

The WINGFOOT CLAN

A Subsidiary of

Goodyear Atomic Corporation

The Goodyear Tire & Rubber Company

Volume 15

Pikeeton, Ohio August, 1968

Number 7

GT&R Listed As Tops in Rubber Industry

Goodyear widened the gap it enjoys over other rubber companies and was ranked as the Nation's 22nd largest industrial corporation in terms of sales, according to Fortune magazine.

Fortune's listing of the top 500 corporations for 1967 shows Goodyear was No. 1 in the rubber industry and that the company reinforced its position of leadership in virtually every category used to measure the relative strength of a company.

With 1967 sales of \$2,637,710,000, Goodyear remained the only rubber industry organization to record more than \$2-billion. Firestone ranked second in rubber and 37th in all industry with sales of \$1,875,376,000.

Other ranking rubber industry sales records and industry-wide rankings reported by Fortune were Uniroyal, \$1,006,161,000 and 83rd position; General, \$954,455,000 and 90th position, and Armstrong, \$163,349,000 and 420th position.

Although Goodyear dropped one position in the "500" group, all other rubber corporations dropped to a greater extent, ranging from a six position drop by Firestone to a 14-position drop by Uniroyal.

Goodyear topped the rubber industry, which overall showed a 13 per cent decline in the year. The company's average of 113,207 employees during the year period also topped the rubber field and ranked Goodyear as the Nation's 17th largest industrial employer.

Despite continued Goodyear pro-

gress in the financial field, rubber corporations as a category performed poorly in American industry activity, the magazine reported.

Rubber industry sales increases of 2.1 per cent during the year were among the lowest reported for the Nation, with only four of 22 categories ranked lower -- paper and wood products; glass, cement, gypsum and concrete; textiles, and metal manufacturing.

In the changing profit pattern, rubber was again near the bottom of the rankings with a 13 per cent decline. Only three categories were ranked lower by Fortune -- glass, cement, gypsum and concrete; metal manufacturing, and textiles.

Morris Jobe Named Aerospace Head

The election of Morris B. Jobe as president of Goodyear Aerospace has been announced by Russell DeYoung, chairman and chief executive officer of the parent Goodyear Company.

Vice president of sales at Goodyear Aerospace since July, 1967, Jobe succeeded Loren A. Murphy on July 1. Murphy retired after 43 years with the Goodyear organization.

Calendar of events

COMPANY PICNIC
July 27, Camden Park, Huntington, West Virginia

WOMEN'S COMPANY CHAMPIONSHIP
August 10 — J.C. Golf Course Chillicothe, Ohio

TENNIS COMPANY CHAMPIONSHIP
August 24 — Chillicothe, Ohio

TENNIS PLAY DAY
September — Chillicothe, Ohio

COMPANY CHAMPIONSHIP (Second 18 Holes) AND FLIGHT CHAMPIONSHIP TOURNAMENT
September 14, Portsmouth Elks Country Club
Tee-Off times 8:00 — 10:30 a.m.

MIXED TWO BALL CHAMPIONSHIP AND PLAYDAY
October 5, Portsmouth Elks Country Club
Tee-off times 11:30 a.m. — 12:30 p.m.

C. D. Tabor To Attend Harvard Mgt. School

Charles D. Tabor, Jr., technical division manager and deputy general manager at GAT, has been selected to attend Harvard University's Advanced Management Program, W. R. Bryan, director of management development for the parent Goodyear Tire & Rubber Company, has announced. Tabor will attend the Harvard course from September 8 through December 2.

"The Harvard program is designed for businessmen of top-management caliber who will receive advanced training in the analytical and decision-making tasks of top management," Bryan explained. Goodyear nominates for the program men who have demonstrated top-management ability.

superintendent of the works laboratory in three years.

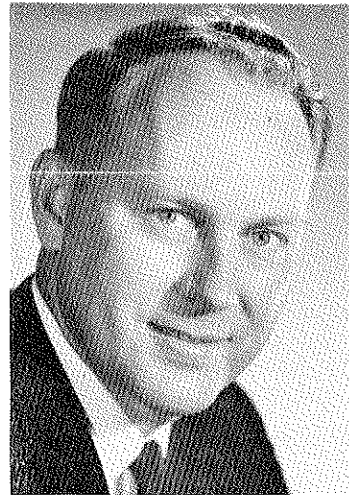
In February, 1965, he rose to assistant manager of the technical division; two years later he became division manager. He was assigned the additional responsibilities of deputy general manager last August.

