

GAT Management Newsletter

GOODYEAR ATOMIC CORPORATION

a subsidiary of

THE GOODYEAR TIRE & RUBBER COMPANY

August 21, 1968

ARBITRATOR Marlin M. Volz is scheduled to be here tomorrow, August 22, to hear six cases submitted by Local 3-689. Three are work jurisdiction disputes in which they contend jobs were assigned to wrong job classifications. Two claim improper pay when work schedules were changed in the middle of the week, and the last one protests the Company's refusal to allow a Union poster on bulletin boards.

NEW EMPLOYEES include: JAMES D. HAMILTON, D-224, who graduated from Portsmouth High School and has completed two years at Rio Grande College. His wife's name is Jane. Her father is A. T. CLARK, JR., D-732. Jim and his wife live at 1504 Findlay Street in Portsmouth. BETTY G. ZIMMERMAN, D-375, graduated from Waverly High School, worked as an accounts clerk for the General Telephone Co., 1954-1968. She and her son, Preston - age 20, and daughter, Gerri - 16, live on Route 3, Waverly. JOHN M. WOODS, D-531, has a B.S. in Chem. Engineering from McGill U in Montreal and has almost completed work on an M.S. in Industrial Engineering at O.S.U. John worked for Mead from 1956-1968. He and his wife, Ilona, 12- and 10-year-old daughters, Valerie and Elizabeth, and son, Aaron - 9, live at 324 W. 5th Street in Chillicothe.

APPROXIMATELY 20 MEMBERS of the Pike County Chamber of Commerce had lunch here on August 5th and saw the film "Atoms in the Market Place." A. H. WERNECKE is PCCC program chairman; G. H. REYNOLDS, M. W. HARTLE, and C. A. MENTGES are members.

THE STATE LITTLE LEAGUE Championship tournament at Sciotoville was a success because of the efforts of such men as T. C. TAULBEE, D-228, who got several men to contribute their services as umpires; L. C. BRANT, D-853, who umpired three games; and J. F. BAILEY, D-512, W. C. MASTERS, D-762, and G. J. WILLIAMS, D-514, who each umpired one game.

GAT EMPLOYEES (at least eight) were present at a meeting in Oak Ridge on August 15, where representatives of all three gaseous diffusion plants made presentations for the benefit of AEC Washington and AEC ORO on the planning necessary to accomplish the engineering design and construction of support facilities for the Cascade Improvement Program. Speakers included: R. W. BROWN, JR., J. N. BUCKNER, R. B. CASARI, and J. M. DUNCAN.

A SURVEY about plantsite graduate level courses is presently being conducted. It seems certain that ISE 531, Advanced Engineering Economy, and Math 560A, Advanced Calculus, will be taught. If you have not received a survey form and are interested, please contact the Training Office.

MANAGEMENT NEWS---ON THE NATIONAL LEVEL

GENERAL DYNAMICS CORP.'s Electronic Division uses an "Advisor System" to more rapidly indoctrinate its new engineers and reduce turnover. A veteran engineer is assigned to each new man. It is his responsibility to answer the younger man's questions and see to it that he makes the transition from neophyte to productive employee smoothly.

TRW, INC. RECRUITERS should have an advantage next spring. The company is sending the Broadway show "By George" on a 40-college tour this fall.

RUSSEL DeYOUNG, chairman and chief executive officer of the parent company is quoted in Nation's Business as summing up the view of most businessmen regarding an end to the war when he said: "Peace in Viet Nam would benefit this nation both economically and psychologically. It would release manpower and industrial capacity for productive civilian, rather than destructive military purposes. It would alleviate to some degree the inflationary pressures that now are cause for widespread concern."

CHARLES PFIZER & CO. encourages employees to volunteer for civic duties in ghetto areas by excusing them from their regular duties for the same number of hours they spend there, at no loss in pay.

"SAFETY FIRST" type signs are being replaced by "Safety - the Only Way to Go, Man" and "Keep Your Cool - Safety is the Greatest" signs in many companies. The new signs recognize the fact that 62 percent of all new employees hired last year were under 30 and conventional messages do not always "reach" the younger person.

THE PARENT COMPANY has more than doubled the number of co-op students it employs. Last year there were 42, this year there are 96. The 96 go to 23 colleges and universities.

