

THE WINGFOOT CLAN

GOODYEAR ATOMIC CORPORATION

Portsmouth Area Gaseous Diffusion Plant

A Subsidiary of THE GOODYEAR TIRE & RUBBER COMPANY

VOLUME XII

PIKETON, OHIO, WEDNESDAY, AUGUST 25, 1965

NUMBER 11

'C' Shift Wins 1965 Safety Award

For the sixth time in the past five years, "C" shift employes have won the Annual Shift Safety Award. This award is presented annually to the shift having the best safety record.

During the 1965 fiscal year no disabling or temporary partial injuries were credited to "A" shift or "C" shift. However, "C" shift was given the award because their safety record

in past years has not been excelled.

At a Recognition and Award luncheon last week in which 58 people attended, S. W. Dirmeyer, "C" shift superintendent, was presented a metal ribbon by G. H. Reynolds, General Manager, in recognition of the safety record recorded by "C" shift personnel. In addition, the safety department added a personal touch to the award by giving

a pocket knife to each member of "C" shift. Inscribed on the knife is "GAT Shift Safety Award — 'C' Shift 1964-65."

Attending the luncheon were representatives from each department working "C" shift, shift safety representatives, monthly and annual caption winners, representatives of the OCAW and UPGWA, and members of the operating committee.



DEPARTMENT REPRESENTATIVES. The following men attended the award luncheon last week honoring "C" shift for winning the Annual Shift Safety Award. Left to right: M R. Adkins, J. F. Oates, P. E. Briggs, H. C. Howard, Elwood Cook, R. S. Martin, W. T. Durbin, H. T. Thompson, S. W. Dirmeyer, J. E. Grant, W. L. Bridwell, B. P. Allen, W. F. Potts, W. H. Runyon, I. G. Smith, and C. E. Jackson.

60% Of Questionnaires Returned

Survey Reveals Interesting Facts

Recently all employees were asked to give the *Wingfoot Clan* Office some answers to questions which would be used to judge just how good a job the *Clan* is doing.

The response to the survey was surprisingly heavy — nearly 60% of the people returned the questionnaire. Many of them took the time to offer significant comments, constructive criticism or suggestions which could help us make the *Clan* more interesting and useful.

The tabulation indicates that the *Clan* is read by employees. Over 90% stated that they read every issue. Only about 2% said they rarely read it. A heavy preponderance of the replies showed that wives (or husbands) and other relatives also read the copy that they receive.

More popular articles are (1) company news, (2) AEC news, (3) review of labor relations, and (4)

recreation activities. Articles that they would like to see increased are (1) employe benefits, (2) research and development information, (3) AEC news, and (4) reports from management.

The survey shows that the *Clan* is "on target." Sixty-five per cent of those responding said that it does a good to excellent job of keeping employes informed about what is going on at GAT. About 6% rated the job as poor.

Generally, the comments were constructive, and some of the recommendations can be anticipated in future issues. For instance, many suggested that use of the classified ad section should be encouraged . . . More recreational features for hunters, fishermen and campers is requested . . . A "letter to the editor" column is recommended for the exchange of viewpoints . . . More items and articles on employes throughout the plant with less emphasis on "headquarters" people . . . Short stories on non-classified research and development . . . Articles on the future outlook for GAT . . . More information on what is going on in the

atomic energy field, use of our product, foreign nuclear developments and nuclear energy in space programs . . . Wider coverage on employes and families, their hobbies, vacations, community work, honors, human interest, and a Family of the Month section.

A few employes felt that they would like to pick up the *Clan* on plantsite because it is discarded before they get home. Any person who has this problem can usually get an extra copy at the *Clan* office by dropping by and asking for it.