Prior to joining Goodyear, Tabor was with Carbide and Carbon Chemical Company, Oak Ridge, Tennessee, which also operates gaseous diffusion plants for the AEC.

Tabor, a native of Brotherton, Tenn., earned his bachelor's degree in mechanical engineering from Tennessee Polytechnic Institute in 1944 and undertook advanced mathematics and physics study at the University of Tennessee and Ohio University. He is a member of the Institute of Nuclear Materials Management, which recently certified him as a nuclear materials manager.

Married and the father of four children, Tabor resides with his family in Jackson, Ohio.

Active in community affairs, Tabor is president of the Jackson city school board and is on the board of trustees of the Ohio School Board Association. He is an executive member of Chief Logan Council, Boy Scouts of America, a member of Jackson-Vinton County Community Action, Inc., and a past chairman of the Jackson County United Fund. He is also a moderator of First Baptist Church, Jackson.



C. D. Tabor

Surtax Could Cause Income Tax Trouble

Federal income tax is now putting a tighter squeeze on employe pay checks as a result of the 10 per cent surtax signed into law June 28 by President Johnson as an anti-inflation measure.

The tax boost, bringing about less "take-home" pay for employes, became effective for Goodyear employes on all pay checks distributed after July 14.

In most cases, the tax increase means that employes will be having 10 per cent more money deducted from their pay. This boost will be reflected in the federal-tax-withheld portion of the pay stub. For instance, if \$20 had been the amount deducted, the new amount is \$22. If \$50 had been deducted, the new pay check bite is \$55.

The tax is retroactive to April 1 for individuals. Since there were no pay check deductions to cover the increase from April to July, employes should protect themselves and not get caught short when tax filing time rolls around next year.

Goodyear will be paying a 10 per cent increase in corporate income tax, retroactive to January 1.

Bloodmobile Honor Roll

FIVE GALLON DONORS

Louis D. Hacquard

THREE GALLON DONORS

Forrest R. Donley

TWO GALLON DONORS

James G. Welsh
Robert Lee Smith
Otis W. McGlone
Cecil A. Cottle
William M. Refitt
Charles J. Slater
John C. Jones

ONE GALLON DONORS

James E. Vandelinde
Carl O. Destocki
Judy Ray

William Brown
Richard Settle
Cyrus Whitfield

Francis Crum
James E. Estes
Harry J. Vallery
William M. Clements
Ford E. Kleinman

FIRST TIME DONORS

Rodney K. Mocherman
Carl E. Boardwine
Elmer Donley
Robert D. Bush
Jonathan Click
Antone E. Cavadeas
D. R. Snider
M. J. Orlett
Michael Courtright
Charles F. Harley
Reggie D. Sisler

Rodger K. Bloomfield
Charlie Nickell
James I. Taylor

Bernard Harris
James W. Doman
Deborah Webb
Arlas E. Creech
Melonie Battle

Lola Staley
John Wills
Victor Jones

Walter Price
Ernest Bizzell
M. T. Robinson
Frank E. Baker
E. G. Schoolcraft
M. H. Knaufl
Russell Lee, Jr.
R. L. Yeley
Garrett Ford
Joe Vulgamore
Douglas McCann

Cost Reduction Reports \$803,834 Total Savings

The Cost Reduction Report to the AEC for the 6 month period ending June 30, 1968, shows that the Goodyear Atomic employes have effected a total cost savings of \$803,834. One hundred fourteen cost reduction actions were taken. They ranged from \$4 to \$62,000. This brought the current 6 month savings to a \$499,093 total. \$303,265 was carried forward from prior reports. The report showed that cost avoidances amounted to \$1,476.

Savings reported for the current period exceeded the amount reported for the previous 6 months by \$117,490.

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GOODYEAR ATOMIC CORPORATION
A Subsidiary of THE GOODYEAR TIRE & RUBBER COMPANY
ACTING UNDER U. S. ATOMIC ENERGY COMMISSION CONTRACT AT-(35-2)-1

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199 Pints Of Blood Donated

GAT, OVEC and AEC blood donors can feel proud of their fine showing at the July 15 and 16 semi-annual visit of the Bloodmobile. Final figures revealed the 199 pints total was greatly improved over the 160 pints received last January.

Shift personnel again displayed excellent support of the program when afternoon (A shift) and midnight (D shift) generously contributed 25 pints.

* * *

Editor's Note: The following excerpts were taken from the May 29th Huntley-Brinkley Report with choice comments thrown in by the editor.

