

# THE WINGFOOT CLAN

## GOODYEAR ATOMIC CORPORATION

A Subsidiary of THE GOODYEAR TIRE & RUBBER COMPANY

VOLUME XIV

PIKETON, OHIO, JULY, 1967

NUMBER 10

### 163 Pints Donated

## Goodyearites Heed Request For Blood

Goodyearites from all departments answered the summons of the Tri-State Bloodmobile when it visited plantsite July 10 and 11.

The 163 pints donated was noticeably lower than a year ago when a total 220 pints were collected. The July total, however, is not an all-time low and is considerably above the minimum required by the Tri-State blood program.

According to Red Cross officials the increased volume of blood plasma being shipped to our armed forces in Viet Nam has diminished the amount on hand in blood banks across the country.

The success of the GAT blood program depends upon the cooperation of the employes who have indicated their willingness to contribute blood. It covers all employes and members of the employes family.

Continued response by the employes assures a continuation of GAT's blood bank program and that an adequate supply of blood is available should the need arise.

## "And A Good Time Was Enjoyed By All"

Perfect weather greeted GAT picnickers when they invaded Camden Park, July 15, to attend the 15th Annual Company Picnic.

Preparations for the big day got underway at 10:30 a.m. as GAT employes and members of their families began to arrive and various members of the picnic committee started preparing for the events of the day.

Carl Weekley and Tom Weigand, the lovable clowns from Akron, put on a most memorable show. One which children of all ages thoroughly enjoyed.

Following their fun-filled clown

act, Lonesome Willie and His Friend spent several delightful hours roaming the park giving gifts to the children, making new friends and renewing old acquaintances.

Goodyear families are certainly indebted to these two gentlemen who so graciously donated their time and effort for our sole entertainment.

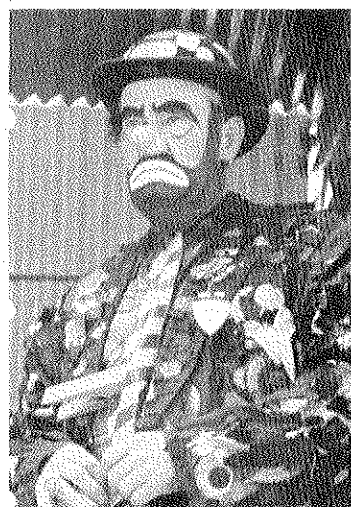
The Ceredo-Kenova Dixieland Jazz Band contributed a great deal to the gaiety of the day with an excellent concert. The band, under the direction of high school band director, Charles Oshel, is composed of talented members of the Ceredo-Kenova High School band. Their lively concert was successful enough to rate numerous compliments from the crowd.

The ever popular adult games and bingo again contributed their share of fun to the festivities.

Throughout the day games were conducted by the safety department and lucky winners presented prizes.

The day's activities were concluded with the grand drawing when fifteen lucky employes received prizes.

The company extends its sincere thanks to all employes who helped make the 15th Annual Picnic a successful family outing.



LONESOME WILLIE (Carl Weekley) and his friend (Tom Weigand) helped spark the '67 company picnic to "one of the best ever." More picnic pictures can be seen on pages 3 and 4.

### Clan To List College Students

October issue of the *Wingfoot Clan* will carry the names of the sons and daughters of GAT employes attending college or technical schools.

Students may be submitted by mailing the student's name, school attending, parent's name and department to the *Clan* office.

### Technical Div. Assignments Announced

C. D. Tabor, manager, technical division, recently announced two temporary moves in process engineering.

Effective July 17, S. J. Zangri was selected Goodyear's representative to the Task Force investigating new plant concepts.



S. J. Zangri      W. E. Linville

W. E. Linville was named acting supervisor of process engineering and will report to F. E. Woltz, superintendent, operations analysis.

The newly organized Task Force is composed of representatives from all three gaseous diffusion plants. They will undertake the conceptual design of a new gaseous diffusion plant.

Zangri will be situated in Oak Ridge for the duration of his assignment, which will last approximately one year. He will report to R. W. Brown, assistant manager of the technical division.