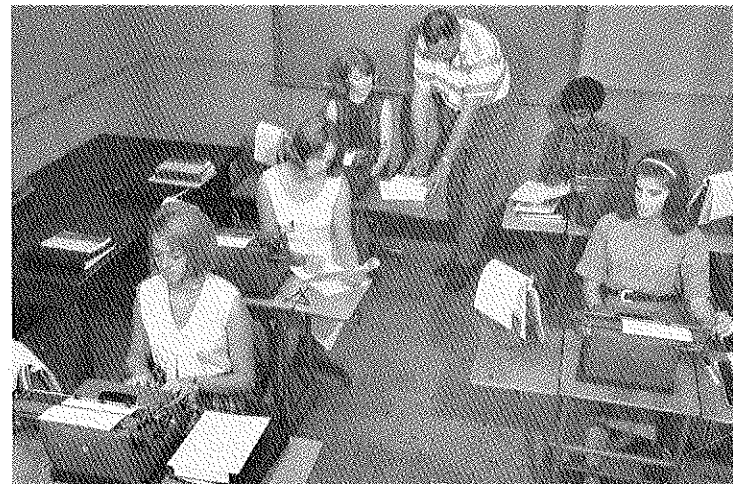
The *Clan* editor wishes to thank all employes for participating in the study and for offering comments which are meant to help make it a stronger means of communication.

Goodyear directors voted this month to increase the quarterly dividend to 31¼ cents per share, equivalent to \$1.25 a year, from the previous \$1.15 rate. The quarterly dividend will be payable Sept. 15 to shareholders of record Aug. 16.

GAT Employs Twelve Students In Youth Opportunity Program

GAT has hired twelve young men and women this summer in response to the President's Youth Opportunity Campaign. A carefully planned training and work schedule was prepared, and the specially selected dozen youths were brought to work as soon

as security clearance could be obtained. They are now getting supervised on-the-job training in various assignments throughout the company, and beneficial productive work is being received from them in return.



IN THE UPPER PICTURE five young ladies receive stenographic training from D. E. Prickett, conference leader, training department. Left to right—Judy Ball, Heather Connery, Dolores Reffit, Prickett, Jean Morrison, and Taya Schillinger.

IN THE LOWER PICTURE H. M. McInerney, industrial hygienist, health physics department, demonstrates radiation detection instruments to seven young men. Left to right — standing — McInerney, Gordon Woosley, Reed Irwin, Stephen Martin, Thomas Parker. Seated — Charles Osborne, Jr., Richard Chemas, and Thomas Skinner.

Goodyear Veteran Given 25 Year Pin

H. D. Baumgardner, accounts payable and cashier's department supervisor, completed 25 years with Goodyear Aug. 19, 1965.

Baumgardner started his career with Goodyear in 1940 as a member of the production squadron. In April, 1941 he was promoted to invoice auditor and a short time later was transferred to Goodyear Aircraft Corporation where he eventually moved to manager of plant D, accounts payable department. He was with Goodyear International for two years and in 1948 returned to GT&R as a senior account clerk.

On May 18, 1953 he transferred to GAT as supervisor of the accounts payable department. In March he assumed the duties of supervisor of the engineering costs and property records department and in 1962 to the position he now holds.

Baumgardner attended both Akron University and Kent State University.

Mr. and Mrs. (Ardella) Baumgardner have two children. A daughter, Kristine (Mrs. J. S. Robinson) lives in Richmond, Va. Their son, Hugh, graduated from Marietta College and at the present time is in the U. S. Air Force stationed in Florida.



H. D. BAUMGARDNER



Review of Labor Relations

The decisions in the four cases heard by Arbitrator Vernon L. Stouffer on July 6, 1965, are summarized below:

GRIEVANCE 1-42-63

Grievance: Car Driver claims upgrade to Labor Grade 12 (Fireman) for assignment in transporting injured employe to local area hospital.

Discussion: The recommendation of the Company's Medical Director to send the injured employe to the County Hospital on a stretcher in a station wagon, and the following and carrying out of the same by the Company, as well as assigning the grievant to drive the vehicle, constituted proper exercise of a Management prerogative. The question involved herein is whether or not the grievant while driving the station wagon, and assisting in the placing of the injured employe on the stretcher, was performing work outside the Car Driver classification. If it be found he was, such fell within the Fireman, Labor Grade 12, classification.

The grievant obtained the stretcher used in moving the injured employe from a fire station vehicle used as a standby when the regular ambulance was in use. The use of the stretcher by the grievant and non-bargaining unit employes, and the handling of the injured employe appears to have been the same as when used in an ambulance and handled by Firemen, Labor Grade 12. This appears to be the first instance where a stretcher patient was transported in a vehicle other than an ambulance operated by Firemen.