In one of the most turbulent years in American political history . . . here is a handy summary, or pocket guide, to what has happened so far:

Rockefeller said he would not run, and so Romney said he would, and did.

Then Rockefeller said maybe he'd change his mind. So Romney changed his mind and quit.

Then Rockefeller said no, he wouldn't run after all. Then he changed his mind again and said yes, he would run. And he did — but not much — until recently.

Nixon . . . thought to be politically dead in California in '62, was found in '68 to be alive and living in New York . . . and with the Republican nomination almost sewed up — again. Kennedy said in no foreseeable circumstances would he run. Then McCarthy said he would.

President Johnson said he would not. Then Humphrey said he would and is.

Meanwhile for Kennedy, the unforeseeable then became foreseeable and he said yes, he would run.

Reagan was running all the while, saying all the while that he was not.

Kennedy beat McCarthy twice. Then McCarthy beat Kennedy once . . . and Kennedy said if he did it again he might drop out. And Reagan still said he was not a candidate but was spending more money than others who said they were.

For the final chapter in this human episode, tune in the political conventions this August.

Review of Labor Relations

The following arbitration awards were received from Marlin M. Volz, who acted as Arbitrator and heard the cases June 27.

GRIEVANCE 1-46-66

Grievance: The work of sealing leaks to tubing joints on the vacuum portion of the new oxide conversion facility was assigned to Chemical Operators. The claim is that it should have been assigned to maintenance men. The grievance "asks that the people who are performing this work be paid at maintenance labor grade for all hours spent on this assignment."

Discussion: Nothing in the Chemical Operator job classification or in past practice suggests that Chemical Operators perform duties of a maintenance nature which are not incidental to their principal tasks of operating a chemical facility or system for purposes of production. Repairing leaks to make a system operational or to improve its efficiency relates to maintenance and not to production.

Award: Grievance 1-46-66 is sustained. The two men next entitled

to overtime among the Maintenance Men are each to be paid four hours at their regular straight-time rate of pay. Such hours divided by 1½ are to be charged against them on the overtime roster.

GRIEVANCE 1-48-66

Grievance: The Union claims the Company violated Article XV, Sections 1 and 2, of the Contract when Chemical Operators used a tool, known as a "Bumble Bee", to assist in the removal of paint and plastic from a portion of a concrete floor area preparatory to the laying of a new floor covering by an outside contractor.

Discussion: Neither his job description nor past practice extends to the Mason jurisdiction over the removal of paint and plastic from a concrete floor preparatory to chemical etching and the application of a new acid resistant coating. His only

(Continued on Page 4)

Peaceful Uses Of Atomic Energy Furthered By Radioisotopes

The revolution from destructive uses of atomic energy to peaceful productive uses has taken place very quietly over the past 25 years.

Despite these years of peaceful uses, many people still associate the word radiation with danger and destruction rather than a vital tool of modern man that is improving medical treatment, providing healthier crops and livestock, automation and advances in outer space.

Radiation is an amazingly versatile tool, much like heat and no more dangerous when handled properly. A radioisotope is a form of atom which has more energy in its nucleus than it needs. To get rid of this excess, it throws off part of its excited nucleus. This is radiation.

More than 10,000 manufacturers, processors, hospitals, and laboratories are licensed to use radioisotopes. The applications range from prolonging the shelf life of foods to catching criminals.

Since radioactivity is found in few natural elements, the big breakthrough in the uses of radioisotopes did not come until the development of nuclear reactors, which can turn out radioisotopes in huge quantities and varieties.

Half of the atoms within any given amount of a radioisotope will always decay within a specific length of time. This period is called the materials half life. A half-life may range from a few thousandths of a second to a million years. Because each radioisotope is so faithful to its own decay pattern, the signal it gives off can be used to track a substance through pipeline buried in the earth or through the human body itself.

Even the tiniest amount of energy given off by a radioisotope can be detected by sensitive, modern instruments. It is possible to find a single atom in 100 billion, much like locating the proverbial needle in a haystack.

Using these instruments, big oil companies are measuring how well different engine lubricating oils work. Piston rings containing radioisotopes are installed in an engine. The amount of piston ring particles worn away while using different oils, is measured and compared. In the old test, an engine needed to be run continuously for 10 days to get a reliable reading. By using radioisotopes and very precise counters, the results after a few minutes are 50 times as accurate.

In the same fashion, tagged dirt particles test the efficiency of new detergents. Paints and floor waxes get the same treatment. Tiny sources of contamination in super-clean operations of the missile industry have been spotted and eliminated.

