

# THE WINGFOOT CLAN

## GOODYEAR ATOMIC CORPORATION

A Subsidiary of THE GOODYEAR TIRE & RUBBER COMPANY

VOLUME XIII

PIKETON, OHIO, MARCH, 1966

NUMBER 6

### Review of Labor Relations

#### GRIEVANCE 5-63

The Union protests the Company's decision as to the amount of compensation to be paid to the men involved in the three-day assignment to travel to Oak Ridge, Tennessee, for the purpose of examination by in vivo counting technique at the Y-12 Plant. The Union's position is that the grievants were on a continuous assignment away from the plantsite during the three-day period and should be compensated for the entire period as time worked. The Company's position is that the grievants were properly paid for all hours worked and that those specific periods of time during which the men were off duty on the trip are not compensable.

*Discussion:* There is, indeed, some similarity between this case and the 1956 and 1962 situations, in that the Company refused to pay for rest periods or sleeping time for employees on assignments away from plantsite. But this seems to be the only similarity as the circumstances that lead up to the previous arbitrations are substantially and significantly different than those involved in this case. In fact, it is the differences rather than the similarities that give a cue to the answer. It seems to the arbitrator that the two awards cited by the Union in support of its arguments does the contrary. It appears that what the Union is claiming is that these employees are entitled to some extra compensation because they were required by the Company, for its "convenience," to be away from home for two nights. It is the arbitrator's opinion that there is nothing now in the agreement nor did the two arbitrations cited establish any basis for making payments to the employees other than what they have already received.

*Award:* It is the arbitrator's decision that under the circumstances of this case, the employees involved were properly paid for the time away from the plant and the grievance is, therefore, denied.

#### GRIEVANCE I-48-63

Out of a number of automobile trips between the plantsite and Oak

### Seminar Speaker

Dr. David F. Cope, director, reactor division, AEC, Oak Ridge, will speak at a seminar scheduled to be held in the X-710 building on April 13.

Dr. Cope's topic will be "Nuclear Reactors."

Ridge, Tennessee, for certain employees to receive a special medical examination known as the in vivo body count, the first trip was made by four bargaining unit employees accompanied by a non-bargaining unit employee who did the driving. The issue is, was Article XV, Section 1 (a), violated when the salaried employee drove the car?

*Discussion:* It seems to the arbitrator that the situation with which we are here involved falls somewhat into the "hair splitting" category. It is unquestionably true that in the past salaried employees have driven other employees without apparently violating Article XV, Section 1, except for the one situation which the Company admitted violation and paid the Union's claim. Furthermore, there was no evidence that anyone other than the salaried employee did the driving.

*Award:* It is the arbitrator's decision that in Grievance I-48-63 the (Continued on Page 4)

### Veteran Employee To Complete 20 Years

C. A. Mentges will complete 20 years with Goodyear April 1.

Mentges started his career in the sales-office squadron. In 1947, he was transferred to the Compound Development and Technical Division at Goodyear-Lincoln. The following year he returned to Akron as a member of the Chemical Products Division.



C. A. Mentges

"Chuck" is an active member in the employee activities program, participating in bowling and golf.

Mr. and Mrs. (Jean) Mentges and son, Mark, live at Lake White. Their daughter, Cheryl Ann, is a freshman at Miami University, Oxford, Ohio.

In 1953, he came to Goodyear Atomic as general foreman, process area. In 1954, he was promoted to supervisor, cascade coordination, and in 1958, was elevated to his present position.

### Poole To Retire March 31

*New England is beautiful in the springtime — gorgeous in the fall,*

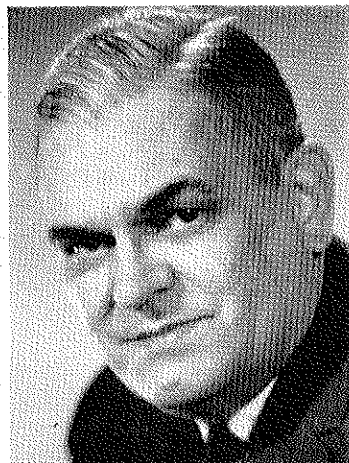
*Delightful in the winter but summer is best of all.*

If you need to be convinced that this is true, talk with George A. Poole, assistant purchasing agent. George announced his retirement last month. His last work day at GAT will be March 31 and as soon as possible thereafter, George and his wife, Florence, will move to Harwich, Mass.

