

# The WINGFOOT CLAN

Goodyear Atomic Corporation

The Goodyear Tire & Rubber Company

A Subsidiary of

Volume 15

Piketon, Ohio, May, 1968

Number 7

## Highest First Quarter Sales And Earnings Are Reported

First quarter 1968 sales of Goodyear topped those of a year ago by 11.6 per cent while earnings rose 12.3 per cent, Russell DeYoung, Chairman and Chief Executive Officer, and Victor Holt, Jr., President, announced recently.

Sales totaled \$659,799,000 compared with \$591,366,000 in the initial three months of 1967.

Net income was \$29,006,000, equivalent to 81 cents a share based on an average of 35,973,005 shares outstanding. Net income in the first quarter of 1967 was \$25,833,000, equivalent to 72 cents a share on an average of 35,857,893 shares then outstanding.

The 1968 figures are the highest of any first quarter in the company's history, the two executives reported.

Improvement was noted in practically all product lines, with tire sales recording particularly encouraging growth. They attributed this in part to acceptance by the motoring public and auto manufacturers of Goodyear's new bias-belted polyglas tires made with polyester cord and fiberglass.

The custom wide tread polyglas tire was introduced last November, and was followed less than two weeks ago by announcement of the power cushion polyglas tire, made in conventional sizes to fit all American cars.

Preparing for continued corporate growth, Goodyear's Board of Directors appropriated for the first quarter nearly \$80-million of the \$220-million in capital improvements expected to be authorized in 1968 the two executives revealed.

These approved projects include some \$32-million for expansion of domestic tire capacity, \$6.5-million for expansions in the chemical field, \$3.5-million for automotive brakes, and \$18.5-million for various foreign operations.

is to date from December 18, 1967, the day Mr. Yeley was moved to Maintenance Mechanic.

### GRIEVANCE III-49-66

A salaried employee picked up an order of draperies for the Company at Martings Department Store in Portsmouth, Ohio. The Union estimates that a round trip from the Company to Martings would require a minimum of one and one-half hours. The Step 2 Answer states:

"The Company recognizes its error in the instant grievance and is willing to make a two hour payment, which is reasonable and fair

(Continued on Page 4)

### Review of Labor Relations

The following arbitration awards were received from Marlin M. Volz who acted as arbitrator and heard the cases April 9-10. Six of the nine awards received will appear in the June issue of the *Clan*.

#### GENERAL GRIEVANCE 7-66

The question for decision is the effect on the order of employees on the layoff recall lists of the Stipulation of October 20, 1967, amending Article VIII, Section 2(c). The Company takes the position that as soon as an employee has been on layoff for more than three years, he loses all seniority and drops to the bottom of the list. The Union, on the other hand, maintains that the amendment was not intended to change the order of employees on recall lists, that they remain on the list and are recalled on the basis of their accumulated seniority, and that it is only after recall that an employee on layoff for more than three years loses his seniority.

**Discussion:** The arbitrator must agree with the Union's contention that there was no mutual intent or meeting of the minds to change the order in which names appear on layoff-recall lists. Although the language of the Amendment is broad enough to suggest that an employee after three years on layoff loses all seniority rights, including those which establish his position on the recall list, this conclusion is not compelled by the clear meaning of its words. The Amendment states in part:

"Any employee on layoff for more than three years shall lose continuous service, plantwide seniority, and classification seniority."

This sentence is ambiguous on the question in issue. The most reasonable interpretation must be that the parties intended to give effect to the Union's position on this point.