COLORADO will soon have a state-wide electronic traffic counting system. Vehicle detectors in the pavements will feed counts to storage banks, which will forward the information at selected time intervals over leased telephone lines to the highway department, where it will be recorded on computer tape.

THE FEED PROCESSING Facility at the Paducah Gaseous Diffusion plant -- the C-410 and C-420 buildings -- has been reactivated.

THE LARGEST single farming operation in Arizona is Goodyear Farms, near Phoenix, which has more than 10,000 acres under cultivation.

"ANY MAN can be a success," says the author of an article in Nation's Business. He is president of his own insurance company and a multimillionaire. Knowledge and know-how are important, of course, but essential is PMA - positive mental attitude. The formula for generating PMA is to memorize, understand and repeat frequently: "What the mind can conceive and believe, the mind can achieve."

THE BUSINESSMAN of the future will carry with him a video-telephone, an electric typewriter and a computer terminal -- all in an attache case -- as reported recently on the TV series "The 21st Century."

PERHAPS the following definition will help you appreciate what industry faces in training the so-called "Hard-core" unemployed. They are school dropouts, under 22 or over 45, handicapped in some way or subject to special obstacles to employment. In other words, they are those who have dropped out or been pushed out of our society. They have few, if any, useable skills and are often functionally illiterate. Their work habits are bad. Many have families to support. Some have jail records. Others are drug addicts or drinkers.

EMERSON ELECTRIC CO. produces an electric motor for appliances that is held together by an epoxy adhesive instead of the usual nuts and bolts. They claim the motor is lighter, stronger, and quieter than competitive brands.

AT&T has 1,300 employees with Ph.D's in science -- more than any other private company.

SUCCESS as a professional artist -- not academic study -- will be the basis for earning a new doctoral degree at Yale University's School of Music. It will be the first time in this country that a doctoral degree will depend on creative work done professionally outside the university. The degree will not be awarded until a student's achievement as a performer, conductor, or composer has been recognized by authorities other than the Yale faculty. The program for the Doctor of Musical Arts degree begins in September.

THOSE OF US with income between \$7,000 and \$15,000 a year are paying 72 percent of all income taxes.

THOUGHTS ON MANAGEMENT

DOST THOU LOVE LIFE? Then do not squander time, for that's the stuff life is made of.

- Benjamin Franklin (1706-1790)

AN IDEA is a method of evading, circumventing, or surmounting through reflection, obstacles that otherwise would have to be attacked by brute force.

- John Dewey

WE NOW READ about "obsoleted" part numbers, "inputted" information, "build" requirements, "prioritizing, fixtured positioning" and so on. A noun is no longer necessarily a noun, nor a verb a verb, in the emerging vocabularies of the working world . . . Like Moliere's Bourgeois Gentlehomme, who suddenly discovered he'd been talking prose all his life, we need to know what we're doing -- or not doing -- with the special words we use. The reader's need, not the writer's impulse, should be the key to the answer.

- Mary Bromage, "In Justification of Jargon"

SEAT BELTS are uncomfortable -- but they are better than a stretcher, a hospital bed or the morgue.

IT IS HARD to realize why almost paralyzing fear of error curbs the initiative of so many men in management. This fear of error is one of the main reasons for costly red tape and controls that are established to insure against errors which, if made could not cost anywhere near as much as the controls do. It is this intolerance of mistakes that curbs decentralization of responsibility and authority. It is unreasonableness of this kind that causes able men to "keep their noses clean and mouths shut."

- Lawrence A. Appley

MIDDLE AGE is when a person starts thinking about resigning from the Jet Set and joining the Set Set.

- Reader's Digest

THERE ARE TWO DAYS of the week upon which and about which it doesn't pay to worry. One of these is yesterday; with all its pains and aches, all its faults and blunders, it has passed forever beyond recall. The other day it doesn't pay to worry about is tomorrow. Tomorrow with all its possibilities, adversities, burdens, perils, promises, pleasures and rewards will come. There is nothing you can do about it, it will come. So why worry about it?

AT 10 A CHILD; at 20, wild; at 30, tame, if ever; at 40, wise; at 50, rich; at 60, good, or never.