Additional appointments of two GAT representatives to committees were announced. C. O. Langebrake, mechanical development, was assigned to the Advance Capacity Planning Committee, and H. Steinhauer, instrumentation development, was named to the Cascade Upgrading Committee. Both committees are active in planning for future cascade improvement programs and upgrading of cascade production.

## AEC Nuclear Power Forecast Is Revised

The U. S. Atomic Energy Commission now forecasts that nuclear power plants will have generating capacities of between 120,000 and 170,000 net electrical megawatts by the end of 1980. AEC Chairman Glenn T. Seaborg recently announced the new estimate and placed the most likely figure near the middle of the range, about 150,000 megawatts. Dr. Seaborg spoke at the annual meeting of the Canadian Nuclear Association in Montreal.

The forecast is a revision of one prepared by the AEC last year which estimated an installed capacity at the end of 1980 of between 80,000 and 110,000 megawatts. It reflects the surge of orders placed, as well as plans announced, by utilities for nuclear power plants during the past year. The AEC forecast and recent projections of utilities and manufacturing organizations show this rising demand for nuclear electric power. The forecast is based on data for individual utilities throughout the country relating to installed electric generating capacity at the end of 1959; additions to capacity — both conventional and nuclear — from 1960 through 1966; and planned additions from 1967 through 1973.

Data for utilities located in the same area of the country and having

similar economic conditions were combined into groups. The average percentage of annual growth in new generating capacity from 1959 through 1973, both conventional and nuclear, was computed for each of these groups. The same percentage was then applied to the period from 1974 through 1980. The growth rates for individual areas were in the range of four to ten percent, with a national average of about six percent. In areas — primarily on the east and west coasts, in the north central region, and in the Tennessee Valley — where nuclear plants currently are operating, being constructed, or planned, it was assumed future growth would be mainly in nuclear generating capacity and in other areas would be mainly in conventional generating capacity. A number of uncertainties, such as the total increase in electric generating facilities, the fraction of the increase that will be nuclear, and changes in construction schedules, were considered in arriving at the range of 120,000 to 170,000 megawatts.

### Review of Labor Relations

The following arbitration awards were received from Walter G. Seinsheimer who acted as arbitrator and heard the cases April 6, 1967.

#### GRIEVANCE 1-14-66

**Grievance:** This is a jurisdictional dispute which involves the wiring of a 2½ ton cylinder sampling air monitoring system panel. This grievance to some extent is a reversal of Grievance 1-12-66 in that the grievant in this situation is an Electrician complaining that the Company assigned Electricians' work to an Instrument Man.

**Discussion:** There obviously can be no question that both classifications have the ability to do the work in question, and it may even be possible that both have done the same or similar work in the past. However, the Union at least has presented some evidence that the work in question has in the past been done by Electricians, whereas all the Company has offered in support of its position, is the state-

ment that "both classifications have done this and similar work over the years." The Job Descriptions indicate that the work in question more logically belongs to the Electricians than to the Instrument Men.

**Award:** Based on the above discussion and opinion, it is the Arbitrator's decision that the Company violated the Agreement when it assigned the work in question to an Instrument Man instead of an Electrician; therefore, the grievance is sustained and the Company is ordered to pay time and one-half to the next Electrician in line for overtime for all time spent by the Instrument Man doing the Electrician's work on the assignment in question.

(Continued on Page 2)

# THE WINGFOOT CLAN

**GOODYEAR ATOMIC CORPORATION**  
 A Subsidiary of THE GOODYEAR TIRE & RUBBER COMPANY  
 ACTING UNDER U.S. ATOMIC ENERGY COMMISSION CONTRACT AT- (33-2)-1

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## A LESSON IN SOCIALISM

A teacher of economics and history, in Yonkers, New York, explains his method of describing just what Socialism means:

*"As a teacher in the public schools, I find that the socialist-communist idea of 'taking from each according to his ability,' and giving 'to each according to his need' is now generally accepted without question by most of our pupils. In an effort to explain the fallacy in this theory, I sometimes try this approach with my pupils:*