After careful consideration of the testimony and evidence, this Arbitrator is constrained to find that the aggrieved did what a Fireman would have done if a plant ambulance had been used. The aggrieved, a Car Driver, was performing as an ambulance driver during the assignment. He was driving a vehicle in which an injured employe lay on a stretcher with his destination a hospital eleven miles away. The type of ve-

hicle used does not govern the classification into which the work falls, but rather the duties performed. Work duties performed by the aggrieved in the assignment in question were common to the duties of a Fireman rather than those of a Car Driver.

The Arbitrator is cognizant that Job Descriptions are not intended to include each and every job duty of a classification, but rather to serve as a guide. The general duties of the Car Driver do not contain, even indirectly, anything similar to the type of duty which the grievant performed and for which he seeks a higher rate of pay.

For the above reasons, this Arbitrator finds that the aggrieved while performing the job assignment in question was working outside the scope of his classification.

Award: Grievance sustained and the Company is hereby instructed to compensate grievant for the difference in pay between Labor Grade 6 and Labor Grade 12 for the actual time involved in the assignment under consideration.

GRIEVANCE 1-44-63

Grievance: Discharged Maintenance Mechanic, who was later reinstated, claims right to defer his 1964 vacation until the 1965 vacation period.

Discussion: The parties agreed that the issue in this grievance is:

"Under the circumstances of this case, involving discharge of the aggrieved on December 16, 1964, and his reinstatement in April, 1965 with 'recompense for all time lost,' is the Company entitled to schedule his 10 workdays of 1964 vacation as taken before the date of his return to work."

The Union maintains that the Company had no right to consider the grievant as having taken his 1964 vacation before the date of his

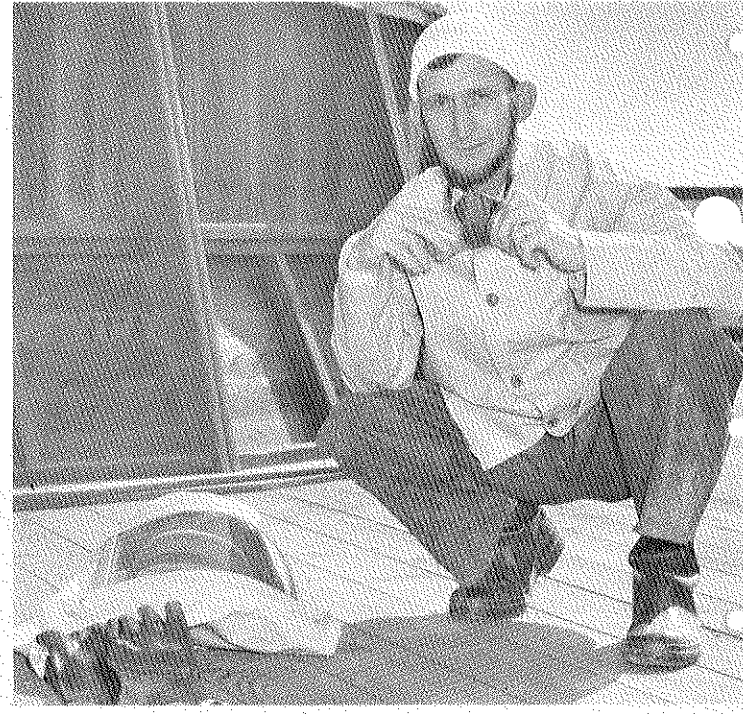
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Utilities Operations Knows Value Of Preventive Maintenance Care

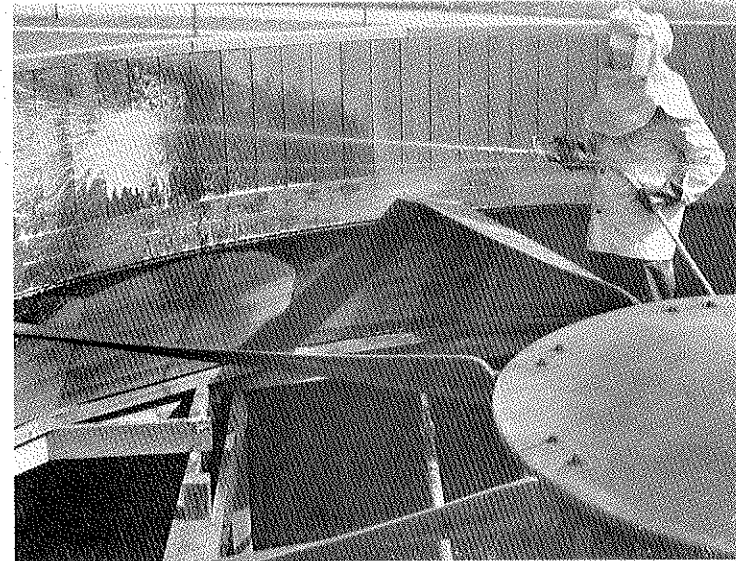
Each spring and fall members of Utilities Operations don protective clothing and spray the top sections of the cooling towers with a chemical fungicide. This twice-yearly preventive maintenance program is carried out in an attempt to eliminate or at least control the destruction of the cooling tower lumber by microbiological organisms.