- Anonymous

IN SCIENCE, good work habits, especially of the obsessional sort, are most desirable and necessary. These may be almost the opposite of the creative attitude . . . I have even gone so far as to say that science is a social institution which makes it possible for uncreative people to create and discover and innovate, just as I could also say that science is a social institution which makes it possible for an unintelligent man to do intelligent things.

- A. H. Maslow

WOULDN'T IT BE NICE if two weeks of vacation seemed as long as two weeks of dieting?

- Earl Wilson

HABITS can be a hindrance. What do you think of first when you need something to conduct electrical current? Wire? And when you have to provide in your design a way to ease the friction of rubbing surfaces -- grease? Oil? This is habit -- controlled thinking -- the lazy way to solve a problem -- the way it has always been solved, through habit. Habits are nothing more than what we have done before. They keep us where we were yesterday and from accepting new ways and new products. For instance, titanium was developed in 1790 but ignored until 1948. Synthetic rubber was produced before the turn of the century but not used industrially until we were forced to use it by shortages of natural rubber in the 1940's.

- John M. Hueter, Sandia Laboratory

SOME GUYS CRITICIZE the guys whose enterprise has helped them rise above the guys who criticize.

- Anonymous

THE PROGRESSIVE EDUCATION movement is the underlying cause of much that is wrong with this country today . . . I was one of those who, a number of years ago, thought the thing to do was to let the child grow up free -- no standards -- just let him adjust. Unfortunately, this kind of fuzzy thinking is still going on today . . . Lots of people don't know the alphabet, or the multiplication tables; whether the Revolutionary War came before or after the Civil War -- and they don't think it's important. We've got a lot of well-adjusted nincompoops!

- E. F. Scoutten, Portsmouth Mgt. Conference

TO BE USED, to be used well and fully and meaningfully by work is solid contentment . . . It is so apparent that we work to earn a living that we are apt to overlook that work is living.

- J. Caudert

WHO'S WHO IN MANAGEMENT

LOUIS R. MILLER is a section head in Plant Engineering, D-761. He supervises a group of five men, which includes engineers, designers and draftsmen, who work on engineering projects connected with the plant's instrumentation and automatic control systems. He reports to J. A. BRACKEY, supervisor, Electrical and Instrument Engineering.



Miller graduated from the high school in Johnstown, Pa., and from the University of Pittsburgh with a B.S. in Petroleum Engineering. Prior to his work at GAT, he served as Sergeant in the Marine Corps, 1940-1945; worked at People's Natural Gas Co., Pittsburgh; and was an engineer for Bethlehem Steel Co. in Johnstown. He also served from 1950-1966 as Lieutenant Commander in the United States Naval Reserve.

Louis and his wife, Mary, with their four children, Denis - 23, graduate of Marshall University; Eric - 21, who will graduate from Ohio University this fall; Lynn - 16; and Philip - 15, reside at 410 Fifth Street in Waverly. Louis is a member of the American Legion, Retired Officer's (military) Association and the GAT Foremen's Club. He enjoys golfing and spectator sports.

GAT NAMES AND FACES IN THE NEWS



R. B. BOEYE



J. M. VULGAMORE



G. F. COOKE



F. E. PICKENS



M. W. HARTLE

R. B. BOEYE will also attend the Executive Development Program at O. S. U. (R. W. BROWN, JR., was announced as a participant in the last Newsletter.) The first half of the program is from August 25 to September 7 -- the second half is in 1969.

J. M. VULGAMORE, here for his first Co-op assignment (D-212), won the state Jaycee teenage driver's championship and then, in the national finals in Ann Arbor, Michigan, finished second. His awards included a \$2,000 college scholarship and a new Cougar to drive for a year.

G. F. COOKE and F. E. PICKENS are scheduled to attend the Management Orientation and Development for Executive Leadership program at Denison University, September 4-13. The first MODEL program was presented in September, 1966; this is number seven and the last one for calendar 1968. GAT has had two participants for each program.

M. W. HARTLE has just been elected vice chairman of Lion's International Convention Committee for Ohio. He is also chairman of the "Travel to Tokyo in 1969" Committee. Merle predicts that from 350-500 Ohio Lion's Club members and members of their families will be in Tokyo, July 2-5, 1969, when parent company executive W. R. Bryan becomes president of the worldwide fraternal organization.

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