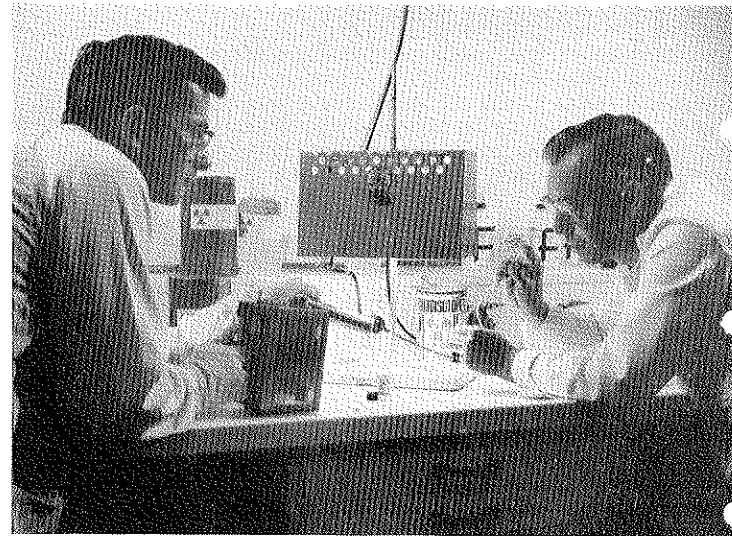
With a long-life isotope source placed on one side of a continuous production line and a good detector on the other, any variation in thick-

ness or density of the product can be spotted. This technique is used to measure the amount of tobacco being inserted in cigarettes and to gauge the thickness of paper, rubber, plastic and metal.

The precision needed in manufacturing a space rocket would be virtually impossible without radioisotopes. When several hundred thou-

a batch of narcotics was grown or identify a person's recent whereabouts from the dirt under his fingernails and in the cuffs of his trousers.

The particles given off by radioisotopes warm up the material around them as they slow down. This heat may be used directly to keep vital engine components from



RADIOISOTOPES have proved to be a valuable tool in the peaceful application of atomic energy. GAT, like many other industries use radioisotopes daily in their routine work. Members of GAT's chemistry lab, Richard Wynn (l) and Elmer Litteral use radioisotopes as tracer elements to analyze the radiation of incoming material.

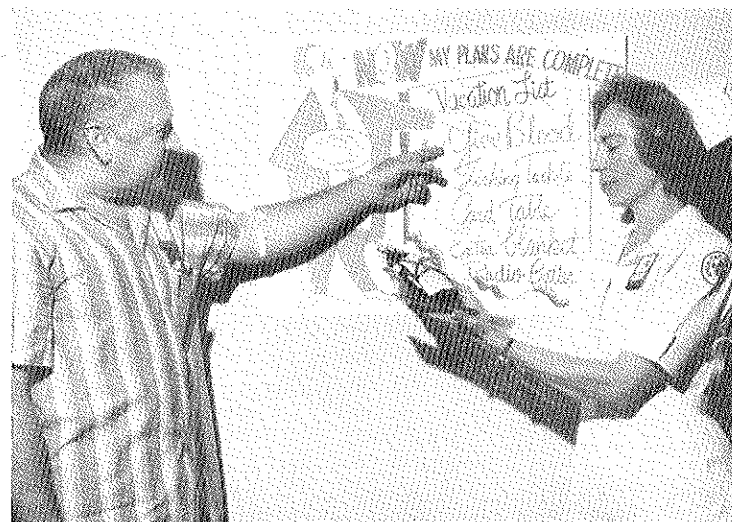
sand different components are involved, a reliability of 99.9999 percent in each one will produce only a 50-50 chance of full success which obviously isn't good enough. A few hundred-thousandths of an inch may be too sloppy a measuring stick to insure reliability. Radioisotopes enable measurements in millionths of an inch.

A swatch of cotton wiped across the hand of a police suspect can tell a criminologist, according to some scientists, not only that the suspect has fired a gun recently, but how many bullets were fired and what brand of ammunition was used. He can determine where a weed from

freezing during Arctic operations or in less direct fashion, to generate steam to drive small submarines or propel deep space probes by gradually converting liquid hydrogen into a gas and expelling it through a rocket nozzle. One of the most extensive applications so far has been in so-called atomic batteries, units which generate heat and transform it directly into electricity. The amount of electricity is generally small, but suited to special purposes.