*"When one of the brighter or harder-working pupils makes a grade of 95 on a test, I suggest that I take away 20 points and give them to a student who has made only 55 points on the test. Thus each would contribute according to his ability and — since both would have a passing mark — each would receive according to his need. After I have juggled the grades of all the other pupils in this fashion, the result is usually a 'common ownership' grade of between 75 and 80 — the minimum needed for passing, or for survival. Then I speculate with the pupils as to the probable results if I actually used the socialistic theory for grading papers.*

*"First, the highly productive pupils — and they are always in a minority in school as in life — would soon lose all incentive for producing. Why strive to make a high grade if part of it is taken from you by 'authority' and given to someone else?"*

*"Second, the less productive pupils — a majority in school as elsewhere — would for a time, be relieved of the necessity to study or to produce. This socialist-communist system would continue until the high producers had sunk — or had been driven down — to the level of the low producers. At that point, in order for anyone to survive, the 'authority' would have no alternative but to begin a system of compulsory labor and punishments against even the low producers. They, of course, would then complain bitterly, but without understanding.*

*"Finally, I returned the discussion to the ideas of freedom and enterprise — the market economy — where each person has freedom of choice and is responsible for his own decisions and welfare. ,*

*"Gratifyingly enough, most of my pupils then understand what I mean when I explain that socialism — even in a democracy — will eventually result in a living death for all except the 'authorities' and a few of their favorite lackeys."*

## Blood Donors Honor Roll

ONE GALLON	W. J. Donohoe	Lester Helmick
Donald Overly	E. C. Gearhart	Charles Strausbaugh
Gerald Johnson	TWO GALLON	Lowell Waller
Jack Mathena	Larry Eakins	Jack Phillips
Robert Schillinger	Gordon Williams	Leonard Woodruff
Arthur Sutton	Howard Owens	THREE GALLON
Wayne Harbarger	Fred Flanagan	Harold McFarland

## State Park Guide Volume Number Two Is Completed

Goodyearites who are planning a camping trip to the Far West may want to purchase the second volume of "The Goodyear Guide to State Parks" which covers the facilities of California, Washington, Oregon, Alaska and Hawaii.

The second volume follows publication of Volume 1 covering New York and New England. The Pacific States guide contains information on more than 700 parks and sites, while the New York and New England guide describes more than 600 facilities.

Information contained in the guidebook includes location of the parks, points of interest, hours and seasons, fees, accommodations and activities available, temperature ranges, and even the day when most or least crowded.

Employees may order either Volume 1 or Volume 2 or both by mail. Each copy is priced at \$1.95. Checks or money order should be made payable to "The Goodyear Guide to State Parks" and mailed to "The Goodyear Guide to State Parks," 33-20 Hunters Point Avenue, Long Island City, N.Y. 11101.

## Calendar Of Events

COMPANY GOLF PLAYDAY  
 JC Golf Course  
 Chillicothe, Ohio,  
 August 12

WOMEN'S COMPANY  
 GOLF CHAMPIONSHIP  
 Skyline Golf Course  
 August 21 and 28

## Labor Relations

(Continued from Page 1)

### GRIEVANCE 1-17-66

The Union claims that the Company violated Article VIII, Section 10(c) of the Contract when it identified more than one foreman on the realignment sheet for a group in the Instrument Maintenance Department.

The Union contends that the employees in the departments involved, and the grievants in this case, are being treated differently than employees of other departments "who can choose the particular group and foreman of their choice", because the group here involved show on the realignment canvass sheets more than one foreman to a group. Furthermore, the Union maintains "the three foremen listed under the two groups in Department 712 each have different job assignments. An employee signing under one of these groups cannot be sure what type of work he would be required to perform or what foreman he would have to work under."

## SAFETY CORNER

A luncheon was held July 12 by the safety department in honor of the administrative and work area safety coordinators. The luncheon was held to commend the group for their outstanding work during the past year.

The responsibilities of the area safety coordinators are to enlist the cooperation of all supervision and employees in detecting and eliminating safety hazards and unsafe work practices.

G. H. Reynolds, general manager, offered his congratulations for a job well done and presented a brief talk in which he discussed the bright future ahead for Goodyear Atomic and the gaseous diffusion industry.