Many types of wood have been used in the construction of cooling towers. Because of its greater durability and its natural resistance to wood-destroying organisms, redwood is the most common material. However, redwood is subjected to a number of different types of deterioration and steps must be taken to minimize destruction.

Chemical attack can take place in the form of leaching and delignification. Leaching is the removal of soluble materials from the lumber. As water passes over it, the natural extracts that give redwood its durability are removed. Delignification is the removal of that material which



PROTECTIVE CLOTHING. W. D. Hehl, utilities operations, displays the gear that is worn when the cooling towers are sprayed.



SPRAYING CONTROLS DESTRUCTION. L. C. Brant, utilities operations, shows the method used in spraying the cooling towers with chemical fungicide. The fan in the foreground which measures 240" in diameter draws air through the cooling tower. The air helps cool the water.

deeply in to the lumber, some material is absorbed by the wood members which inhibits the growth of fungus spores, should they come in contact with the wood.

Wood specimens are taken at regular intervals and tested to determine if sufficient sodium pentachlorophosphate remains in the wood to protect the lumber. Such specimens are checked in the Utilities laboratory by subjecting the wood specimen to a living fungus. If the fungus cannot live on the specimen, this is an indication that sufficient protective solution remains in the lumber. However, should the fungus grow over the wood it is evident that the fungicide has leached from the lumber.

It has been determined by such tests as these that spraying at six-month intervals represents the most efficient program for protecting our cooling towers.

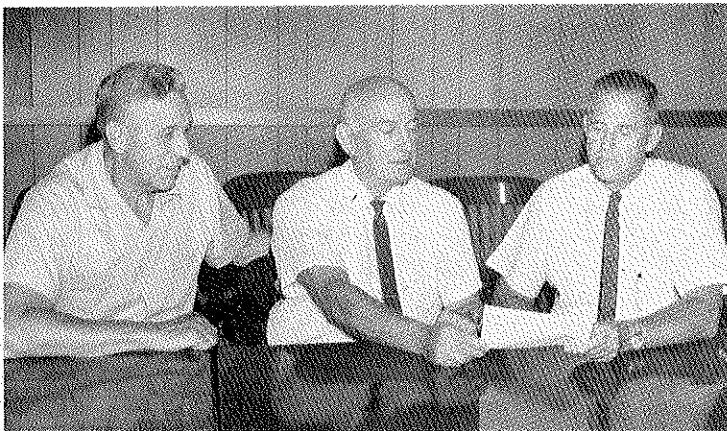
binds the cellulose fibers together with the result that the wood loses much of its strength. Both types of chemical attack are readily apparent since such deterioration takes place externally. Proper regulation of cooling water treatment keeps chemical attack at a minimum.

Microbiological attack is caused by organisms which feed on the cellulose in the wood. This type of attack is particularly destructive because in most instances deterioration takes place within the wood with no evidence of external decay. Internal rot can proceed to the point that portions of the cooling tower can collapse with no prior evidence of such deterioration on the external surfaces of the lumber.

It is to prevent this latter type of infection that the spraying program is carried out at regular intervals. Although fungicide cannot penetrate



TOTAL DESTRUCTION. This is what happens when a preventive maintenance program is not in operation. Leaching and delignification have taken place in this piece of wood.



G. H. REYNOLDS, center, GAT's General Manager, presents a check for \$2,000 to D. W. Doner, Manager, Industrial Relations Division, as the corporation's gift to the Ross County Roweton Boys' Ranch Development Fund. At left, looking on, is W. A. Brown, Manager, Plant Engineering and Maintenance Division. Doner and Brown are members of the Roweton Boys' Ranch Advisory Board. The Roweton Boys' Ranch is being developed as a home for needy teen-aged boys who, for one reason or another, do not have a home.