**Award:** The grievance is sustained. Names of employees on layoff are to be shown on recall lists in the same manner as they were prior to the Amendment in question. Mr. Walter shall be paid at the prevailing rate for Maintenance Mechanic for each hour that Mr. Yeley has worked as a Maintenance Mechanic before Mr. Walter was or will be recalled to that classification and placed on the payroll. His seniority

## 15 YEARS OF SAFETY

DID YOU KNOW that in its 15 years of operation Goodyear Atomic has established a safety record that ranks among the best in industry. FOR EXAMPLE — GAT's 15 year injury frequency rate is 1.09 per million man-hours worked. This is an outstanding figure when compared to the all-industry rate of 6.64 and the chemical industry 3.70 figure. Of all industries reporting to the National Safety Council the communications industry historically has the lowest frequency rate. GAT's 1.09 figure is even lower than the communications industry 15 year 1.10 average.

The effort put forth by GAT employees has "paid off". They have never suffered a fatal injury and have won Goodyear's World Wide Safety trophy twice.

It is comforting to each employe and his family to realize safety plays an important role at GAT.

REMEMBER! IT'S SAFETY FIRST THAT MAKES GAT FIRST IN SAFETY.

Yr.	Acc	Fre.	Yr.	Acc	Fre.	Yr.	Acc	Fre.
1953	1	1.15	1958	9	1.78	1963	7	2.66
1954	3	0.84	1959	4	0.88	1964	5	2.11
1955	5	0.88	1960	1	0.24	1965	3	1.37
1956	10	1.96	1961	0	0.00	1966	3	1.36
1957	2	0.38	1962	3	1.00	1967	1	0.45
Total Hours 52,516,139								



THE 65 MINISTERIAL ASSOCIATION MEMBERS attending a plantsite visitation day took advantage of "coffee break" time to discuss problems of mutual concern to religion and industry. Pictured with one of the informal discussion groups is Fred Pickens, industrial relations.

## Local Clergy Attend GAT Visitation Day

Goodyear Atomic was host to 65 members of local ministerial associations recently when they attended a plantsite visitation day.

The members of the clergy from Ross, Pike, Scioto and Jackson counties were invited so that they might become more familiar with Goodyear's facilities and the part we play in the atomic energy complex. Emphasis was also placed on the many peaceful uses of atomic energy.

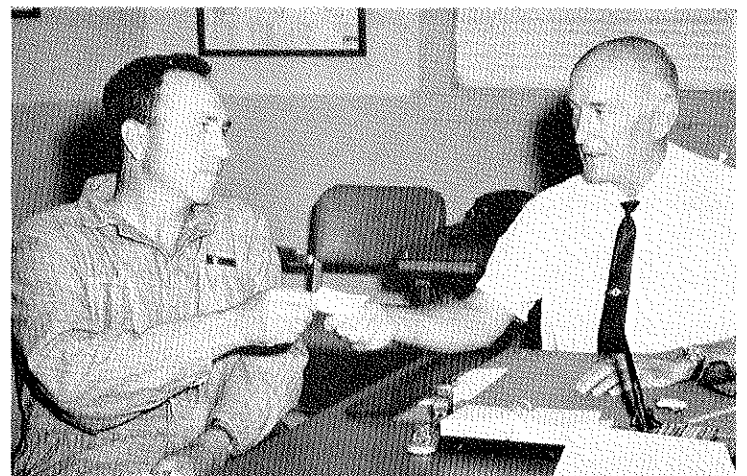
The day's activities included talks by G. H. Reynolds, general manager, on the present and future of atomic energy; an unclassified description of the gaseous diffusion process and plant facilities by C. D. Tabor, deputy general manager, and R. M. Rutherford, manager, production division, presented a brief history of The Goodyear Tire & Rubber Co.

Following a lunch in the plant

cafeteria, the ministers were conducted on an external plant tour.

The day's activities were concluded with a panel discussion in which questions posed by the ministers were answered. F. E. Pickens, industrial relations, acted as panel moderator. Panel members were C. D. Tabor, A. L. Sutton, manager, industrial relations, D. Connery, manager, plant engineering and maintenance, and R. W. Brown, assistant manager, technical division.

The ministerial visitation day was the second such day this spring conducted by GAT in an effort to familiarize local citizens with the AEC facility and its operation.



