

THE WINGFOOT CLAN

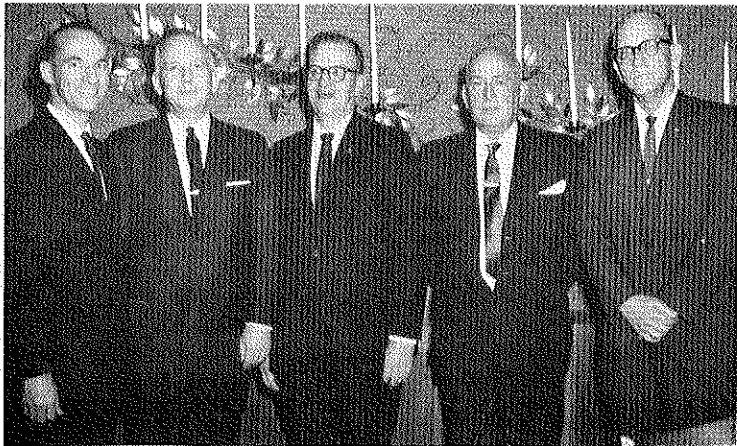
GOODYEAR ATOMIC CORPORATION

A Subsidiary of THE GOODYEAR TIRE & RUBBER COMPANY

VOLUME XIV

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SERVICE AWARDS were presented to three GAT veterans by G. H. Reynolds, General Manager, at a luncheon held in their honor. Special guest, D. Thomas, Manager, Salaried Personnel, GT&R, was on hand to add to the festivities. Pictured (left to right) are R. J. Reed, Manager, Finance Division (30 years); D. Thomas; F. A. Koehler, Special Analysis, (25 years); G. H. Reynolds; and M. E. Coryell, Plant Shift Superintendent (25 years).

Three Service Anniversaries Celebrated By GAT Employees

Continuous service anniversaries were in vogue during April with a number of GAT veterans reaching service plateaus.

R. J. (Bob) Reed, manager, finance division, completed thirty years of continuous service, while M. E. (Max) Coryell, plant shift superintendent and F. A. (Al) Koehler, special analysis, reached their silver anniversaries.

Reed joined Goodyear in 1937 as a trainee in the accounting division in the Goodyear Kansas City District. He served in the capacity of clerk and retail manager until 1941 when he was promoted to St. Louis, Missouri, as office manager.

In 1943 he was named retail operations instructor for Goodyear's South Central Division.

He was assigned to Oklahoma City following his World War II discharge from the Navy and in 1947 was transferred to Akron where he was assigned to the controllers foreign department.

In 1953, Bob was transferred to Goodyear Atomic as cashier in the finance division, was promoted to supervisor of accounts payable and cashiers department in July, 1956, and named supervisor of timekeeping and payroll in Oct., 1960.

Reed was promoted to assistant manager, finance division, in Sept., 1962, and named to his current position in April, 1965.

Bob and Mrs. (Freda) Reed reside in Jackson.

Coryell joined Goodyear-Akron in April, 1942, as a member of Akron's plant protection department. His previous experience as a security officer qualified him to handle a

large portion of GT&R's plantwide fingerprinting program.

In Oct., 1942, Max was moved into production in GT&R's synthetic rubber production program. He was assigned to production supervision in plant 2 tire cure room in Sept., 1944.

Coryell transferred to Goodyear Atomic in Feb., 1953, as production process foreman. He has performed

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Changes Announced In Technical Division

G. H. Reynolds, general manager, recently announced two organizational changes in the technical division.

Effective April 1, W. H. (Bill) Taylor was assigned as scientific specialist on the technical division staff, and effective April 16, R. W. (Roy) Brown was transferred from GT&R Akron to replace Taylor as assistant manager, technical division.

In his new assignment, Taylor will participate on a full-time basis in the activities of the Atomic Energy Combined Operations (AEC-OP) group. He will be stationed in Oak Ridge and will report directly to C. D. Tabor, manager, technical division.

Taylor completed 40 years of continuous service with Goodyear on March 28 (March Clan).