The Pooles selected Harwich because it is a small town on Cape Cod. This area abounds with early American folklore — all the things dear to their hearts; the ocean, light-

houses, quaint gift shops, relics of the sea, and the famous New England lobster. In addition, their two sons live in the eastern part of the country, Ridgewood, N. J. and Washington, D. C.

If you visit Cape Cod next summer, stop in and see the Pooles; they will be glad to see you.



G. A. Poole

### Cost Improvement Program Stimulates Employee Interest

(Editor's Note: This is the second of a series of articles on the Cost Improvement Program at Goodyear Atomic.)

If a cost improvement program is to be successful, employees must be so stimulated that they will want to reduce costs.

Knowing the importance of employee participation, management directed the training department to develop and present a cost improvement training program.

An outline of a program entitled "Let's Talk Costs" was developed. Keeping with company policy, the program was presented to the Training Advisory Committee. This group, composed of subdivision superintendents and assistant division managers, must review all training programs and decide whether or not the program should be presented. The Advisory Committee gave its approval to the cost program.

"Let's Talk Cost" is being presented as a three part program: **Why We Need Your Help, A Tool You Can Use, and The Real Security.** Each part is presented eight different times which enables employees on shift work to attend.

Various techniques, such as workshops, testing, and question and answer periods are used to present this program. For example, the functional approach of value analysis is applied to a tie clasp. The five questions, What is it? What does it do? What does it cost, What else will it do? and What will that cost? are asked. Through discussion, it is determined that a safety pin, clothes pin, paper clip, etc. will accomplish the same

purpose for far less money. The difference being the esteem value of having a nice appearing item for holding a tie.

Value analysis techniques are then put into practice by means of a workshop involving a common light bulb. Through discussion and competitive team effort the basic function and the basic part of the bulb are determined. It is pointed out that, while some secondary parts are necessary, it is possible to eliminate others at considerable savings.

A test is conducted by having each one of the group write his first and last name as many times as possible in a limited time. The test is then repeated omitting every other letter in the name; the result, no one is able to write his name as many times as before even though he is doing only half as much work. This dramatically illustrates the fact that given enough time a habit can be broken, and an improvement made as a result of it.

The "Let's Talk Cost" program started Jan. 12 and the last of the 24 sessions is scheduled for March 31. Each session lasts for approximately an hour.

At the present time it is too early to determine how effective the program is or what results may develop, however, it is anticipated that there will be favorable results.

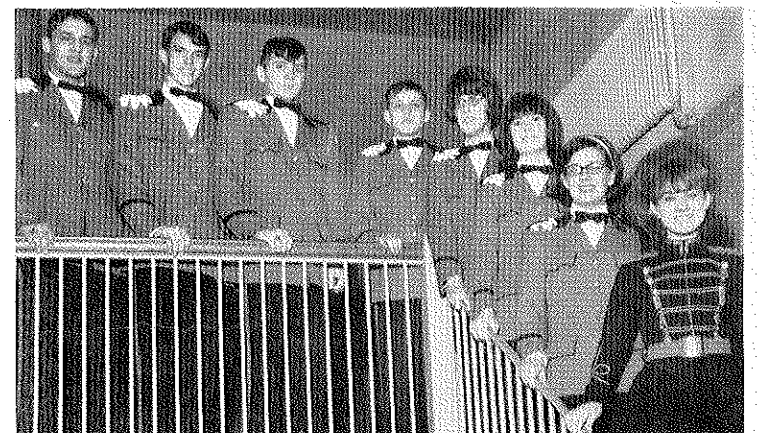
The next issue of the *Clan* will list a few of the cost-saving suggestions initiated by employees.

### Employees Should Submit Pictures

The May edition of the *Clan* will feature an article on the sons and daughters of Goodyear Atomic employees who will graduate from high school and/or college this year.

Employees are asked to submit a small black and white picture of the student with the name, school, parent or parents working at GAT, and the department where the parent works. Also, on a separate piece of paper, list any honor or honors the student will receive or has received this school term.

The deadline for submitting the picture to the *Wingfoot Clan* office is May 4.



THE WEST PORTSMOUTH High School Marching Band has accepted an invitation to participate in the annual Cherry Blossom Parade in Washington, D. C., next month. The band will be the sole representative from the state of Ohio. Children of GAT employees who will make the trip to Washington are: left to right, Joseph Weber (D-816), David Easter (D-256), Robert Dodds (D-111), Michael Gleason (D-731), Peggy Reiser (D-723), Brenda Dodds (D-111), Catherine Gleason (D-731), and Beverly Conley (D-712).