C. L. French, supervisor, safety, thanked the area coordinators for their cooperation. He commented that this type of safety program is new to the industrial safety field and the first year's results far exceeded prior expectations.

The luncheon was concluded by presenting a Travel Safety Guide and Road Atlas to each fiscal year '67 area coordinator and naming the new area safety coordinators for fiscal year '68.

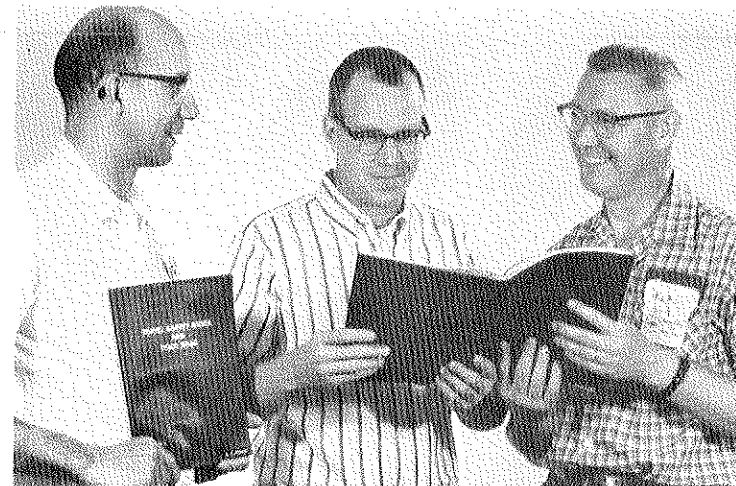
Coordinators for fiscal year '68 are:

### ADMINISTRATIVE AREA COORDINATORS

Name	Division	Name	Division
E. D. Paul	100	M. J. Rediger	500
D. J. Blanton	200	N. F. Christopher	500
J. S. Brant	300	H. J. Hobson	700
E. Mutter	400	J. E. Hale	800
P. M. Young	500		

### WORK AREA COORDINATORS

W. Mullins	100	H. L. McFarland	700
B. Bowers	100	W. M. Reffir	800
R. T. Glass	400	J. T. Earner	800
W. T. Allen	500	L. L. Wise	800
W. E. Richards	500	R. A. Born	800
E. M. Crain	700	W. J. Lemmon	800
M. C. Tulloh	700		



**SAFETY ENGINEERS FOR A DAY.** R. F. Rooker, left, Instrument Maintenance, and C. L. Snedecor, center, Process Operations, admire the Travel Safety Guide and Road Atlas presented them by Les Oyler, Safety. The Safety Department recently adopted the policy of presenting the Safety Guide - Atlas to all employees selected as Safety Engineers. Travel Guides also were distributed to all employees who had previously received the honor.

*Discussion:* The Union has made much over the fact that the Company uses the term "foreman" rather than the term "foremen". The Arbitrator is of the opinion that the only reason the singular was used instead of the plural is that this is a matter of logical usage, since most groups of employees usually just have one person as their immediate supervisor. The Arbitrator feels that this is rather a flimsy reason to prohibit the Company from assigning more than one foreman to a group, as this is what the result could lead to. In fact, the decision for the grievants in this case would be a direct interference in Management's right to

manage its operations, and if the parties had intended to limit Management in such a manner, it would have been done in a more definite way than just as a part of a provision concerning how once-a-year classification realignments are to be handled.

*Award:* Based upon the discussion above, it is the Arbitrator's decision that the Company did not violate Article XIII, Section 10(c), when it listed on the realignment sheet more than one foreman to the groups in question; therefore, the grievance is denied.

(Continued on Page 5)

# 1967 Picnic Parade



# 1967 Picnic Parade



# Experts Discuss The Advantages Of "Belted" Tire Construction

(Editor's Note: Since publication of a comparison between 2-ply and 4-ply tires in our December Clan, we have had numerous inquiries about radial-ply tires which were introduced to the American motorist in 1966.)

Would you be interested in a tire that provides 50 to 100 per cent more tread life than today's conventional tire, ten per cent more gas mileage, better steering response, improved traction on slippery roads and greater safety at super highway speeds? Then the radial ply or "belted" tire should be of interest to GAT automobile owners.