Women's Club Plans "Swing Into Spring"

The Goodyear Women's Club of Portsmouth and the recreation department will co-sponsor a dance to be held at the Portsmouth Elks Country Club on Saturday, May 6. Bobby Clinton Sextet will provide the music from 9 p.m. - 1 a.m.

A limited number of tickets will be sold at \$3 per couple. Tickets may be purchased from members of the Women's Club, Eileen Ward, X-710 Building or recreation.

Clan To Feature Senior Pictures

The May edition of the *Clan* will feature 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 *Wingsfoot Clan* office is May 5.

Goodyear "Vytacord" Campaign Underway

Goodyear is in the midst of one of the most intensive campaigns in the firm's history to promote its leadership in polyester tire cord.

Newspaper and magazine advertisements, radio and television commercials and point-of-sales materials emphasize that the world's largest tire and rubber company was first with rayon tire cord, first with nylon tire cord, and now is first with polyester cord tires.

Goodyear has named the polyester cord in its top-line Double Eagle and Custom Power Cushion tires "Vytacord." The tires with Vytacord polyester are the lines being promoted in the advertising.

The first magazine advertisement appeared in the March 17 issue of TIME and was followed by ads in NEWSWEEK, LIFE, SATURDAY EVENING POST, LOOK, READER'S DIGEST, SATURDAY REVIEW OF LITERATURE, and EBONY.

Each of the magazine ads will reappear in a cycle continuing through the second and third quarters of 1967, and each cycle is expected to reach 155-million readers.

Following on the heels of the first magazine ads was national network television promotion. Goodyear scheduled commercials for NBA basketball games, seven live golf tournaments and top-rated nighttime shows. In addition, saturation radio spot campaigns in 50 major markets were booked.

Commercial production of Vytacord polyester tires began in 1962, when Goodyear used Vytacord in its top-of-the-line Double Eagle tire. In 1966, the firm converted its premium Custom Power Cushion line to polyester cord.

Goodyear officials recently an-

nounced that the company's experience with the new cord exceeds 71-billion miles. Included in the total are track and fleet testing.

Vytacord polyester is unique in that it is the first material ever developed from scratch especially for tires, and not adapted to them, company officials noted. The characteristics such as strength and heat resistance needed for tire cord were built into Vytacord during development.

A major achievement in the utilization of polyester as a tire cord was Goodyear's development of a special adhesive that binds the cord to rubber compounds. This accomplishment, coming in the late 1950s, gave the company a long lead in the commercial production of polyester cord tires.

Consumption of polyester for tire cord is growing rapidly. In 1966 it was triple that of the previous year. And Goodyear forecasts indicate it will exceed that of rayon around 1970, or nylon by about 1975.

To maintain its lead in polyester, Goodyear is increasing by 50 per cent the capacity of its polyester resin plant near Point Pleasant, W. Va., and is completing a Polyester Research and Development Center in Akron.

Golf Playday Set For May 13

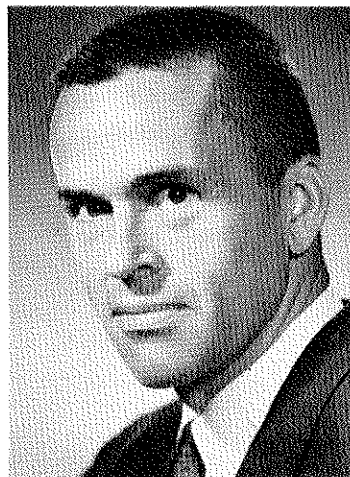
The season's first golf activity is set for May 13 at Franklin Valley Golf Course, Jackson, Ohio.

The co-sponsored company-Foreman's Club event promises to be an enjoyable one with special events, prizes, refreshments, and other activities being planned.

The special price of \$3.00 covers all day green fees and a lunch served at the course.

Tee-off time is 8-9:30 a.m. with the luncheon planned for 1:30 p.m.

GAT golfers — get your "foresomes" together for a big day at Franklin Valley.