# College Recruitment Program Is Vital To Industry

At this time each year the campuses across the country are "invaded" by college industrial recruiters — men sent out by industry to recruit the ablest college graduates.

Most corporations throughout the land participate in this type of a

Groundwork must be developed to determine how many technical men will be needed. This is accomplished by determining (1) the annual turnover of technical personnel, (2) the type of work that is to be accomplished in the various departments

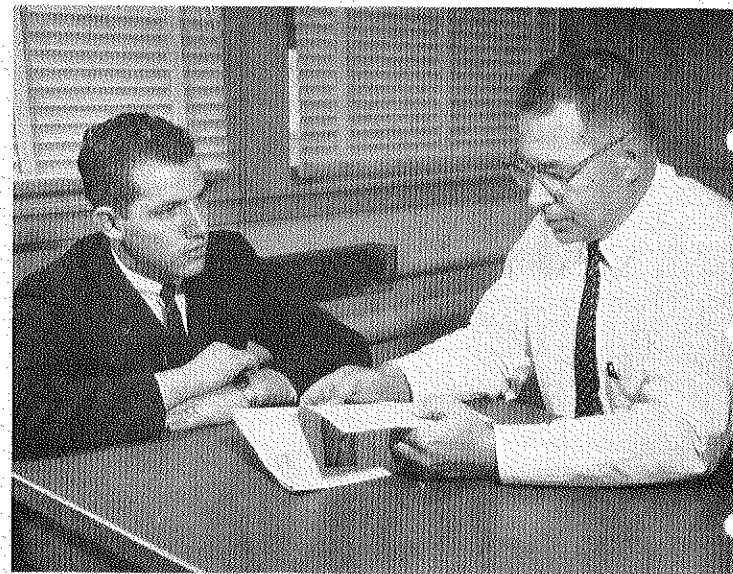
The college recruiters are A. L. Williamson, D. E. Prickett and F. E. Pickens. During this school year they visited 18 schools, interviewed 150 students and will arrange for approximately 50 plantsite visits.

From a study using statistics obtained from GAT's recruitment program for the past three years, the following results were obtained: to hire one man, it was necessary to interview 29 students, extend invitations for a plantsite visit to 13 students of which 8.5 accepted and extend 4.2 offers of which only one student accepted.

Once the recruitment program gets under way each year, certain policies and procedures must be followed before an offer can be made.

The recruiter, when he visits the campus, usually has from four to ten interviews a day. Each interview lasts for approximately 30 minutes.

After the recruiter returns to plantsite, he summarizes his material and presents it to the College Recruiting Evaluation Team. This team analyzes the information and individually recommends whether or not a student or students should be invited for a plantsite visit.



D. E. PRICKETT, right, employment services, interviews Thomas A. Young, a student from West Virginia University.

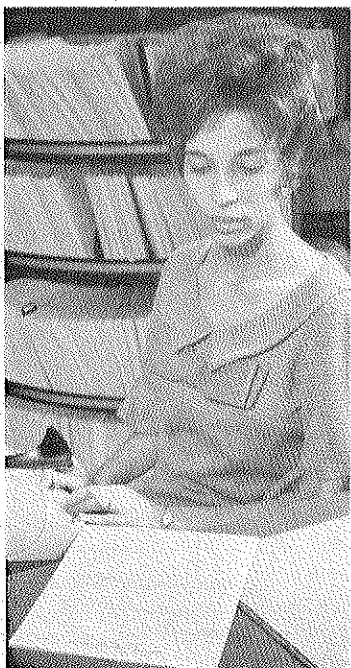


W. M. ARMSTRONG, right reviews the college recruitment schedule with two of GAT's recruiters, A. L. Williamson, left, and D. E. Prickett.

program. This is industry's way of recruiting engineers, mathematicians, accountants, scientists, physicists, chemists, etc. For example, this school year, Goodyear, corporate-wide, will visit 197 schools, interview approximately 4,500 students, extend plantsite visitations to between 700-900 students, and eventually hire 400.

Also, according to the March 9 issue of the WALL STREET JOURNAL, the recruiters from the Mobil Oil Company will visit 236 campuses seeking to hire 400 graduates. Last year Mobil had to talk to 11,400 collegians to find 308 it could hire.

The over-all recruitment program is not a four or five month operation; it is a year-round activity.