Big Oaks From Little Acorns Grow . . .



. . . BIG LEAGUERS FROM LITTLE LEAGUERS GROW. Shown above are 46 sluggers of the future, all sons of GAT employees. Look them over and remember the names — you may be hearing more of them.

TOP ROW: David, son of C. A. McPherson, D-731; John—C. P. Work, D-514; Brian—G. V. Bethel, D-851; Willy—C. C. Hobbs, D-711; Randy—R. S. Martin, D-811; John and Ralph—A. L. Williamson, D-201.

2nd ROW: Mike—C. F. Trivisonno, D-552; Eddie—D. H. Lowder, D-256; Scott—P. M. Young, D-533; Jay—S. R. Kegley, D-523; Paul—F. G. Bradford, D-817; Jeff—O. E. Gleim, D-411; Ben, Jr.—Ben Murnahan, D-810; Gary—A. G. Boggs, D-712.

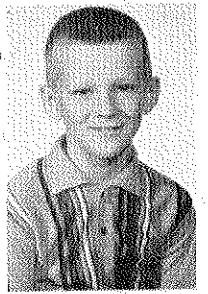
3rd ROW: Marvin and Edwin—W. E. Smalley, D-858; Rickey and Stephen—J. R. Diamond, D-812; Rickey—P. Q. Snyder, D-552; Jeffrey

and Gregory—G. W. Speakman, Jr., D-533; Bob—H. E. Vallandigham, D-724; Rick—M. R. & Rita Kennard, D-421 & D-520; Randy—G. E. Williams, D-256; Francis—F. J. Gorman, D-375.

4th ROW: Tom—L. A. Simon, D-374; Dennis—W. J. Donahoe, D-256; Rick—S. V. George, D-732; Eric—G. J. Williams, D-514; Spencer—C. M. Bush, D-712; Kenny—K. L. Ritchie, D-523; Gary—R. E. Shepherd, D-761; Randy—W. J. Bloss, D-812; John—J. G. Crawford, D-858.

5th ROW: Mark and Kevin—E. D. Bradbury, D-814; Mark—C. F. Crumm, D-851; John—C. M. Bush, D-712; Oattie—D. J. Barr, D-852; Jeff—C. L. Cottle, D-252; Charles—J. J. Surack, D-532; Steve—P. M. Young, D-533; Tommy—Barbara Cooper, D-817.

6th ROW: Rick—J. P. Vournazos, D-813; John—E. D. Bradbury, D-814.





'Round The World

Goodyear's role in the controversy surrounding the possible construction of a synthetic rubber plant in Communist Romania is the reason for this report of facts significant to every employe.

Senator William Fulbright (D-Ark.) did not have all the facts in his possession in a recent speech on the Senate floor, and his charges have made it possible for Goodyear to set the record straight.

He questioned Goodyear's refusal to build the plant for the Communists; questioned State Department action in not making certain that negotiations by The Firestone Tire & Rubber Company to build the plant were successful, and questioned what he described as "the nuisance activities of a minor vigilance group . . . which calls itself Young Americans for Freedom."

To make certain all employes are aware of the company's actions, *The Clan* is presenting a chronological report of events to date, and an explanation of the reasons for Goodyear policy in the matter.

June 9, 1964 — A trade delegation from Communist Romania visited the Goodyear plant at Beaumont, Texas. This was one of several U. S. manufacturing facilities in various industries visited by the Romanians, at the request of our Government.

The Romanian delegation got a casual look at Beaumont activities but was not permitted to observe detailed manufacturing processes involved in the creation of polyisoprene rubber.

This product duplicates natural rubber and is considered one of the Free World's manufacturing secrets. Goodyear and the Shell Oil Company are the only known commercial producers of polyisoprene rubber in the world.

Oct. 1, 1964 — Goodyear advised the State Department by letter that it did not care to participate in the development of a polyisoprene rubber plant behind the Iron Curtain. The company said it did not believe such information should be sent behind the Iron Curtain be-

cause of its strategic value and because we felt the Communists could use this synthetic natural rubber to disrupt natural rubber prices.