R. W. BROWN



EAGLE HONORS. G. H. Reynolds, General Manager, (left), and Mrs. Charles Hobbs, Electrical Maintenance, admire the Eagle Scout award received by their son, Bill Hobbs. The presentation took place during court of honor ceremonies for Waverly Boy Scout Troop No. 76.

Employee's Son Earns Eagle Scout Honors

William Hobbs, son of Charlie Hobbs, electrical maintenance, received his Eagle Scout award recently at the First Presbyterian Church in Waverly.

The award was presented by G. H. Reynolds, general manager, during a court of honor for Boy Scout Troop No. 76.

Bill was active as a Cub and Webeloe Scout prior to joining Boy Scout Troop 76. He has served as troop scribe, quartermaster and patrol leader and holds the honorary camping award, Order of the Arrow. He has earned 23 merit badges, two more than the total required for Eagle rank.

Bill has participated in Pee Wee and Little League baseball, was captain of the Waverly East Junior High basketball team, president of

the seventh grade class, served on the school newspaper staff and played clarinet in the band for two years.

Robert Hobbs, Bill's older brother, also is an Eagle Scout.

Goodyear Atomic personnel associated with Troop 76 are: Charles C. Hobbs, scoutmaster, electrical maintenance; Dr. Frank Woltz, assistant scoutmaster, operations analysis; Sgt. W. Mullins, troop committee chairman, police department; Donald H. Caughlan, plant engineering; Harlan Moore, utilities; and Bill M. Oberle, electrical maintenance, troop committee members.

Review of Labor Relations

The following arbitration awards were received from Walter G. Seinsheimer who acted as arbitrator and heard the cases on Jan. 17-18, 1967.

GRIEVANCE 11-3-66

Grievance: The matter in dispute is whether an employe who goes home sick after working 3.6 hours, and is off work three or more additional days, begins to receive non-occupational disability pay after he has waited two days (16 hours) starting with or including the day he went home sick, or does he have to wait 4.4 more hours into the third day he is home ill.

It is the Union's position that he should start receiving disability with the beginning of the third day he is home, and that the entire time of the day he went home sick (since he had worked less than 4 hours) should be counted as 8 hours toward the 16-hour waiting period required under Section 3 (a) of Article XVII. The Union's justification for this position is based on Section 3 (d) of that Article which states . . . "a workday in which less than four (4) hours of work is performed or paid for is considered a workday of absence."

The Company's argument was based on the fact that previous Contracts made it possible for the waiting period to vary depending on when the absence started and this is why the parties decided to change the present Contract from days to hours. Previously, when the waiting period was in "days" it was necessary to determine how to handle a fraction of a day worked in terms of a "day." But now that the Agreement specifies exactly 16 consecutive scheduled work hours as a waiting period, such determination is no longer needed since "days" has been replaced by "work hours." It emphasized that "16 consecutive scheduled hours" was deliberately written into the Contract, and it was not intended that any subsequent section, subsection or paragraph modify this language.

Discussion: After making Contract comparisons and examining them closely the Arbitrator can find no justification for the Company's

Changing Tires Certainly Has Changed

Young people have missed a lot. For example, an editorial from an Iowa paper reprinted in "Go," the Goodyear Dealer Magazine, concerns the "awe-inspiring" improvements that have been made in changing tires on an automobile. The author reminisces about the early days when a tire was a test of man's determination. A motorist could count on a puncture or a blowout every 100 miles.

There were no spare tires already on rims to slip into place. It was necessary to pry the tire off the rim with a tire iron. If the iron flew out of the man's hand during the process, he could be knocked unconscious — for hours. All tires had inner tubes. When the tire had been pried off, the hole in the tube had to be found and patched. Then a patch had to be cut, the two surfaces (patch and tube) roughened, black tire cement applied (if it was winter everything had to be warmed up on a small stove) and the patch and tube clamped together for awhile. Then the hand pump was taken from its hiding place under the front seat and enough air pumped into the inner tube to see whether the patch was tight.