BONNIE TANNER types a letter of invitation to one of the students requesting that he visit plantsite.

that are or will be in need of new hires, and (3) how much increased activity there will be in the research and development field which will create a need for additional personnel.

After it is determined how many persons will be needed, college placement offices are contacted and a visiting date arranged. In some instances, it is necessary to set up a college visitation program a year in advance.

The job of recruiting is not an easy one. The competition among recruiters to sell their company is quite keen.

The salaries offered by the various industries are somewhat parallel so other factors must be used to sell the students. One very important selling point is the company's employe benefits program — the company's policy in regard to vacation, insurance, recreation, and sick leave. Another selling point is the location of the industry — whether or not there are facilities available for graduate study, is the community progressive, are there good schools and churches, and what recreation facilities are available in the immediate area. Other selling points are the company's training program for technical hires and the company's policy in regard to promoting from within.

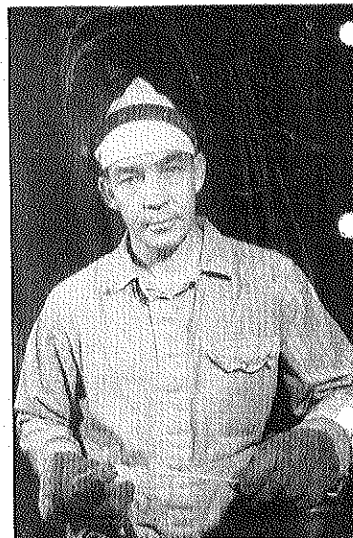
Goodyear Atomic started its technical recruiting program in 1953. Through the years over 200 young women and men have entered GAT's squadron program.

The recruitment program at GAT is centered in the employment department under the supervision of A. L. Williamson. Working with him are two members of supervision who help with recruitment on the campus, and a committee called the College Recruiting Evaluation Team.

responsibility of seeing that the student is in the right office at the right time. During the tour of the X-710 and X-770, they must be sure that restricted areas are not visited. The relationship of the guides with the student may be the deciding factor as to

## GAT Welder Keeps Excellent Record

Four years ago a story appeared in *The Wingfoot Clan* under the following heading: **DEPENDABILITY IS TRADEMARK OF THIS GOODYEAR EMPLOYEE**. A paragraph in the article reads as follows: "James M. Arthur, Sr., is a GAT welder in the utilities maintenance department. On Feb. 15, 1962, he will have completed eight years of continuous service with but one day's absence from work. The one day exception was an excused absence last October to attend a relative's funeral."



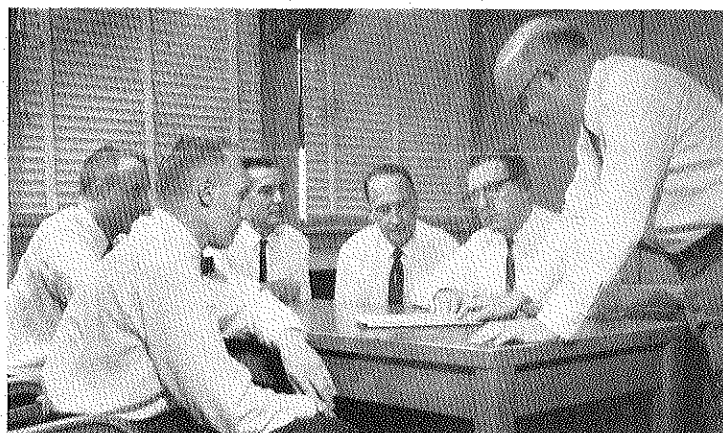
J. M. Arthur, Sr.

Last month Jim Arthur completed his 12th year with the Company. His attendance record remains unblemished except for that one excused absence.

Jim's record is a fabulous one. A record that exemplifies the dedication that is felt by many GAT employes.

### FAIR PLAY

It was bound to happen. One of the suburban stores is opening a downtown branch.



A. L. WILLIAMSON, standing, discusses a student application with the College Recruiting Evaluation Team; left to right, Dr. P. R. Seufzer, development laboratory, W. T. Brown, technical review, A. H. Clary, plant engineering, and W. H. Taylor, engineering development, F. E. Pickens, community relations, recruited the applicant whose application is being reviewed.

When a student accepts an invitation, an interviewing schedule is arranged. This schedule includes interviews with a division manager, a member of the employment department and various members of the technical and/or engineering division. In addition, a tour of certain parts of the X-710 and X-770 buildings is given.