No public statements were made of the decision and no action had progressed beyond the discussion state.

Oct. 22, 1964 — Washington newsmen learned of Goodyear's action from news sources inside the government, and reported that Goodyear had declined an invitation to build the plant. The news stories appeared in hundreds of publications across the nation, with most reporting that Goodyear felt this highly prized technical know-how could become available to other Communist countries.

Dec. 3, 1964 — The first company statement on the subject appeared on the pages of the Akron edition of *The Wingfoot Clan*. The report, which also appeared in the *Goodyear Atomic Wingfoot Clan* later that month, was prepared as an INTERNAL communication to inform employes of the facts.

Jan. 5, 1965 — It was revealed in Washington that Firestone had signed a preliminary agreement with the Romanians to build a synthetic rubber plant behind the Iron Curtain.

April 20, 1965 — Firestone announced it was terminating negotiations with the Romanians and would not build a synthetic rubber plant in that country. No reason was given for the action.

June 11, 1965 — Six weeks after Firestone's termination of negotiations Goodyear distributed to company representatives in the field reproductions of articles in *Human Events* and *New Guard*, publications that reported the facts in detail.

During the period when it appeared that Firestone would build the plant in Communist territory, Goodyear received many letters and queries from customers, dealers and competitive dealers asking for the background on Goodyear's decision.

Distribution of the two publications was an effort to explain the reason to the field representatives so they could answer queries.

July 26, 1965 — Sen. Fulbright presented his charges on the Senate floor.

The State Department has denied the charge that it did not support Firestone.

Goodyear's reasons, which have been distributed to the press, are: "Our decision not to build a synthetic rubber plant for Communist Romania was based solely on the fact that we did not believe such technical know-how should be sent behind the Iron Curtain where it could become available to Communist nations. The current situation in Viet Nam reinforces that decision in a manner that is far too convincing for all Americans."

LABOR RELATIONS

(Continued from Page 2)

return to work merely because it paid him for vacation earned but not taken at the time he was improperly discharged.

The Company maintains that it scheduled the grievant's 1964 vacation in 1964 and that there is no portion of the 1964 vacation remaining to be deferred under Article XIII, Section 3. It relies on the contract language of Article XIII, Section 5, as support for its position, wherein it is provided that vacations are scheduled by the Company to be taken during the vacation period.

After due and careful consideration of the matter, it is the Arbitrator's considered opinion that having been deprived of the right to work because of the discharge and to exercise his rights under the provisions of Article XIII, Section 3, the grievant should be permitted to defer his 1964 vacation until the 1965 vacation period.

The Arbitrator rejects the Union's request that grievant be allowed to schedule his vacation in 1965 at a time of his personal preference. To do so would permit the grievant to take his 1964 vacation at any time during the 1965 vacation period he chose to. Article XIII, Section 5, does not permit this. Vacations are scheduled by the Company with preference within a department as to dates being given on the basis of classification seniority, provided such preference is indicated prior to Apr. 1.

Award: Grievance sustained in part and denied in part. The grievant is entitled to defer his 1964 vacation until the 1965 vacation period.

GRIEVANCE III-26-63

Grievance: Firemen claim violation of Article XV, Section 1 (a), by the use of non-bargaining unit personnel to assist in moving an injured employe on a stretcher. This grievance rose out of the same incident involved in Grievance No. I-42-63.

Discussion: The Union maintains that non-bargaining unit personnel may not be used in placing, carrying, loading and unloading a stretcher patient who is transported to and from the plant hospital. It alleges that this type of work is normally performed by bargaining unit employes of D-256 (Fire Department).

The Company maintains that the handling of medical patients is the responsibility of the Company's Medical Department and that bargaining unit personnel were utilized to the extent transportation was involved.

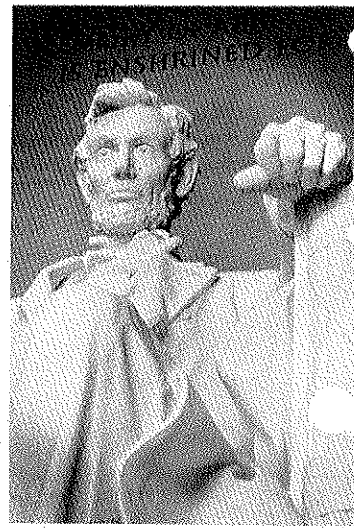
The Union failed to show that any of the grievants were deprived of or displaced from a job normally performed by them. In fact, no Fireman was so affected.