Usually, it wasn't and the whole process had to be repeated three or four times with new patches. Once the tube would hold air, it was inserted in the tire and a "boot," a sort of rubber and canvas cover placed over the patch. Then the tire, with the tube and boot inside it, had to be pried back on the wheel. If the tire valve missed the hole in the rim, it had to be pried off and on again until they did fit. Then the tire had to be blown up, and to get enough air in took hours if there was only one man to pump. In the process, arms, back and lungs ached intolerably.

Yes, young people have missed a lot.

interpretation Section 3 (d) still clearly and unequivocally says that if an employe works less than 4 hours on his scheduled shift that the day "is considered a work day of absence." Since this language in section 3 (d) remained as previously written it is the Arbitrator's opinion that the Company has violated the Contract.

Award: Based on the above the Arbitrator's decision is that the Company has incorrectly computed the waiting time for the grievant and is in violation of Paragraph (d), section 3 of Article XVII of the 1966 Agreement, and he awards the grievant pay for 3.6 hours at the rate of 85% of his base hourly rate.

GRIEVANCE 11-8-66

Grievance: Whether the Company violated the Labor Agreement when it refused to provide the grievant with prescription bifocal safety glasses that included a "rayban tint,"

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The Art of Getting Along

Sooner or later, a man, if he is wise, discovers that life is a mixture of good days and bad, victory and defeat, give and take . . . He learns that it doesn't pay to be a too sensitive soul; that he should let some things go over his head like water off a duck's back . . . He learns that he who loses his temper usually loses out . . . He learns that all men have burnt toast for breakfast now and then, and that he shouldn't take the other fellow's grouch too seriously . . . He learns that carrying a chip on his shoulder is the easiest way to get into a fight . . . He learns that the quickest way to become unpopular is to carry tales and gossip about others . . . He learns that buck-passing always turns out to be a boomerang, and that it never pays . . . He comes to realize that his business could run along perfectly well without him . . . He learns that it doesn't matter so much who gets the credit so long as the business benefits . . . He learns that even the janitor is human and that it does no harm to smile and say "Good Morning," even if it's raining . . . He learns that most fellows are as ambitious as he is, that they have brains as good or better, and that hard work, not cleverness, is the secret of success, . . . He learns to sympathize with the younger coming into the business, because he remembers how bewildered he was when he first started out. . . . He learns not to worry when he loses an order, because experience has shown that if he always gives his best, his average will break pretty well . . . He learns that no man ever got to first base alone, and that it is only through cooperative effort that we move on to better things . . . He learns that bosses are no monsters, trying to get the last ounce of work out of him for the least amount of pay, but that they are usually pretty good fellows who have succeeded through hard work and who want to do the right thing . . . He learns that folks are not any harder to get along with in one place than another, and that the "getting along" depends about ninety-eight per cent on his own behavior.

— Wilferd Peterson

The Union's position is that the Contract language is clear and it is not qualified to the slightest degree by further Contract language. The terms of the Contract require that the Company provide safety glasses, tinted or otherwise. Furthermore, it was emphasized that the Company has no right to make a determination to do other than what the Contract language allows or prescribes.

During the hearing the Company stated that it had no objection to providing safety glasses, whether tinted or clear, as long as the glasses furnished safe eye protection for employees during working hours, according to job assignment. The Company has previously stated that

it should supply tinted glasses to the aggrieved employee but not of the particular shade of tint appearing on this particular prescription, as such dark tint would not be consistent with safe performance on his job assignment.

Discussion: The Arbitrator stated that he did not agree with the Union's claim that the Company does not have the right to qualify the Agreement in a situation of this kind. It is his opinion that the wording of the Contract, which states "The Company shall continue to make provisions for the safety and health of employees while at work", assigns to the Company a responsibility

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Bright Future Ahead For Nuclear Energy

(Editor's Note: The Wingfoot Clan carried articles in February and March which reviewed the history of the Atomic Energy Commission.

The third and final portion of this series covers the period from 1964 to the present.

Copies of the first two installments may be obtained at the Clan office.)