A day or so after the interview, the interviewing personnel have the responsibility of completing a form on each student interviewed. The form is reviewed and analyzed by the employment department and if the results are favorable, the student is offered a job with the company.

One of the most important but seemingly thankless jobs associated with the recruitment program is the one performed by the tour guides — the individuals who escort the student when he reports for his interview. The tour guides have the re-

sponsibility of seeing that the student is in the right office at the right time.

The industrial recruitment program is one of the ways used by management to build the future of the company.

## New Arrivals

Mr. and Mrs. M. M. Earnhardt, (process engineering), son, M. M. Earnhardt, Jr.

Mr. and Mrs. Thomas Ferimer, (programming and hand computing), son, William Joseph.

Mr. and Mrs. Robert M. Zeck, (cascade area 5), son, John Walton.

Mr. and Mrs. John Hall, Jr., (timekeeping and payroll), daughter, Nancy Ann.

Mr. and Mrs. K. R. Smith, (shops maintenance), daughter, Linda Mae.

Mr. and Mrs. Everett Strausbaugh, (garage), daughter, Rebecca Jane.



## Organized In 1957

## Committee Has Important Role In Program

What makes an industrial safety program successful? What factors must be present in a safety program to assure favorable accomplishments?

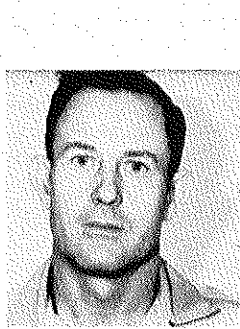
One factor in Goodyear Atomic's safety program which has contributed immeasurably to the program's success is the Company-Union Safety Review Committee.

This committee was established in the 1957 Agreement between the Company and the Union. Article XIV, Section 4 of the Contract reads "... A Safety Review Committee shall be established consisting of seven (7) members: three (3) members to be selected by the Company, three (3) to be selected by the Union from the five Shift Safety Representatives and a non-voting chairman to be selected by the Company. Meetings may be held monthly as determined by the Committee. The duties of the Committee shall be to review activities of the Shift Safety Representatives and to make recommendations to the Executive Safety Committee for changes or improvements of safety."

The first meeting of the Committee was held in October, 1957. As of December, 1965, the Committee has held 94 regular meetings out of a possible 99.

The subjects, problems, or incidents presented to the Committee for discussion fall into four categories: review of safety related decisions by Shift Superintendents; safety related observations of Committee members or referred incidents or observations by employees; subjects of a policy nature; and observations, subjects, or incidents which are classified miscellaneous.

To date, the Committee has dis-



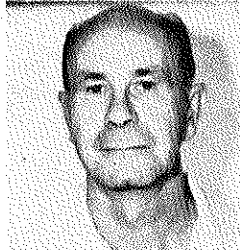
W. Farley



G. D. Allhouse



W. H. Burnett



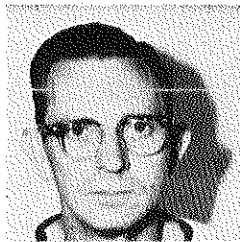
C. L. French



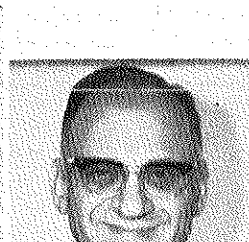
J. O. Foster



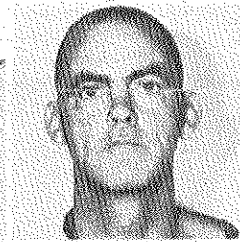
R. M. Zeek



E. B. Nichols



B. Kalmon



L. N. Miller

## "S" STANDS FOR SAFETY

AS DETERMINED BY THE 1963 CONTRACT, THE COMPANY-UNION SAFETY REVIEW COMMITTEE is composed of six voting members. Three members were selected by the Company and three by the Union. The Union members were selected from the five Shift Safety representatives (with the remaining two acting as alternates). A non-voting secretary, Ben Kalmon, records the Committee's actions.

ussed and attempted to resolve 273 questions, problems, and/or incidents presented in regular meetings. These problems involved the following: review of Shift Superintendents determinations — 4; subjects directly related to safety — 153; subjects of a policy nature — 73; and subjects of a miscellaneous character — 43.

Of the 153 subjects directly related to safety, the Committee arrived at satisfactory conclusions on 127. On 83 of the subjects satisfactorily concluded, direct action was taken. Forty-four subjects were resolved by clarification of the subject by discussion and/or investigation. Twenty-six subjects were not recorded as resolved.