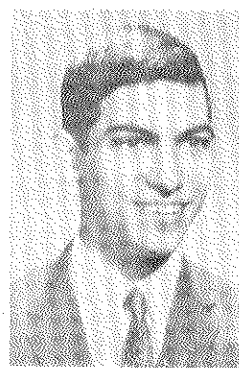
"I" THANK YOU — Donald Bonzo, D-732, received congratulations and a "thank you" card from G. H. Reynolds, general manager, for submitting the first cost reduction "idea" form. Don is a welder in the converter shop. The general manager's office reports that a total of eleven forms were turned in during the program's first two weeks.

DO YOU HAVE ANY COST REDUCTION IDEAS?

# Congratulations



Carolyn Head  
Northwestern Un.  
W. Armstrong, D



Patrick M. Donini  
Ohio College of  
Applied Science  
L. M. Donini, D-731



Jeanne Crain  
Miami University  
F. Crain, D-732



Judy Kay Cox  
Ohio University  
C. R. Ball, D-812



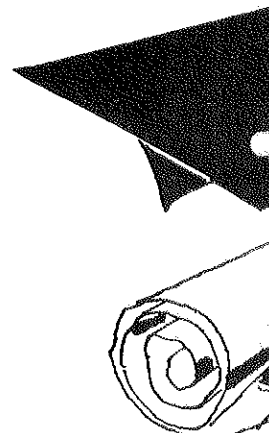
Heather Connery  
Bowling Green Uni.  
D. Connery, D-701



Jon D. Carnes  
Rio Grande  
W. W. Carnes, D-113



David Barber  
Ohio University  
Ford Kleinman, D-711



*The most precious of all p  
withstand trial, to bear sufferi  
pain; power to follow our co  
scorn. He that has not a mastery  
to resist the importunity of pre  
reason tells him is fit to be don  
dustry, and is in danger of neve*



David L. Adams  
Waverly  
A. G. Adams, D-812



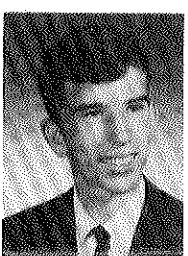
Sandra Boggs  
Oak Hill  
E. C. Boggs, D-112



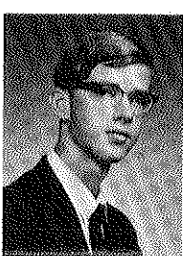
Cynthia Brame  
Minford  
W. J. Brame, D-724



Ginger Lynn Breech  
Northwest  
A. B. Breech, D-732



Charles E. Browning  
Jackson  
S. G. Browning, D-711



Frank Buckalew III  
Waverly  
F. Buckalew, Jr., D-110



Barbara Canter  
Eastern Local  
C. H. Canter, D-112



Brenda Kay Dodds  
Portsmouth West  
R. W. Dodds, D-112



Jacqueline A. Doerr  
Portsmouth  
J. E. Doerr, D-732



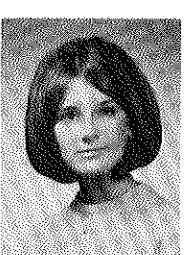
Thomas F. Donini  
Noire Dame  
L. M. Donini, D-731



Judith E. Duncan  
Eastern Local  
W. E. Duncan, D-523



James Duzan  
Portsmouth  
L. C. Duzan, D-732



Linda Elliott  
Portsmouth  
L. C. Elliott, D-731



David Freshour, Jr.  
Portsmouth  
D. F. Freshour, D-762



Michael Gibson  
Eastern Local  
F. P. Gibson, D-852



Jim Goodman  
Notre Dam.  
D.P. Goodman, I



Larry K. Jackson  
Waverly  
C. E. Jackson, D-814



Sharon Keesee  
Piketon  
C. H. Keesee, D-856



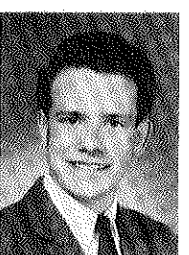
Susan J. Kensinger  
McClain  
W. Kensinger, D-102