"Radial ply passenger tires offer as much as 100 per cent greater mileage life," reports Goodyear vice president, Charles A. Eaves.

The radial ply tire could be the most revolutionary change in American tires in many years. However, this tire performs differently than conventional bias-ply tires familiar to American motorists and the two types should not be mixed, Mr. Eaves warned.

The compounds and cords are basically the same as those used in bias-ply tires but the construction of the tire is different as the two sketches show.

The radial-ply tires are of 2-ply cord construction with a belt of four layers of rubberized fabric between carcass and tread — the cords of the two plies in the carcass cross the tire from bead to bead at a 90-degree angle rather than at a lower angle as in conventional tires.

The conventional tire (lower left) shows a 2-ply example of bias-ply construction. The cords, running diagonally across the centerline must change angle as the tire deflects under load. In radial-ply, the cord does not change angle as the tire deflects. Changing of angle under load in bias-ply tires causes tread to squirm against the road surface, increasing wear on tread. In radial-ply, there is no squirming, thus longer tread life.

Some other characteristics of the radial-ply tire:

... The rigid tread reduces heat buildup, a major cause of tread wear, and makes tires more adaptable to high speed running. Easier rolling improves gas mileage.

... The flexible sidewall allows the tread to remain more nearly flat on the road when cornering.

... More tread on the ground improves traction and gives greater skid resistance, especially on wet pavement.

... Rigid tread makes car handling easier.

... Smoother ride at speeds of 40 mph and over.

... Smoother ride over longitudinal disturbances (street car tracks, etc.)

THE MINUS SIDE:

... Harsher ride over small ob-

stacles at low speed.

... More steering effort required at low speed, a by-product of better traction.

... Higher cost — in some cases 40 per cent more than bias ply.

... Radial-ply tires require suspension systems and car structure tuned to their characteristics, but as yet there has been no sweeping move by North American car manufacturers to adapt to the radials. The radial-ply tires have existed in one form or another since the 1920's with Goodyear, Michelin of France and Pirelli of Italy, among the developers of this type of tire construction. Michelin became the first large scale commercial producer of belted radial-ply tires in the late 1940's.

Goodyear began development of the Safety Belt radial-ply tire for American cars about four years ago. The tire has undergone thorough evaluation in the laboratory, on test tracks and on taxi cab fleets and other vehicles. Eaves said the tire has been tested for more than six million miles.

Radial-ply tires require more labor to produce and use more material than conventional tires which accounts for the nearly 40 per cent higher cost than the bias-ply line.



WORLD JAMBOREE SCOUTS John Jordan, Jr., son of John, Sr., Cascade Maintenance, and Paul Irwin, son of Fred Irwin, Plant Engineering, make final plans to attend the Twelfth World Scout Jamboree encampment at Farragut State Park, Idaho.

## Local Scouts Attend Worldwide Jamboree

Goodyear Atomic employees have been associated with almost every phase of scouting and the XII World Jamboree is no exception.

The Jamboree, one of scouting's most celebrated events, will be held at Farragut State Park, Idaho, in August, 1967. This will be the first time that the Boy Scouts of America have served as host to the worldwide encampment.

The World Jamboree Scouts were interviewed locally and their applications were reviewed by a special committee representing Region 4 of the Boy Scouts of America before being approved.

Three boy scouts and explorers were selected to attend as representatives of the Chief Logan Council, Boy Scouts of America. Two of these boys are sons of GAT employees.

Those selected and approved are John Jordan, Jr., son of John, Sr., cascade maintenance, and Paul Irwin, son of Fred Irwin, plant engineering. John Jordan is a member of Troop No. 73 of Beaver and an eight-year veteran of scouting. He was awarded the rank of Eagle Scout in July, 1965, is a member of the Maka-Ina Lodge, Order of the Arrow. He also is a member of the Beaver Methodist Church where

he received the coveted God and Country Award.