1964 to the Present

In 1964, another major area of the monopoly ended when Congress replaced the law requiring government ownership of all fissionable materials with one permitting private ownership. The change culminated three years of cooperative effort between AEC, and Joint Congressional Committee on Atomic Energy and industry.

AEC will continue to regulate and license the uses of such materials for the same reason it regulates the other phases of the nuclear industry, to protect the national security and to insure safety to the public.

For twenty years, AEC has backed research on radiation, safety and nuclear safety in general, and established and enforced safety rules. The nuclear industry has proven to be one of the safest in the country, with AEC and its contractors winning 10 safety awards in the last 11 years.

The first privately owned fuel reprocessing plant opened in 1966; the nuclear ship Savannah finished its first year as a commercial ocean freighter; and for the first time AEC's budget was devoted as much to the peaceful atom as to defensive weapons.

Radioisotopes have made one of the greatest contributions to the fulfillment of the peaceful atom. Recognized since the 1930's as valuable tools, they were never plentiful until the early 1950's. Today more than 10,000 individuals and institutions are licensed to use them.

Among other services in 1966, radioisotopes also powered a satellite

transmitter for the fifth straight year; gauged the thickness of carpet; and tested aircraft structure.

1967 and Beyond:

Promises for Tomorrow

It is clear that nuclear energy will play an increasingly important and beneficial role in the future. In the next few years, it is expected to contribute to President Johnson's "Water for Peace" program which stresses the importance of economically desalting sea water as a supplement to the world's fresh water supply.

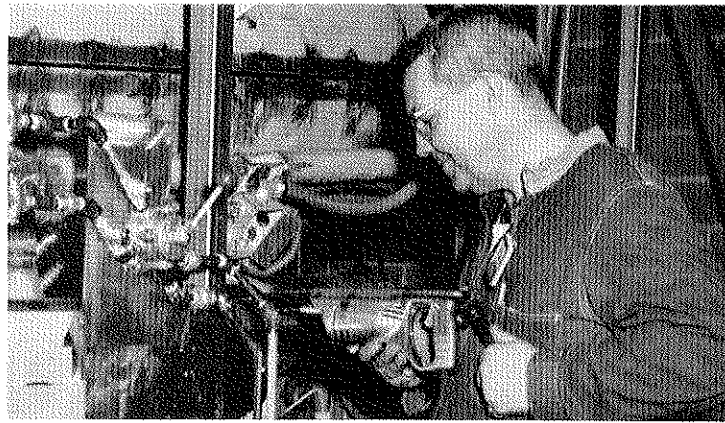
In the more distant future, there may be huge cities built in areas now considered unfit for living. Giant nuclear reactors, which will pollute neither air or water, will supply cheap power to air-condition the city, fuel its homes and recharge the batteries of its electric - - and pollutionless - - cars.

Nuclear power plants in the ocean will pump up and process much of its mineral wealth, while desalted water from the sea irrigates the desert and increases the world's tillable land.

Nuclear ships will harvest and herd food from the sea, keeping it fresh and palatable with shipboard irradiation. Such ships will navigate by isotope powered satellites and may dock in harbors created by nuclear explosives.

Away from the cities, huge industrial centers built around other nuclear reactors may reprocess all of the community's scrap into new usable materials, creating a junkless society.

Such wonders, while still only



JIG TIME — SAVES TIME. Reduction of on-the-job time and effort are facets of GAT's cost savings program. Small contributions by employees add up to large savings. One such contribution was a jig devised by E. L. (Moon) Mullins, Shops Maintenance, to drill some 3,500 holes in stainless steel tubing. The jig fits over a standard drill and acts on the drill press principle. Greater efficiency and reduced on-the-job time was realized.

speculations, are possible. They will depend on the decisions to be made today, tomorrow and in the next twenty years.

In outer space, nuclear powered rockets may carry to the moon and beyond, and ferry men and equipment between planets and space platforms which themselves will depend on nuclear power to sustain a habitable environment.

Service Awards

(Continued from Page 1)

the duties of process area supervisor as well as his current position of plant shift superintendent.

Max and Mrs. (Dottie) Coryell reside in Portsmouth with their two daughters, Sherry, SS accounting, and Judy.