Carl David Kent  
Valley  
C. H. Kent, D-726



Scott King  
Wellston  
A. R. King, Jr., D-858



Jan Kopriwa  
Ceredo-Kenova  
(exchange student)  
D. Massie, D-732



Ruth Anne List  
Piketon  
H. A. List, D-814



Michael McPherson  
Jackson  
C. McPherson, D-721



Robert D. Ma  
Ceredo-Ken  
D. Massie, L



Gary M. Reffit  
Valley  
W. M. Reffit, D-814



Alan Roberts  
Eastern Local  
M. E. Roberts, D-732



Susan Rogers  
Bishop Flaget  
W. L. Rogers, D-711



Brenda Ann Sansom  
Waverly  
J. N. Sansom, D-810



Gary W. Shaw  
Clay  
R. W. Shaw, D-311



Tacy Shoemaker  
Chillicothe  
C. Shoemaker, D-858



Joe Skinner  
Waverly  
John Skinner, D-711



Dale Smith  
Western  
H. D. Smith, D-533

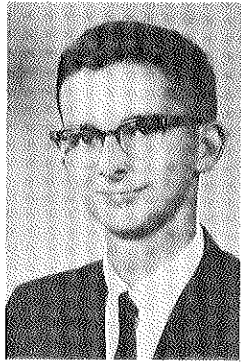


Mark Smith  
Waverly  
W. S. Smith, D

# Class of 1968



Julia Head  
 Th. Gibbs Sch.  
 Armstrong, D-224



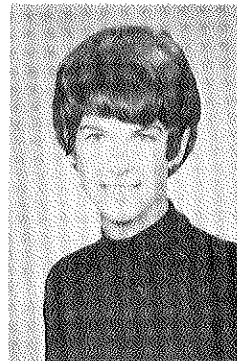
Reed Irwin  
 Marietta College  
 F. B. Irwin, D-761



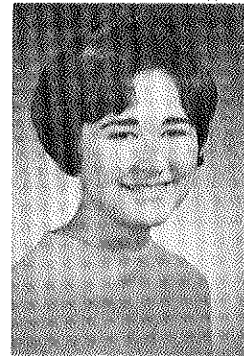
Terrie Koss  
 Miami Valley Hospital  
 School of Nursing  
 B. F. Hoffman, D-711



F. Robert Newman  
 Ohio State Law Sch.  
 J. F. Newman, D-851



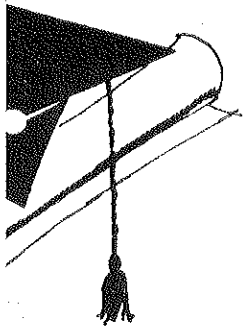
Priscilla Pickens  
 Grove City College  
 F. E. Pickens, D-220



Jo Ellen Sommer  
 Col. of Mt. St. Joseph  
 Ralph Sommer, D-331

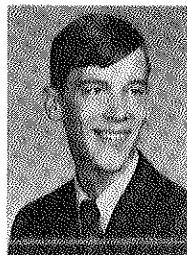


Sharon K. Steinhauer  
 Concordia College  
 H. Steinhauer, D-535



*power over ourselves; power to  
 anger; power over pleasure and  
 never resisted by menace and  
 nations; he that knows not how  
 or pain, for the sake of what  
 true principle of virtue and in-  
 for anything.*

— Anonymous



Ronald Clark  
 Jackson  
 D. L. Clark, D-341



Lois Deane Clary  
 Waverly  
 A. H. Clary, D-701



Donald Lee Collins  
 Portsmouth West  
 W. E. Collins, D-732



Deborah Cook  
 Chillicothe  
 Elwood Cook, D-811



Brenda Craft  
 McKell  
 J. M. Craft, D-533



Karen Crawford  
 Jackson  
 C. I. Crawford, D-851



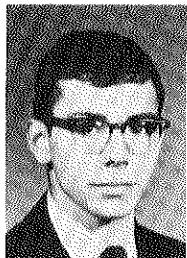
Brenda Marie Dalton  
 Jackson  
 E. M. Dalton, D-732



