus Country Club this week. The cost for Saturday and Sunday is \$6.00 per day.

Golfers still follow the 13 basic principles of "gowff" set by the twenty-two noblemen and gentlemen who organized the Royal and Ancient Golf Club of St. Andrews in 1754.

Duplicate Bridge Winners Announced

The GAT Duplicate Bridge Club held their tenth meeting of the year on Friday, June 19. A total of ten teams participated.

The north-south winners were Merle Hartle and Elbon Clark, The Small east-west winners were Roscoe Wimer and Chares Spencer.

Other players were Mr. and Mrs. William Harbarger, Mr. and Mrs. David Doner, Mr. and Mrs. Lewis Parker, Mr. and Mrs. Al Koehler, Howard Galloway, Paul Slaughter, Hal Spring, Robert Loblein, Bob Shoaf, Lee Mullins, Roger Moritz, will be Friday, July 17, 1964 at and Steve Kohut.

The next session of the Club Waverly.

Classifieds

FOR SALE

Tropical Fish fancy guppf . Real beauties, Telephone Jackson 286-2346,

'61 Ford Galaxie. 2-door hardtop. Small v/8. Standard transmission. '29 A-Model Ford. 2-door. Sedan. Telephone Portsmouth EL 3-0230.

Chevrolet, 4 - door sedan, 1950. Standard shift. Dependable transpor-lation. \$150.00. Telephone. Ports-noutb EL 3-0379.

WANTED

Carpool from Jackson, "O" Shift Convenient location, Telephone Jackson 286-2346.

7:00 p. m. at St. Mary's Church in

Return Requested

Goodyear Atomic Corporation P. O. Box 628 Piketon, Ohio 45661

BULK RATE U. S. Postage PAID PIKETON, OHIO Permit No. 11