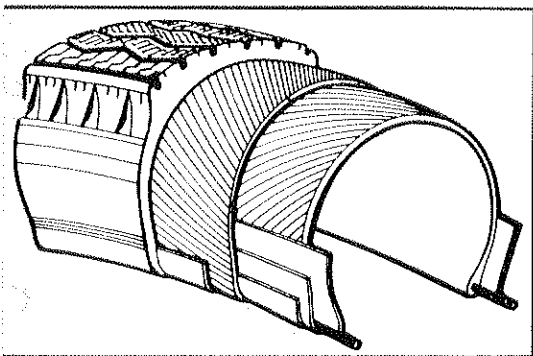
John is no stranger to Jamborees. He attended the National Jamboree at Valley Forge, Pa., in 1964 and the Philmont Scout Ranch Expedition at Cimarron, New Mexico in 1965.

Paul Irwin is a senior at Chillicothe High School. He is a member of the Trinity Methodist Church, member of Order of Arrow Maka-Ina Chapter, life scout, patrol leader of troop at the National Jamboree at Valley Forge Park, Pa. in 1964. (C. Hobbs, electrical maintenance, was assigned scoutmaster of this troop.)

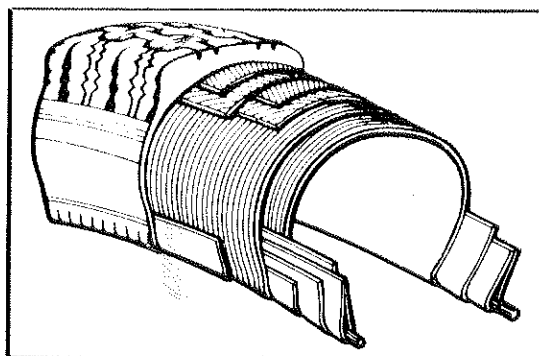
Paul was a delegate to national Order Arrow conference at Indiana University, Bloomington, Indiana, in 1965. He helped plan and participated in an explorer canoe race on Scioto River from Chillicothe to Portsmouth in 1966.

The scouts will leave for Camp Butler, which is one of the Akron Council's camps, just east of Peninsula, Ohio. They will travel by United Airlines from Cleveland to Spokane, Washington, buses will transport them from Camp Butler to Cleveland and from Spokane to the Jamboree site. Following the Jamboree, by bus they will go sight-seeing and touring of the Grand Coulee Dam, they will spend two nights in Seattle, and have an all day boat trip to Victoria, British Columbia, Canada. They will return from Seattle to Cleveland by United Airlines.

It is apparent that GAT employees' sons will do a good job of representing local scouting when the XII World Jamboree blows reveille.



CONVENTIONAL TIRE CONSTRUCTION. Cords in the overlapping layers (plies) run at opposite angles to each other for rigidity throughout the casing.



RADIAL-PLY CONSTRUCTION. Two cord layers (plies) run straight across and four additional plies run around the circumference, like a belt.

## LABOR RELATIONS

(Continued from Page 2)

### GRIEVANCE III-20-66

The grievant was terminated for medical reasons at the expiration of 5 months non-occupational disability leave of absence. The Union claims that an employee who is on medical leave of absence cannot be terminated for medical reasons before the maximum time limit of 300 days as provided in Article IX, Section 1(c) of the Contract.

Discussion: The Arbitrator sees no other reason for the last sentence in Paragraph (c), Section 1 of Article IX to have been included if it was not put there to permit the

Company to give an employee a medical termination in less than two years. If it had been intended that any and all employees on non-occupational disability leaves could, under all circumstances, stay on such leave for two years then there would have been no reason for the parties to have included this last sentence.

Award: Based on the above discussion and opinion, it is the Arbitrator's decision that the Company did not violate Article IX, Section 1, Paragraph (c) when it terminated the grievant.

### GRIEVANCE II-9-66

Grievance: The Union requests payment for an overtime opportunity not worked to a Power

Operator who was not offered overtime as a result of the Company's admitted misapplication of the overtime opportunity procedure even though the misapplication did not result in exceeding a 16-hour differential on the overtime list.

Discussion: There is no question that the Company has violated the Agreement — it admits that it has. The provision violated Part 4 of Section 11 of Article X.