William Hale  
 Portsmouth West  
 Hale, D-801



Valrie Hatfield  
 Bishop Flaget  
 K. P. Hatfield, D-720



Patrick T. Henson  
 Notre Dame  
 J. M. Henson, D-731



Russell W. Hill  
 Valley  
 Robert Hill, D-711



James Hobson  
 Minford  
 Homer Hobson, D-762



Allen Hoffman  
 Waverly  
 B. Hoffman, D-711



Peggy Hornback  
 Waverly  
 F. R. Hornback, D-712



Sharon W. Hughes  
 Portsmouth  
 W. D. Hughes, D-201



Sharon Hulett  
 Waverly  
 Sam Hulett, D-212



Gloria Montavon  
 Clay  
 Montavon, D-724



Arthur Mullins  
 Waverly  
 W. Mullins, D-112



Barbara Murnahan  
 Notre Dame  
 B. Murnahan, Jr., D-810



Patrick Murphy  
 Minford  
 E. L. Murphy, D-112



Robert O. Neff, Jr.  
 Riverside Mil. Acdy  
 R. O. Neff, D-103



Glenn M. Newman  
 Waverly  
 R. D. Newman, D-811



Rodney Niner  
 Minford  
 L. Niner, D-424



Barbara Pray  
 Chillicothe  
 R. Pray, D-762



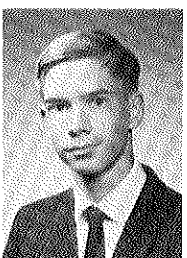
Susan K. Reed  
 Jackson  
 R. J. Reed, D-301



William K. Snedecor  
 Portsmouth  
 Snedecor, D-814



Brenda Tatman  
 Portsmouth West  
 H. C. Tatman, D-733



Robert Trowbridge  
 Minford  
 M. Trowbridge, D-375



M. J. Vallandingham  
 Minford  
 Vallandingham, D-732



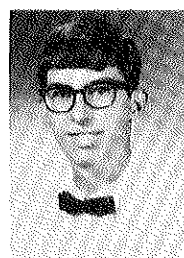
Marian M. Williams  
 Waverly  
 E. N. Williams, D-731



Mildred M. Williams  
 Waverly  
 E. Williams, D-731



Helen Jo Wimer  
 Jackson  
 R. Wimer, D-712



Wendell E. Woodruff  
 Jackson  
 D. U. Woodruff, D-856



John L. Yates  
 Jackson  
 H. Yates, D-726



CONGRATULATIONS SPELLED OUT to Lucinda Lauderback (center) by her parents Mrs. (Phyllis) and Warren Lauderback, SS materials handling. The congratulatory buss came when Lucinda won the Portsmouth Times 20th Annual District Spelling Bee crown and the opportunity to compete in the national finals in Washington.

## District Spelling Bee Crown Won By Lucinda Lauderback

Perseverance paid off for Lucinda Lauderback recently when she successfully competed against 27 other county winners in the Portsmouth Times 20th Annual District Spelling Bee. In her fifth year of competition, Lucinda, daughter of Warren Lauderback, SS materials handling, came up with the winning word and earned the right to compete in the National Spelling Bee to be held in Washington, D. C. in June.

In addition to the trip, she won a set of Encyclopedia Britannica, and a gold medal. This was the fourth time, Lucinda qualified for the district finals. She is in the eighth grade at Minford.

GAT was well represented at the district spell down with six employees' children competing. These six won or ranked high in their county "bee".