Using radioisotopes with half-lives of a few months to almost a century, these atomic batteries are busy today in space powering navigational satel-

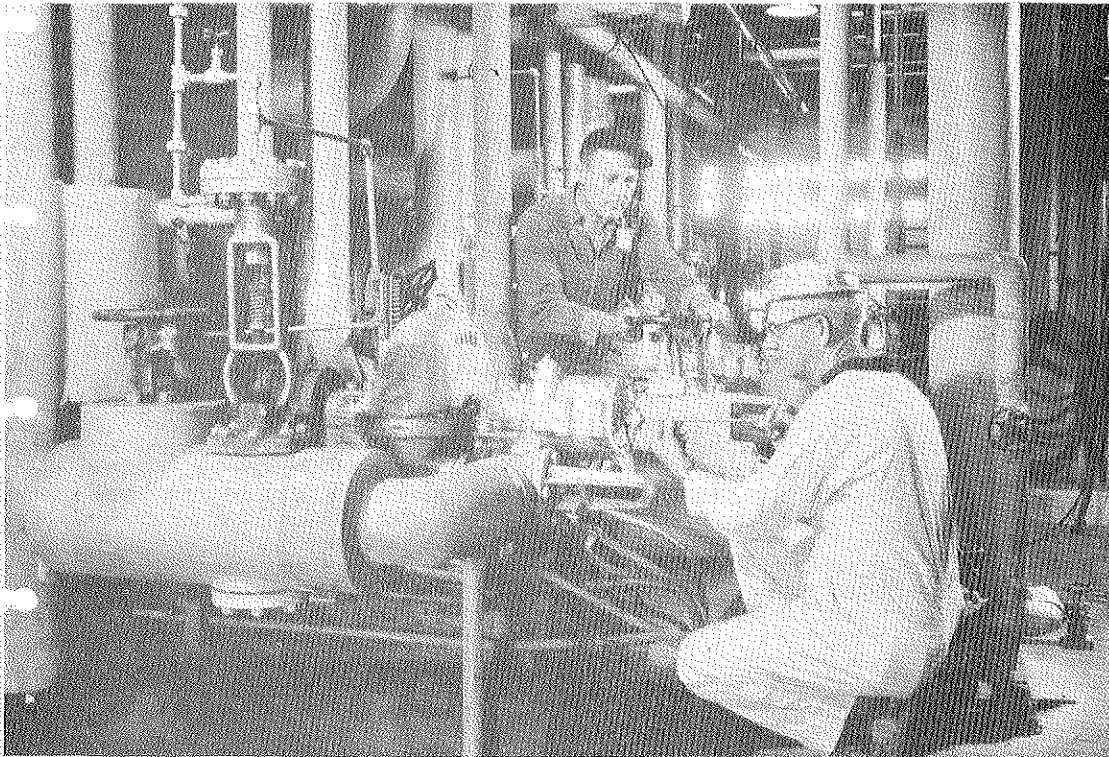
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FIVE GALLON DONOR, Lou Hacquard, materials sampling and testing (left) is shown with Bloodmobile nurse Bertha Midd, checking off his vacation list at the recent Bloodmobile visit. Lou's donation was one of the 199 pints donated at the July Bloodmobile visit by GAT, OVEC and AEC employees.

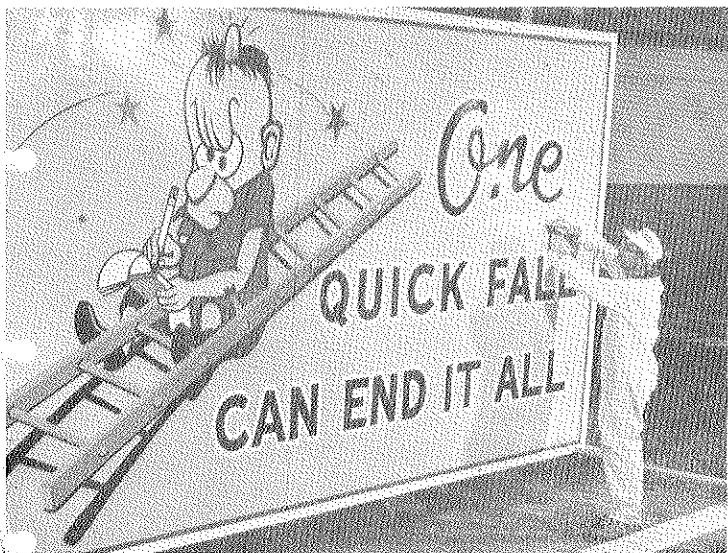
Goodyear Is People

Each employe at GAT fulfills an important role, one that is necessary to its operation. Every job contributes its share to the successful operation of our plant. GOODYEAR IS PEOPLE.