There seems to be little doubt that the Company did not violate the 16 hour portion of the Agreement, since despite the violation of Part 4, or one of the procedural phases of this Article, the results did not cause the grievant to have more than a 16-hour differential than any other person in the classifi-

cation. In this sense the grievant has not been injured, and any payment by the Company to him would, in a sense, be a form of fine or penalty for violating a procedural provision. The Arbitrator can see paying an employee who has lost something, which would be the case (by definition of this Contract) if the violation of Part 4 had created a situation where, as a result of the grievant being bypassed, he would have more than a 16-hour differential on his overtime. In this case, however, the end result did not create a difference of more than 16 hours; therefore, the grievant was not financially damaged, and, in the Arbitrator's opinion, need not be reimbursed.

(Continued on Page 6)



**SOAP BOX DERBY WINNER.** Mike Murray was as proud as A. J. Foyt when he pulled into the winners circle at Portsmouth (on Goodyear tires no doubt). Congratulating Mike on his victory are his parents, Ruth and Karl Murray, Process Operations and brother, Jody. Mike's victory earned him the right to compete in the All-American Soap Box Derby to be held in Akron August 19.

## Employee's Son Wins Local Soap Box Derby

"Look out Akron — here we come", was the comment made by 13-year old Michael Murray after his victorious ride in the Portsmouth Soap Box Derby.

Mike, son of Karl Murray, process operations, climaxed three years of building, remodeling and racing, when he guided his blue racer into the winners circle.

In his quest for victory, Mike blazed his way down the 750 ft. track to win a total of 6 races (one by photofinish) and defeat 53 opponents. As a reward for his efforts he received a \$500 savings bond, a trophy, a plaque and an opportunity to compete in the All-American Soap Box Championship held in Akron, August 19.

Three years of frustration preceded Mike's victory. His competition began in 1965 when he entered the local derby and in his first attempt he won Class "B" division (11-13 years old) before being defeated in the finals by the Class "A" winner (13-15 years old).

In 1966, Mike dismantled, redesigned and rebuilt his car and tied for third place after being defeated by the car that was the eventual winner.

Determined to do better in '67, Mike started five months ago to completely build a new racer. His plan was to construct the smallest and heaviest car possible and still

stay within the stringent requirements. Obviously, determination and hard work paid off.

A soap box derby racer must be built by the boy himself, (guidance and advice may be given by the boy's parents), the total weight cannot exceed 250 lbs., maximum length — 80 inches. Total cost cannot exceed \$30.00, all racers must be inspected and passed by an inspection committee. These are only a few examples of the strict specifications that must be met before racing. Close attention to minor details, no matter how small, such as weight, wheel alignment, size and shape, finish and countless other minor items added together are the things that make a winning car.

More than 250 boys from all over the world will compete in the Akron championship races. All total, \$30,000 in scholarships will be given away as prizes. The winner receives a \$7,500 award and the remainder is prorated to the next eight contestants. All boys competing receive a watch, levis, a racing shirt and get to spend four days at a recreational camp (swimming, horseback riding, etc.). Following the Akron race, a winners banquet is held with all boys and their parents in attendance.

Goodyearites have high hopes that the combination that won for Mike in Portsmouth is enough to bring him victory in the rubber city classic.

Would anyone care to guess where Karl, Ruth and Jody Murray will be on August 19?

## W. Va. All-State Band Member

One of the highlights of the annual picnic was the performance of the Ceredo Kenova Dixieland Jazz Band.

One member of the musical ensemble is Robert "Bob" Massie, 17 year old son of Dale Massie, maintenance. Bob, a senior at Ceredo Kenova High School, recently returned from a ten-day tour of concerts and sightseeing with the All W. Va. High School State Band.

The all state band is composed of 98 high school band members, directors and chaperones from the state of W. Va. The tour included stops in Albany, New York, Lake Placid, N.Y., Expo '67 in Montreal Canada, Boston University, New York City, and finishing with a concert at Wheeling, W. Va.

Bob, has specialized on the trombone. He traveled with the Ceredo Kenova band to the New York World's Fair in 1965, and W. Va. state fair in 1966. He also played with the high school stage band, and the dixieland band which appears on numerous occasions in the Tri-State area, including several shows on the Rhododendron Show Boat during the summers of 1964 and 1965.