A few of the more outstanding contributions to the GAT Safety Program which have come about directly or indirectly as a result of Safety Review Committee discussions are:

1. Guard rail installed at X-108A portal and vehicle entrance.
2. Improved jigs and fixtures for handling seal change-outs at X-333 Building.
3. Additional guarding of rotating equipment — X-600.
4. Elimination of need for personnel entering pit at X-705 by extending valve handles to outside.
5. Guarding of shaft of sludge pump X-611.
6. Additional hand counter for Cold Locker Area — X-705.
7. Recommended safe work platform for change-out of freon relief valves — X-333.

The cooperation between the Union and the Company as evidenced by the contributions of the Safety Review Committee assures a continuing effort to make GAT's safety program as successful as possible.

## How To Store Snow Tires

With the winter season nearing its end, car owners will begin looking for and preparing an area for storage of their snow tires until next fall.

According to D. E. Johnson, chief engineer of Goodyear's tire test division, "storage conditions can have a meaningful effect on the life of a tire, and many factors should be given serious attention to insure a full life for snow tires."

Johnson points out that just as regular inspection and maintenance are important while the tires are on the auto, a proper procedure in storing tires is necessary.

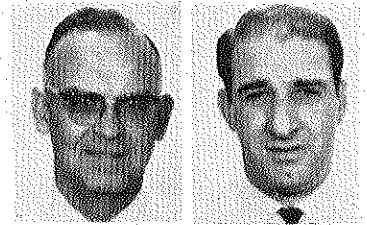
Snow tires should be carefully checked for road damage before they are put away for the summer months, and be repaired if necessary. Tires should be protected from dirt, water, air currents, and heat. The ideal place to store tires is a clean, dry, closed, dark and cool room with a smooth floor.

If the tires remain on wheels during storage, the inflation pressure should be reduced to about half of normal operating pressure. A range of about 12 to 16 pounds is best.

Tires should be placed on a flat surface, lying on their sidewalls. White sidewalls should be placed whitewall to whitewall, one on top of the other, to protect the white rubber from scuffs and dirt.

A number of extra precautions should be taken when tires not mounted on wheels are to be stored.

H. A. McCLELLAND (left), has been elected president of the Central Ohio Chapter of the American Society for Training and Development. He will take office April 1.



V. J. TOVINE, data processing, has been appointed general chairman of Portsmouth River Days' Festivities scheduled to be held Aug. 31-Sept. 5.

## French Lick Trip Scheduled For June

Dates are set for the annual outing at the famous Sheraton Hotel in French Lick, Indiana. They are June 17-19.

The cost for this three-day, two-night weekend is \$32 per person. This includes six meals — Friday dinner through Sunday lunch, and lodging for Friday and Saturday nights.

The two 18-hole golf courses are available plus swimming, tennis, archery, ping-pong, shuffleboard, hiking, dancing, and movies.

Tentative plans are for employees to arrive at French Lick about 1 p.m. on Friday and leave for the return trip after lunch on Sunday.

Why not join the fun? Call the recreation office for reservations or additional information.

A clean area will insure against foreign material getting inside the casing, where it could cause damage if not removed before the tire is re-mounted in the fall.

Tires should be protected from the possibility of water getting inside the casing. Water in a tire can result in damage. Oil, gasoline and other petroleum products are even worse, because rubber quickly absorbs them, swells and becomes spongy. Petroleum damage is permanent; it cannot be repaired.

The Goodyear engineer said tires must be kept away from excessive heat, and should not be stored near a heater or furnace. Temperatures should not exceed 80 degrees Fahrenheit, and lower temperatures are preferred.

## Credit Union News

Need an extra room, carport, patio, new furnace, garage or what not? See your Credit Union for an F.H.A. Title I Improvement Loan.



KAREN SUE WILSON, daughter of D. L. Wilson, instrument maintenance, presented a graduate recital in piano last week at Bob Jones University in Greenville, S. C. Karen played seven numbers as part of her requirement for a master of arts degree in piano.



JANET DIRMEYER, daughter of S. W. Dirmeyer, "R" Shift Superintendent, was one of a number of students honored by Ohio State University at the ninth annual President's Scholarship Recognition Dinner last month. Miss Dirmeyer was on the university honor roll for both the spring and autumn quarters of 1965. For this honor she was presented a commemorative medallion. Janet is a graduate of Waverly High.