COAL — WATER — STEAM. Included in the responsibilities of the utilities department is the generation of steam. Some 14 employes team up to produce the 740 million pounds required annually to supply GAT. Coal handler Lee Woolam (lower left) uses a payloader to fill the hopper with part of the 33,000 tons of coal burned each year. D. sledging a clinker from the boiler furnace is

(lower right) W. G. May, boiler operator. Approximately 3,000 tons of ashes are disposed of annually. Jim Keesee, stationary engineer (top left) and E. Davis, maintenance mechanic, work together to adjust one of the steam turbines used to distribute plantsite steam. Few GAT employes realize our steam plant daily provides as much steam as many public utilities.



SAFETY SLOGANS have appeared at entrances to the plant since 1965. These slogans are winners of GAT's safety slogan contest. Arthur "Art" Smith, paint shop, (above) uses his talent to reproduce the slogan on the signs. Art does his own lettering and layout. It takes 16 manhours to layout, paint, and complete his 8x16 foot masterpiece. Art is shown adding the final touches to his sixth and most recent creation.

Women's World

Can You Handle The Family Finances?

How many Goodyear wives would know how to handle the families financial affairs in the event of serious illness or death of their spouse?

Answers to pertinent questions now can save time and put one's mind at ease in an hour of tragedy. To avoid days, weeks or even months of uncertainty in such a situation, sit down today with your spouse and review your affairs.

"If only I'd known!" This exclamation sums up a common complaint — lack of communication. For example, if the head of the house were suddenly to become disabled, or die, would you, his spouse, know:

What the monthly income would be?

What the monthly obligations would be?

How these obligations would be met?

Following are questions which concern every husband and wife. Go through them, and if any stump you, ask your spouse for the answer.

Is there a will? Where is it kept? What is the name and address of the lawyer or trust company who drew the will? Do they have your address? Is there an executor for the estate?

How about group and individual insurance policies? What type of insurance is available — life, health, accident, mortgage? Who issued the policies and what value do they have? How would benefits be paid — in a lump sum or in regular installments? Are there loans outstanding on these policies? What is the name and address of the insurance agent?

What employe benefits are available from Goodyear? Who at the office should be notified in case of death or disability?

Are there large debts? What arrangements have been made to repay any loans? Does anyone owe you money?

Where are the family papers kept? Are there birth and marriage certificates? Military discharge papers? Mortgage and deeds to a house or other property? Deed to a cemetery plot?

Any other assets? How about bank accounts — what is the name and savings account number of your bank? Any money in the credit union? How about savings bonds, stocks, and bonds? Does your spouse deal with a broker? What's his name? And how about special instructions — for the disposal of your house, or real estate, or insurance proceeds?

Chances are the average wife — or husband — will not be able to answer more than half of the above questions. Yet, having this information could one day be of immense help. Then, instead of saying, "If only I'd known!" a wife or husband may say "I'm glad I found out!"

Third Blimp — America — To Be Moored In Houston

Plans for establishing Houston as the permanent base for the world's largest airship — the \$2.5-million blimp America now being built by Goodyear in Akron — have been announced.

The America will be the third airship in Goodyear's blimp fleet.

The new base will be established on a 30-acre site just south of the suburban community of Spring, Tex. Construction will start this summer.

Separate mooring facilities will be installed at David Wayne Hooks Memorial airport to serve as an alternate base of operations in the event of unforecasted deteriorating weather conditions.

The airship will spend six months at its Houston base. The other six months will be spent on tour in different parts of the United States.

The America and the Houston blimp base are part of a more than \$5-million expansion program for Goodyear's airship operation announced earlier this year, according to Robert H. Lane, vice-president of public relations for Goodyear. The

program also includes replacement of the present blimp Columbia by another of the same size as the America and rebuilding of the present blimp Mayflower according to her present dimensions.

The America and the new Columbia will be 192 feet long, 61 feet high and 53 feet wide, and will carry 196,700 cubic feet of helium. The Mayflower and the present Columbia are 160 feet long, 58 feet high and 51 feet wide and carry 147,500 cubic feet of helium.

All three ships will be equipped with spectacular night signs on the sides of their envelopes. These will flash messages in color with animation.

The Columbia will continue to be based in Los Angeles, the Mayflower in Miami.