In addition to Lucinda, employees' children who were contestants were: Debbie Boggs, daughter of E. C. Boggs, police; Ricky Snyder (Scioto County Bee winner and District winner in 1966), son of Quinn Snyder, library; Kathy Lang, daughter of Jack Lang, mass spectrometry;

Jayne Boggs, daughter of John Boggs, health physics, and James Hicks, son of James Hicks, electronics.

### CLASSIFIEDS

#### FOR SALE

1964 Chevrolet 4 door, V8, 50,000 miles, clean, excellent condition, \$900. Call Chillicothe 773-5087 or 775-5741.

1963 Pontiac LeMans, sport coupe, V8, air conditioned, standard shift, excellent condition, 40,000 actual miles. Call Piketon 289-3395.

Mini-bike, 3.5 hp Briggs & Stratton engine. Excellent condition. \$85. Set of golf clubs, 3 woods 6 irons, new grips. \$25. 1/2" electric drill. Craftsman, \$5. Call Chillicothe 774-7567.

#### WANTED

Paying riders from Portsmouth to plantsite 7:30 to 4 shift. Phone Portsmouth 353-0977.

## In Memoriam

KARL E. BEU

Goodyear employees were saddened by the untimely death of Karl E. Beu on Wednesday, April 24, at Columbus, Ohio. Mr. Beu joined Goodyear Atomic in January, 1955. He was employed as supervisor in the physical measurements department, X-710 building at the time of his death. Mr. Beu is survived by two sons and two daughters.

GUY MASON COLE

Guy Mason Cole died May 11, 1968, at Mercy Hospital in Portsmouth, Ohio, after an extended illness. Guy joined Goodyear in July, 1954. He was employed in the fire department at the time of his death. Cole is survived by his widow, Mrs. Fanny Cole, two sons, two daughters and a step daughter.

## Labor Relations

(Continued from Page 1)

for the amount of work and time involved."

The Union appealed the grievance to arbitration. It requests four hours' pay at time and one half for the next man in line for overtime.

**Discussion:** The issue before the arbitrator is the remedy which is appropriate for violations of Section 1(a) of Article XVI when non-bargaining-unit personnel have done work normally performed by the bargaining unit. Unless the parties have stipulated otherwise, the measure of damages for the breach of a labor agreement is the same as for contracts generally. The usual rule of damages calls for compensating the innocent person or group fairly for the injury he or it has sustained as a proximate result of the breach and not punishing the party committing the violation. Neither the parties nor past arbitration awards have established a pattern of four hours at overtime rates as the uniform sum to be granted or awarded.

For this unintentional and unaggravating violation of Section 1(a) of Article XVI, the offer of settlement of two hours' pay made by the Company in its Step 2 answer is found to be reasonable compensation for the loss of the work to the bargaining unit.

**Award:** The employee in the classification normally performing the work in question who is next on the overtime list is granted two hours pay at his straight-time rate.

#### GRIEVANCE 1-43-66

On November 16, 1967, a meeting was held between Company officials and two representatives of the Atomic Energy Commission and four members of the Union Carbide Corporation. The six visitors were met at the airport after the start of "O" shift by two members of the Car Driver classification, who drove them to plantsite. At the conclusion of the meeting at about 3:45 P.M., the company provided the six men with two Federal vehicles; and they drove themselves back to the airport.



R. O. (BOB) NEFF became a member of Goodyear's quarter century club on May 8, when he rounded out 25 years of continuous service with Goodyear. Bob began his Goodyear career in Gadsden, Alabama. He is presently "R" shift superintendent.

## Bob Neff Reaches 25 Year Continuous Service Goal

Twenty-five years of continuous service with Goodyear were recently completed by R. O. (Bob) Neff, plant shift superintendent. His service anniversary was commemorated by a luncheon held in his honor. G. H. Reynolds, general manager, was on hand to present Bob with a tie clasp denoting 25 years of service.

Bob began his career with The Goodyear Tire & Rubber Co. in May, 1943, after serving with the Army Air Corps. A native of Alabama, Bob began his career at the Gadsden plant. In 1947, he graduated from the training squadron, was assistant editor of the Wingfoot Clan until 1950 when he became supervisor in the stock preparation division.