Koehler has been with Goodyear since April, 1942, when he joined the research department in Akron. Included in his variety of research assignments were cycle weld, cement used for bonding metal; working on airplane brake linings and experimentation with conducting rubber, a type of rubber used for electrical heating which could be placed on airplane propellers for deicing. Al transferred to Goodyear Atomic in Feb., 1953. He is currently supervisor of special analysis.

Koehler holds a bachelor of science degree in chemistry and a master of science degree in physical chemistry from Western Reserve University in Cleveland.

Mr. and Mrs. (Helen) Koehler have four children and are residents of Jackson.

Bibby Awarded DSC Annual Scholarship

Vaughn David Bibbey, son of Ed Bibbey, process operations, recently was named as the winner of the 1967 Detroit Steel Corporation scholarship.

Valued at \$6,000, the scholarship provides \$1,000 a year for four years toward a degree in industrial and labor relations. An additional \$500 a year is paid to the college or university of the student's choice.

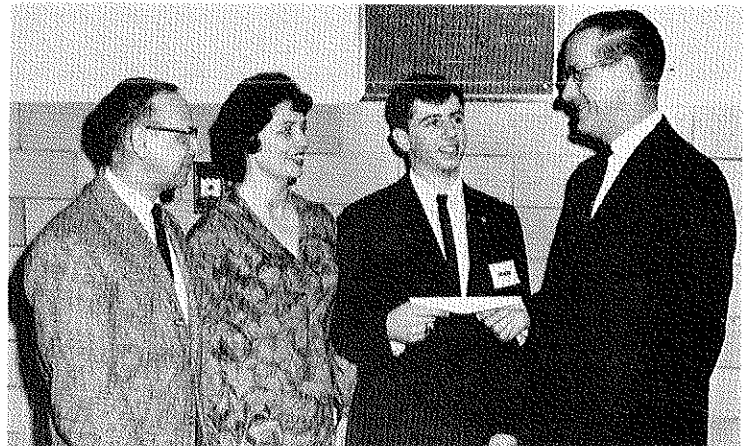
The scholarship, open to students living in the southern Ohio-northern Kentucky area, is under the direction of Dick Hyland, assistant manager of communications and director

of training at Detroit Steel Corp.

Young Bibbey is active in extra-curricular affairs — he plays in the band, is a member of the track team, and president of the Methodist Youth Fellowship of the Lucasville Methodist Church where he is a member.

Dave is a member of the National Honor Society, and ranks second in his graduating class of 86 at Valley High School where he has been a member of the school's scholarship team all four years.

The Bibbys reside at Meadowbrook Addition, Lucasville.



SCHOLARSHIP WINNER. Vaughn David Bibbey, son of Ed Bibby, Process Operations, recently received a Detroit Steel scholarship worth \$6,000. Present at the presentation (left to right) were Ed and Mrs. Bibbey, David Bibbey, and Andrew Egleston, DSC Director of Industrial Relations.

Labor Relations

(Continued from Page 2)

bility requiring it to make decisions as to what is safe and what is not safe. Having such responsibilities for the safety of its employees, it seems that the Company must have a right to decide not only whether an employee needs safety glasses as required by job assignment, but whether green tinting would be hazardous to the employee and his fellow workers. In this case, the Company decided that such green tinted glasses would be hazardous. The Arbitrator sees no alternative but to accept the Company's judgment.

Award: The Arbitrator's decision is that the Company is not required under the Contract to provide prescription safety glasses tinted to an extent that, in its opinion, would create a hazard for the employee or

employees involved; therefore, the grievance is denied.

GRIEVANCE III-4-66

Grievance: Materials Men claim that non-bargaining unit employee was performing bargaining unit work in that he assisted them in putting pipe fittings in bins.

According to the Union the work done could not have been "instructive" since the employees were familiar enough with the job that they could proceed without instruction of a physical nature wherein the supervision should actually pick up the items to be stocked and place them in the correct storage bin. It was claimed that if any instruction were needed it could have been done verbally. The Union argued that the Foreman, by assisting the two grievants in putting the stock away, had violated the Contract.