In Sympathy

Rupert R. Ray, 85, died Sunday, June 23, in Knoxville, Tennessee. A son, Charles Ray, is employed in D-424, and a daughter-in-law, Judy Ray, is employed in D-501.

William H. Redden, 70, of Portsmouth, died Saturday, June 29 in Mercy Hospital, Portsmouth, Ohio. A son, Martin, is employed in D-513. A daughter-in-law, Wilma, is employed in D-761.

Thomas E. Taulbee, 64, of Sciotoville, died Wednesday, June 26, in Mercy Hospital, Portsmouth, Ohio. A son, Thomas C. Taulbee is employed in D-228.

George Taylor died Friday, July 12, in Weston, Massachusetts. A son, W. H. Taylor, is employed in D-501.

Maxine Williams, 73, died Tuesday, July 2, in Loudon, Tennessee. A son, Ernest N. Williams, is employed in D-731.

Plan Ahead For Financial Security

(Editor's Note: This is the second in a series of articles dealing with retirement for the many Goodyear Atomic pensioners, for employes nearing retirement and for those who want to plan ahead.)

When an employe retires, he or she generally enters that category of "citizens with fixed income." The wise planner, however, will have his fixed income plus other income on which to live comfortably.

The "fixed income" usually is that money derived from the company pension plans and Social Security. The amount of monthly payments through these programs, for the most part, is constant, or fixed.

By planning ahead, future pensioners can supplement their retirement income through dividends and interest from stocks and bonds.

Goodyear offers employes the opportunity to invest in company common stock through its Monthly Investment Plan. Goodyear pays the commissions on stock purchases plus administration costs of the program.

All full-time employes are eligible to participate in the plan, adminis-

tered by Merrill Lynch, Pierce, Fenner, and Smith, Inc.

Any amount between \$5 and \$99 a month can be deducted from your paycheck to purchase stock. Questions concerning the plan should be directed to the nearest office of Merrill Lynch.

Not every person should buy stock, however. If an employe decides he can afford to invest, he has a choice of three objectives: liberal income, long-term growth, or speculation.

The first thing to do when preparing for retirement is to start as early as possible. Experts advise to buy a home, have sufficient insurance and a small savings account for emergencies, and then start regular investments. They suggest taking advantage of the employer's stock program, and, if possible, going beyond that with individual investments.

One alternative is the mutual fund, which offers diversification and professional management.

Then, at the time of retirement — when income taxes are lower and the income needed — the stock should be switched from a strong growth character to stock with reasonably high dividends.

Merrill Lynch consultants say the prospective investor should ask himself three basic questions: Can I cover family living expenses comfortably? Do I have adequate insurance to protect my family? Do I have enough ready cash to meet any emergency?

Merrill Lynch or other investment firms can help you plan your financial future. The time for an employe to invest is now — it can insure retirement dividends later.

NEXT: The key to good health.



Womens Golf Tourney Set

The 1968 Women's Golf Company and Flight Championships will be held at the J. C. Golf Course, Chillicothe, Ohio, on August 10. Play will consist of 18 holes with the low score (scratch) winning the Company Championship and low score (handicap) winning the Flight Championship.

Handicaps will be established by league averages and club handicaps. Players not having either may obtain a handicap by turning in score card for 36 holes no later than August 3.

All women interested in participating please contact Charlotte Yates Eileen Ward, or the recreation department before August 3.

Tennis Anyone?

Several tennis players have expressed interest in holding a doubles and singles tournament to select company champions.

The tournament would be an elimination tournament played on an individual basis with the finals played in late August.

Employes may enter the tournament by contacting H. E. Kelley or recreation.

Parks And Thompson Peoria Winners!

Eighty-eight golfers turned out to compete in the Goodyear Peoria Tournament and Company Championship held at the J.C. Golf Course in Chillicothe on July 20. Guy Parks, (D-731), shot a net 54 to win championship honors in the Peoria Tournament. Runner-up Homer Thompson (D-112), took second place only one shot behind Parks.

The low ten scorers for the first half of the 1968 company championship were:

Gordon Johnson, (D-224), 75; Ron Hall, (D-514), 77; Chuck Trivisonno, (D-552), 79; David Lannom, (D-222), 79; Dick Ender, (D-561), 80; Dee Horner, (D-112), 80; Dean Miller, (D-351), 81; Jim Harshman, (D-301), 82; Frank McGhee, (D-112), 82; Paul Cravens, (D-732), 82.