In July of 1953, Neff transferred to Goodyear Atomic as process area foreman. The following year he was promoted to assistant shift superintendent and in 1954 to plant shift

superintendent. He is currently "R" shift superintendent.

Bob and Mrs. (Faye) Neff live at Lake White, Route 2, Waverly. They have one son, Robert, Jr., who is graduating from Riverside Military Academy, Gainesville, Ga., this spring. The Neff's are members of the First Methodist Church. Bob is an active sports enthusiast. He is a member of the Masons, Elks, Shrine, American Legion. Bob is past president of the Waverly Service Club, Waverly Boosters Club and the Waverly Little Theatre.

The Union contends that the two drivers on the return trip were "non-bargaining unit personnel" within the meaning of Section 1 of Article XVI and that they performed work normally performed by the bargaining unit. On this point the Company maintains that the term "non-bargaining unit personnel" is limited to employees of the Company outside of the bargaining unit.

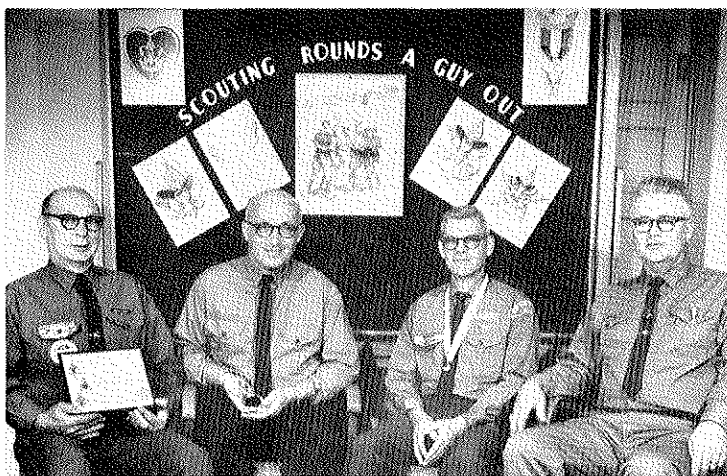
The Union, in further support of their position, referred to a Memorandum of May 13, 1963, explaining the policy on the use of overtime and temporary assignments, and the first two examples therein. It is the belief of the Union that Car Drivers were not assigned to drive the men back to the airport in order to obviate the use of overtime.

**Discussion:** Two questions are presented: first, whether the two outside drivers are embraced within the term "non-bargaining unit per-

sonnel" as used in Section 1 of Article XVI; and second, if not, whether other provisions or principles within the total contractual relationship between the parties prohibited the Company from providing the six official visitors with two automobiles with which to drive themselves to the airport.

Since the two outside drivers admittedly were not employees of the Company, Section 1(a) of Article XVI has no application to the facts of this case. No other limitation upon the authority of the Company to furnish vehicles to official visitors exists. Past practice has not granted to Car Drivers exclusive jurisdiction over the transportation of such persons to and from plantsite. Article XI, Section 4, and the first two examples in the Memorandum of May 13, 1963, are inapplicable.

**Award:** Grievance 1-43-66 must be, and is, denied.



ADULT SCOUTING AWARDS for outstanding services rendered were presented to four employees recently at the Chief Logan Council Annual Recognition Banquet in Chillicothe. Don Caughlan (2nd from r) plant engineering, was recipient of scouting's highest adult honor when he was awarded the Silver Beaver Award. Don was cited for 11 years of service to area scouting programs. A scout statuette was presented to Al Williamson (2nd from l), industrial relations, for outstanding services rendered to the Chief Logan Council Scout Program. Bill Oberle (l), electrical maintenance, was awarded the 3 year scouter training key for completion of the adult training course and John Jordan (r), cascade maintenance, received the scouters key for completion of the scout master's training course and 4 years scoutmaster.

#### Return Requested

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

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