The Company pointed out that

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COMPUTING TO CUT COST. A recent computing seminar was held to inform plant personnel of the applications and cost savings being accomplished by GAT. The seminar was conducted to encourage additional use of the computing services at Goodyear Atomic. Speakers participating in the program were: (Seated left to right) C. I. Crawford, (D-851); T. C. Ferimer, (D-

514); M. R. Zigler, (D-420); A. H. Wernecke, (D-510); P. S. Mellinger, (D-531); A. H. Clary, (D-701). (Standing left to right) V. S. Webb, (D-514); P. E. Forsyth, (D-514); J. W. Carver, (D-331); R. L. Settle, (D-341); G. J. Williams, (D-514); R. Christophersen, (D-514); C. P. Work, (D-514); H. D. Baumgardner, (D-311); A. S. Ostroski, (D-527); and W. B. Harbarger, (D-527).

Camping Enthusiasts Plan Active Summer

Camping, one of America's fastest growing recreational activities, is rapidly picking up followers both nationally and at GAT.

Camper's are organized on a nationwide basis by the National Campers and Hikers Association (NCHA).

The NCHA is the oldest and largest family camping organization in America, it is non-profit and designed to educate and encourage campers to create an atmosphere of fun and fellowship. Literature is published frequently about campsite facilities and scheduled get togethers.

Although a nationwide organization, the NCHA is composed of hundreds of self-governed local chapters which are made up of groups of camping families. These small groups or chapters plan get togethers on a local, statewide and national basis. At these gatherings, they enjoy the fellowship of potluck dinners, campfire gatherings and, in general, live up to their slogan "The Friendliest People in the World."

Locally, three chapters of NCHA are active — Portsmouth, Waverly and Chillicothe.

The Scioto Chapter, located in Portsmouth, is headed by President Norman Reiter, special analysis, who has the responsibility of inspecting and approving local campsites.

Ralph Cornwell, chemical analysis, is the chapter membership chairman. Ralph Channel, security, and his wife, Sarah, are in charge of special events and campouts.

The Scioto Chapter will host the NCHA National Executive Committee meeting in May during Portsmouth's second annual trout derby.

President of the Waverly NCHA, Bob Armentrout, electrical maintenance, reports a number of members have taken extensive camping trips.

One of the most extensive trips was taken by the Q. R. Davis, electrical maintenance, family. The Davis family followed the southern route to the West Coast and returned via the northern route. The trip took five weeks and covered some 7-8,000 miles.

Les Oyler, safety, is chairman of the hospitality and arrangements committee for the Chillicothe Chapter. Les and his family attended the NCHA national campvention at Kanapolis, Kansas, and toured the West. The trip took three weeks and covered 4-5,000 miles.

A number of other employees have become enthusiastic enough about camping to take trips into all areas of the United States.

Each chapter is planning monthly summer campouts and a Waverly-Scioto combined outing is set for July 21, 22, & 23, at Scioto State Park.

Goodyear families interested in camping are cordially invited to join any of the local camping groups. Further details may be obtained from NCHA members or recreation.



W. R. SIMPSON

Simpson Completes 20 Years Service

W. R. (Bill) Simpson, traffic and stores records, recorded his twentieth anniversary of continuous service on April 1.

Simpson began his career with Goodyear April 1, 1947, when he became a member of the traffic department at Goodyear's Gadsden, Alabama plant.

Bill transferred to Goodyear Atomic Feb. 1, 1953, and is currently supervisor of traffic and stores records.

Bill and Mrs. (Jo) Simpson have two children, and are residents of Chillicothe.



Miss Judith McGlothlin and David J. Zelinski were married April 1, in St. Mary's Church, Portsmouth. Dave is in plant engineering.

Miss Carla Louise Skaggs and Martin T. Robinson were married March 31, in the Church of the Nazarene, Jackson. Martin is in mass spectrometry.

Miss Mary Alice McClelland and John C. Boyd were married April 15, in the First Community Church in Columbus. Miss McClelland's mother, Angie McClelland, is in purchasing and her father, H. McClelland, is training director.