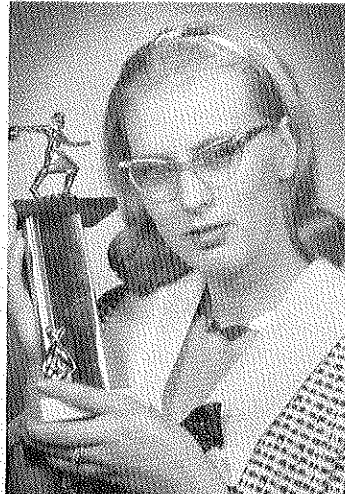


ANNE JACOBS, daughter of M. E. Jacobs, electronics, was a first place winner in the Science Essay contest sponsored by the Mead Corporation and the Mead Engineers' Club. Her essay in the field of biology was titled "Water as a Factor in the Genetic Effects of X-Radiation on Mice." She won a \$25 cash award and has the opportunity to win an additional \$100 and possibly a \$1,000 scholarship to be given by Mead.

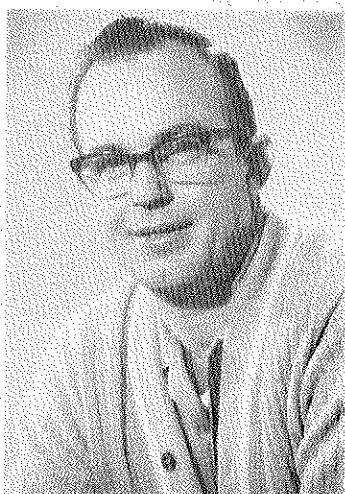
# Bowling-Overman Crowned Co-Champions; Men's Tournament Rolloff Won By Bettasso



Phyllis Bowling



Carol Overman



Mike Bettasso

Goodyear Atomic's bowling tournament program for 1966 has been completed. The last two events were the women's and men's company championship held at Shawnee Lanes in Chillicothe.

This year 16 women and 16 men qualified for their respective tournament. The participants were divided into two groups of eight bowlers each. Each bowled seven games — one game against each opponent in their respective group. A Petersen point was given for each game won

and a point for each 50 pins knocked down.

In the women's event co-champions were crowned, Phyllis Bowling, production division office, and Carol Overman, wife of W. L. Overman, chemistry department. In third place was Phyllis Lallow, wife of F. J. Lallow, cascade area 2.

The co-champions averaged 167 per game while accumulating 29 Petersen points. High game of 224 was rolled by Carol Overman.

Mike Bettasso cascade maintenance, averaging 187 pins per game, is men's champion. In second place is Bill Overman, chemistry department, who lost to Bettasso by three pins. Both men totaled 31 Petersen points. Third place was won by I. G. Smith cascade coordination. High game was rolled by Bettasso. His third and seventh games were 244.

The first three places of the company championship rolloff are invited to the annual Banquet of Champions to receive trophies.



THE PORTSMOUTH WOMEN'S BOWLING LEAGUE is This league composed of eight teams bowls on Tuesday night at the Sunset Lanes.

## Labor Relations

(Continued from Page 1)

Company violated Contract Article XV, Section 1 (a) and its own previous decision when a non-bargaining unit employee drove a carload of employees to Oak Ridge and back instead of either a Car Driver or other bargaining unit employees being used to drive on a temporary transfer basis. The Company is, therefore, directed to pay the Car Driver who would have been next eligible for overtime for the same amount of time as the Chemical Operators who were on the June 21-23 trip. This payment should be at his hourly rate and on the same basis of straight time and overtime as given the Chemical Operators.

### GRIEVANCE 1-63-63

Was Contract Article XV, Section

10, violated when bargaining unit employees other than Car Drivers drove bargaining unit employees from plantsite to Oak Ridge and back to plantsite? In this grievance, the Union has requested that the Company assign these car driving functions to the Car Drivers in the future, since the improper assignment conflicts with the description of the general duties of the Car Driver.

*Discussion:* There is in the arbitrator's opinion a basic difference in the case before him and those used by the Company in its argument, and that is that there appears to have been some sort of a "natural overlap" in those cases. It is his opinion, therefore, that the Company's argument does not apply to the situation before him. This does not mean, however, that in his opinion Article XV, Section 10, has been violated; it

only means that this provision doesn't apply.