The final 18 holes and flight championships will be played at the Portsmouth Elks Country Club, September 14.

Radioisotopes

(Continued from Page 2)

lites on land at remote weather stations, and at the bottom of the sea in sonar beacons. Coupled with transistorized equipment, the midjet generators can make even a few watts go a long way.

The nuclear radiation from isotopes can start up or speed up chemical reactions. Similar to the way heat from a stove turns a raw egg into an omelet, nuclear radiation can cause some materials which are normally liquids at relatively low temperatures to harden into plastics with marvelous new properties. Familiar to shoppers is the new transparent plastic wrapping used to package fruits and similar foodstuffs. The radiation strengthens the plastic and helps it cling to the food's container.

Radiation can also help preserve certain foods by eliminating bacteria.

It can keep properly packaged seafood or meat fresh for many months without refrigeration. Lighter doses can extend the refrigeration life of tender fruits and vegetables on their way to market. Of course, the food itself does not become radioactive.

These are but a few of the many uses for radioisotopes and more uses are on the way. Whether the man in the street realizes it or not, his silent servants — radioisotopes — will soon be working more and better miracles for him than ever before.

CLASSIFIEDS

FOR SALE

13 foot fiberglass boat with trailer and 18 h.p. Evinruds motor. Call Piketon 289-3792.

1967 Jawa CZ 250cc trail bike, 1000 miles, excellent low speed que characteristics for woods riding. Call Waverly 947-5590.

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Labor Relations

(Continued from Page 1)

claim to the work in question is that his job description contains the words "preparation . . . of concrete" and the "Bumble Bee", a tool normally used by him, was utilized. In the instant case the primary purpose of borrowing the tool from him was to remove the old plastic and paint from stubborn areas of the concrete floor and not to prepare it for the reception of the new coating. After the plastic and paint were completely removed, the actual preparation of the concrete was accomplished by chemical etching.

Award: Grievance 1-48-66 must be, and is, denied.

GRIEVANCES 111-56 & 57-66

Grievance: The Union claims four hours overtime pay under Article X, Section 9(b), where an employe on a red job assignment completes his required wash up and clothes change after the end of his regular shift.

Discussion: The contentions in the current grievances had their genesis in an arbitration award by Arbitrator Uible dated August 10, 1956. In that case the arbitrator awarded to the grievants four hours' pay where they were not dismissed in time to change clothes and wash up by the end of the shift.

In a desire to modify Arbitrator Uible's ruling, the parties negotiated two new provisions into the Contract in the 1957 negotiations, one being present Section 9(c) and the other the original version of Section 19 (d).

Three arbitration awards between 1958 and 1963 confirmed that the parties in their 1957 Contract had changed Arbitrator Uible's 1956 decision and that an employe was entitled to overtime only for the actual time he stayed over for



FAST ACTION by fireman Elmer Beasley, (pictured above), resulted in a happy ending for a mother and her two children. Elmer and Mrs. (Doris) Beasley were driving along a rural road when they witnessed a two car collision. One of the cars involved slid off the road and turned upside down in a small stream. The car with the occupants still inside was partially submerged in six feet of water.

Shedding his clothes as he ran, Elmer jumped into the stream, forced open the door and helped the distressed family out of their entombment. When asked about the episode Elmer said in typical modesty "Getting my new suit wet almost ruined it."

It will never be known if Elmer's training as a fireman or some other reason prompted his heroic action, but a mother and her 9 and 10 year old children are sure thankful he was around.

clothes changing and washing and not to four hours.

The Union asserts something did happen in the 1963 negotiations which had the effect of reinstating Arbitrator Uible's earlier decision.

It would appear that the Union is attempting to read too much into the addition of the words "during working hours" to the opening sentence of Section 19(d) by the 1963 amendment. It seems apparent that the dominant purpose of the 1963 amendment to Section 19(d) was to provide contractually for "non-red" jobs. Only a few months before, Arbitrator Lehoczy had affirmed Arbitrator Mathews' decision that former Section 19(d) was inappli-

Newlyweds

Terrence L. Huger and Cynthia Ann Ernst were married July 13, in Cincinnati, Ohio. Terry is employed in D-222.

Terry Spohn and Mary K. Tabor were married in the First Baptist Church, Jackson, Ohio, on July 13. Miss Tabor is the daughter of C. D. Tabor, D-501.

cable to such jobs. The 1963 amendment overcame this deficiency.

Award: Grievances 111-56-66 and 111-57-66 must be, and are denied.