Classifieds

FOR SALE

1964 Honda Hawk, 305 cc motorcycle, 8,000 miles. Loaded with extras, saddle bags, electric starter, crash bars & many others. Price \$375. Phone Piketon 289-3687.

Regency FM booster, Jerrold UHF converter. Each \$3. Phone Waverly 947-4450.

1964 Mercury Park Lane Breeze-way, cruisimatic, tinted windshield, power steering & brakes, swing away steering wheel. 43,000 miles. \$1,550. Phone Portsmouth 353-6159.

One pair Town & Country white Peau de Soie shoes, size 8AA, 2 1/2" heels. Worn three times. Half price. Phone Waverly 947-4400.

1967 GAT FISHING CONTEST ENTRY BLANK

Largest Bass	Largest Blue Gill	Largest Fish
2nd Largest Bass		(Any Species)
Species _____		
Weight _____ lbs. _____ ozs.		
Length _____ ins. Girth _____ ins.		
Where Caught _____		
Date Caught _____		
<i>I hereby swear that the above statements are true and that all the rules on the reverse side were complied with. The fish was weighed on tested scales and measured with a tape.</i>		
Caught By _____		
Plant Address _____		Phone _____
Witness _____		Add. _____

1967 GAT FISHING CONTEST

- No Entry Fee -

Open to all Goodyear Atomic employees.

Contest closes midnight October 15, 1967.

RULES

1. Each fish entered must be caught by a GAT employee.
2. Fish must be caught on rod or cane pole during open season and played by one person.
3. Entries must be caught within 100 miles of Plantsite.
4. Winning entries identical in weight and measurement will receive identical awards.
5. One award per entry.
6. Entry must be filled out completely and forwarded to the Recreation Office as soon as possible.
7. Four prizes will be awarded.
8. Size and weights will be announced after contest closes.

(The above form is a copy of the 1967 GAT fishing contest entry blank. Additional forms are available at the recreation office.)

Labor Relations

(Continued from Page 3)

the provision doesn't limit instruction to verbal, and it is up to Managements' judgment to decide whether verbal or physical instruction is needed.

The Union presented a number of other grievances to establish that penalty payments for violation of this Article have never been less than four (4) hours payment, and thus established a minimum of 4 hours pay for penalty in this violation. The Company claimed in its Third Step Answer that "in evaluating the limited extent of the alleged violation, irrespective of which version is more factual, the Company does not feel that a penalty payment is justified." In fact, the Company

concluded, "not only is there no standard penalty to be determined, but the whole situation was 'de-minimus'."

Discussion: It would seem that there was some difference in the testimony as to what actually happened. The differences do not appear to be great, since the whole affair was de-minimus. In the Arbitrator's opinion, whether the grievants received instructional value from the Foreman's actions or not doesn't negate his claim that the purpose of what he did was instructional. Whether the work done was instructional or not was almost inconsequential, and under the de-minimus rule was not sufficient to sustain a complaint.

Award: Based on the discussion above, the grievance is denied.



VOLLEYBALL CHAMPIONS. Winners of the activities night volleyball league are (front row, left to right) Ollie Vita, D-552; Charles Trivisonno, D-552; Dick Spaeth, D-551. (Back row, left to right) Art Clary, D-701; Dave Maple, D-816; Lou Miller, D-761; and Don Arnett, D-816.

In Memoriam

Charles L. Wilson, former employe in receiving-shipping & janitor service, died April 7, 1967. Mr. Wilson retired from Goodyear Atomic Dec. 10, 1964.

Donley W. Clithero, Jr., age 19, son of D. W. Clithero, utilities maintenance, died April 16 in Riverside Methodist Hospital in Columbus.



Mr. and Mrs. W. G. Russell, (plant engineering), daughter, Emily Ann.

Mr. and Mrs. J. R. Armstrong, (materials sampling & testing), daughter, Melissa Lou.

Mr. and Mrs. R. M. Nance, (instrument development), son, John David.

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