In the absence of such a showing, the Arbitrator has no alternative but to deny the grievance. Article XV, Section 1 (a) clearly points out that non-bargaining unit personnel shall not do work which shall deprive bargaining unit employes of jobs. The aggrieved apparently worked in their classification at all times involved and cannot be said to have been damaged in any manner.

Kohut In Running; Photos Among Top

Steve Kohut, mechanical & project engineering department, is in the running for the grand prize — a round-the-world trip for two with \$1,000 spending money — with his photograph entries in the Columbus Citizen - Journal Amateur Snapshot Contest. One of Steve's pictures, showing Abe Lincoln seated in stony majesty in the Lincoln Memorial, was a black and white winner among weekly entries submitted to the Columbus paper. Another entry took the week's prize in color. These make him eligible to compete for grand prizes at the local level and the possible opportunity to have either or both pictures entered in the Newspapers National Snapshot Awards.

Some of the lesser prizes at the



national competition are a tour of Europe, a tour of Hawaii, a trip to Mexico, or one to the West Indies. Steve indicates that any of these would be most acceptable.

Award: Grievance denied and dismissed.

GRIEVANCE III-27-63

Grievance: Firemen protest operation of ambulance by non-bargaining unit personnel (Police Officer) during simulated emergency when all Firemen were fully engaged in fighting a simulated fire.

Discussion: The Arbitrator recognizes that there was no real or actual emergency at the time the simulated emergency drill was conducted on March 31, 1965. The purpose of the drill was to test and evaluate the effectiveness of personnel under complicated emergency conditions. A simulated emergency drill is meaningless unless it is conducted under conditions that are realistic or characteristic of a true emergency. While the Union's concern with regard to the potential taking away of bargaining unit work if the Company has a free hand in assigning non-bargaining unit personnel to operate the fire station ambulances is understandable, it must be recognized that other personnel must be trained and available to operate them in an actual emergency when and if Firemen are fully engaged in handling other phases of the emergency.

The Company clearly showed that it had no intent to assign non-bargaining unit personnel or employes other than Firemen to the operation of the ambulances under ordinary circumstances.

In the past eleven years preceding 1965 the Company has conducted over 200 drills of varying nature involving Firemen plus other personnel from production and maintenance units as well as non-bargaining unit employes. Training of the nature involved in the simulated emergency on March 31, 1965 was not new.

Return Requested

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

In order to instruct people to respond during emergencies, they must be trained under conditions that would exist in a real emergency. There is no practical way to separate a simulated emergency from a real emergency for the purpose of instruction. Article XV, Section 1 (a), expressly provides that non-bargaining unit personnel may perform necessary functions such as instructing or assistance to employes, provided the assistance rendered does not displace the person doing the work. Non-bargaining unit employes are also permitted thereunder to operate equipment or processes in emergencies. In the opinion of the Arbitrator, this Section permits the very thing that occurred here — operation of equipment in an emergency.

No Fireman was deprived of or displaced from a job normally performed by him at any time during the drill. As previously stated, all of them were fully occupied performing functions of their classification.

For the foregoing reasons, this Arbitrator is constrained to find that the Company did not violate Article XV, Section 1 (a) when it permitted a non-bargaining unit employe (a plant guard) to be assigned to operate a Company ambulance during a simulated emergency.

Award: Grievance denied and dismissed.

In Memoriam

Charles G. Meade died August 10, 1965, in University Hospital in Columbus. Mr. Meade was a member of the production division.

Classifieds

FOR SALE

26" boy's bike. \$10. GE automatic washer. \$40. 22 Marlin Levermatic rifle and 20 gauge shot gun. Telephone Chillicothe 774-5871.

Photographic enlarger, 8" x 10" print frame and electric print drier. All for \$30. Repairable 18" power mower. \$10. Telephone Chillicothe 772-0643.

3 bedroom house with wall to wall carpet in living room and hall, attic stairway, floored attic. Located on 63' x 100' corner lot at 401 Gordon Ave. in Waverly Heights Addition. \$8500. Would rent on 1 year lease. Shown by appointment after 5:00 p. m. Telephone Waverly 947-4316.

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