Bob plans to use this experience as a foundation for a career in music.



Robert Massie

## In Memoriam

Sincere condolences are offered Mrs. Roy Holcombe upon the sudden death of her husband, Roy G. Holcombe, July 13.

Roy was born Sept. 15, 1928, in Hot Springs, Ark. and attended high school in Oxford, Miss. He spent three years in the U.S. Army and was a corporal when he received his discharge in 1953.

He joined Goodyear Atomic in June, 1954, and was a process operator in area 2.

Funeral services were conducted July 16 in Oxford, Miss.

Mrs. Holcombe, Patricia Lea, resides in Waverly.

## 1967 Picnic Winners

Air conditioner	Judith Conley	D-222
Portable TV	Charles Abbott	D-112
Portable Stereo	Bob Schillinger	D-711
Camera	Bill Craycraft	D-513
Outdoor cooker	Bill DeAtley	D-112
Drill kit	Alva Sagraves	D-112
Radio	Bill Linville	D-532
Electric razor	Marvin Meadows	D-721
Silver service	Ollie Vita	D-552
Man's watch	Frank Lallow	D-812
Electric knife	James T. Parker	D-732
Broiler	Noah Russell	D-721
Binoculars	Charles Nesler	D-551
Corning ware	Bob Childers	D-851
Blender	Warren Knauff	D-375

## Labor Relations

(Continued from Page 5)

**Award:** It is therefore, the Arbitrator's decision that the Company is not required to make a penalty payment to the grievant and the grievance is denied.

**GRIEVANCE 1-13-66**

**Grievance:** The Union is claiming that a four-hour minimum penalty payment has been established for any violation of Article XVI, section 1(a) of the Contract. (Non-bargaining unit personnel performing bargaining unit work).

In this case the Company has admitted that it violated the Contract, however, the controversy is not over this point but over the amount of pay to be given to the employee next in line for overtime. The Company indicated in its Step Two answer to this case that because of the violation of the aforementioned provision by one of its foremen, that it would "make a pay adjustment of 1 hour for the next Electrician in line for overtime."

**Discussion:** It is the Arbitrator's opinion that there has not been established any set fine or amount of penalty for violation of the provision in question. The Union has been able to cite a number of cases wherein Management has made payments amounting to 4 hours, however, not only has Management in turn cited cases indicating situations where it had admitted violation in which either no payments were made or amounts other than the 4 hours demanded were made, but even the cases cited by the Union indicate some variation in that in some cases 4 hours were paid at straight time and in others 4 hours at time and one-half. The Company is correct in its claim that it has made penalty payments based on no specific standard but based on a principle of reasonableness.

**Award:** Based upon the above discussion and opinion, it is the Arbitrator's decision that a minimum of 4 hours pay has not been established as a basis for penalty payment in the violation of Article XVI, Section 1(a) and, therefore, the grievance is denied and the Company is ordered to pay 1 hour's pay to the classification of Electrician - First Class, as decided in the previous case, 1-12-66.

## Mixed Bowling League Planned

Several couples have indicated an interest in organizing a mixed bowling league in Waverly this fall. Tentative plans have been made with Weiss Recreation Bowling Lanes for a GAT mixed league on Thursday evenings at 5:45 p.m.

The league will be limited to 16 couples. Contact the recreation department if you plan to participate.

## CLASSIFIEDS

### FOR SALE

**8MM Canon Cine Zoom Movie Camera and Sylvania sungun light Complete outfit. Like new. \$100. Phone Portsmouth 353-0977.**

**German Shepherd puppies, AKC registered, pedigree from Jam Longworth, Liebestraum and Cosart bloodlines. Beautifully marked. Two are rare black. Both parents have good temperment. Black \$75 each. All others \$50 each. Phone Jackson 988-2251 (Glade number).**

**Deluxe Electrolux sweeper. Two years old. Good condition. \$50. Phone Portsmouth 353-3473.**

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## Newlyweds

John Rouff and Ruth Laymaster were married Saturday, July 1, in the Waverly Presbyterian Church at 4:00 p.m. John is the son of Edna Rouff, hospital, and Harold Rouff, process engineering.