*Award:* Grievance 1-63-63 is denied, as it is the arbitrator's decision that Article XV, Section 10, does not apply, and the Company, therefore, is not required to assign employees in the Car Driver's classification for these or any future similar trips taken under the same or similar circumstances.

### GRIEVANCE 1-65 & 66-63

Was Contract Article XI, Section 4, violated when bargaining unit employees other than Car Drivers drove bargaining unit employees to Oak Ridge and back to plantsite? The Union argued that Article XI, Section 4, is not a permissive clause that allows management to make permanent assignments nor is it allowed for making assignments of

"scheduled work" that belong to another classification.

*Discussion:* It is the arbitrator's opinion that the grievances involving the use of the Chemical Operators to act as Car Drivers parallels similar past practices and awards where not only employees other than Car Drivers were permitted to be temporarily assigned to driving a car for various reasons but other employees in other classifications were temporarily transferred. The arbitrator sees no particular reason to belabor the reasons for his opinion but quotes from Arbitrator Lehoczy's 1964 Award on Grievance 1-8-63 since he is in complete agreement with that finding that:

"... the Company has the right to temporarily transfer employees from one classification to another at will."

Arbitrator Seinsheimer also considered Arbitrator Lehoczy's quote from Arbitrator Fisher's ruling as particularly apropos:

"It is obvious that the parties, particularly the Union, gave consideration to the possibility of temporary assignments being used to avoid the payment of overtime. Certainly there is no language in the Contract which indicates any such restriction in making temporary assignments."

*Award:* Grievances 1-65 & 66-63 are denied, as it is the arbitrator's decision that Article XI, Section 4, was not violated as the Contract does not prohibit the Company from making temporary transfers from one classification to another and the Company, therefore, is not required to assign employees in the Car Drivers Classification for these or any future similar trips taken under the same or similar circumstances.

### GRIEVANCE 1-49-63

The basic question is whether the grievant is entitled to receive payment under the Company's group insurance contract for the claims listed in the grievance, even though those claims were processed and benefits paid under the provisions of another group insurance contract.

*Discussion:* Looking at the matter from the standpoint of equity, it seems to the arbitrator that there are two factors that to some extent balance each other. On the one hand it doesn't seem fair or equitable that the grievant should be reimbursed twice and yet, balancing this, is the fact that the grievant has been contributing to the payment of premiums for coverage of just the type of bills for which he is now requesting payment.

*Award:* It is the arbitrator's decision that under the present contract, agreements, etc., between all the parties concerned there is nothing prohibiting duplication of insurance benefits and the Company is, there-

fore, directed to process Mr. McDonie's claims and send them to the Insurance Administrator for further handling or payment.

### GRIEVANCE III-35-63

This case involves a controversy over the interpretation of Article X, Section 11, and the issue is whether the overtime records within the Fireman classification are utilized as one list or six lists for offering overtime.

*Discussion:* The arbitrator stated there is little question that there is only one list, but this does not mean that he agrees with the Union's interpretation as to how that "one list" is to be applied in the distribution of overtime. Now, obviously, if the Company is going to abide by the Contract the only action it can take is to follow the terms of Items 2 and 3 but apply them as equitably as possible; namely, by offering the overtime first to the men with the lowest amount of overtime on either the oncoming shift in the one case, or the working shift in the other. Although there is one list it is to be applied under Item 2 and 3 situations according to shifts.

*Award:* Based on the above, it is the arbitrator's opinion that the Company has not violated the agreements or practices and that the overtime records within the Fireman classification are utilized as one (1) list but divided into and applied a 6 shifts in order to meet the contractual requirements of Items 2 and 3 or Article X, Section 11.

## Golf League Officers Should Plan Season

The officers of the various GAT golf leagues should be formulating plans for the 1966 season.

Any employee desiring to participate in league play should have no difficulty being placed on a team. If an employee thinks he may have difficulty being placed, he or she should call the recreation office.

## Classifieds

### FOR SALE

Span American — 16', fiberglass, white leather upholstery, extras, 40 hp Johnson motor. Reasonably priced. Phone Waverly 947-5312.

Zenith stereo with remote speaker unit, excellent condition, blonde finish. Phone Portsmouth 353-3473 after 5:00 p.m.

7' x 9' rollup garage door, all hardware, four sections. \$35. Telephone Jackson 286-1539.

1963 Volkswagen, sunroof, deluxe interior, AM-FM radio, seat belt. Phone Waverly 947-5197.

Camping Trailer — pick-up coach. Phone Jackson 286-1760.

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