



MR. RICHARD L. DUFFEY

D-761

GAT Management Newsletter

GOODYEAR ATOMIC CORPORATION

a subsidiary of

THE GOODYEAR TIRE & RUBBER COMPANY

Editor - H. McClelland

March 18, 1970

NEW PICTURES for a rebadging program are being taken at the Police Department (X-104 bldg.) but several months are expected to elapse before all of them can be taken. Employees will be scheduled through their divisions and shift workers will be photographed on other than the daylight shift. The new badges will have laminated color inserts, above and below the pictures, to distinguish them from the present badges.

GAT, NATIONAL LEAD & MONSANTO are co-hosts for the annual AEC Contractors personnel managers conference. It will be held April 30-May 1 at the Christopher Inn in Columbus. Usually, representatives from about 32 organizations attend.

BY THE END of this quarter (March 21), we will have eight employees (the last three are featured on page four of this newsletter) who have earned Master's Degrees in Industrial and Systems Engineering from Ohio U through the Company's Educational Assistance Program while continuing on our active payroll.

RECENT PROMOTIONS include: G. E. McGUIRE and L. E. BEAVER from Tech Squad trainee to engineer; Gerald in D-761, Lamont in D-531.

WITH US for the summer will be 12 students hired as part of the Youth Opportunity Program (YOPS); and 12 Special Summer Students, three of them have been here before.

DR. R. KAPLAN, R. D. JACKSON and R. S. MUZIK presented science demonstrations at Beaver Elementary and Eastern High Schools on March 4. Approximately 365 students and teachers witnessed the demonstrations.

THE FIVE Cost Savings display cases, at present, have displays which have a common theme "DON'T THROW IT AWAY, IT CAN BE FIXED" but each has different parts which are repairable. Total savings which result from this repair are a very impressive \$120,000 a year. We suggest you try to see at least two of the displays. Their locations are: X-100 bldg. Lobby, Cafeteria, X-710 bldg. entrance, the X-705 bldg. Lunch Room, and at the X-720 bldg. Stores counter.

MANAGEMENT NEWS---ON THE NATIONAL LEVEL

MARSHALL MAINTENANCE leadmen post a work schedule for each man for the following day, no later than 2-1/2 hours before the end of the shift. It lists specific jobs for each man to begin the minute he reports to work. Knowing in advance, what he is expected to do, gives him time to think about how best to do the job.

THE AEC provided \$60.8 million worth of uranium toll enrichment services during 1969, the first year of the program.

FORT BENJAMIN HARRISON received the Fifth Army Award of Honor for the reduction of injuries and property damage for two years in a row. The post safety director gives much of the credit to a card which is given to anyone seen committing an unsafe act. On one side of the card is the word "STOP" printed in large letters. Underneath are the words, "I Don't Mean To Butt In, But . ." On the other side of the card, in much smaller letters, is printed, "You were just doing something that could have caused an injury or an accident. Perhaps you didn't realize it, but think over what you've been doing in the last few minutes and you may recall the unsafe act. I am giving you this card as part of our Safety Program, to make all of us Think, Plan and Work Safely. Keep it until you see someone else on the job doing something in an unsafe way, and then pass it along to him--I hope I don't get the card back!"

SIGN OF THE TIMES: Two "Buy American" bumper stickers were seen on cars recently. One was on a Volkswagon, the other on a Toyota.

IT USED TO TAKE 47 hours to manually post and prepare a monthly and 60 hours each to prepare quarterly and annual Subroc maintenance and repair reports at Goodyear Aerospace. Thanks to a suggestion by one of their employees, a data processing program was prepared and now it takes 10 minutes monthly, 15 minutes quarterly and 20 minutes annually to prepare them.

BETHLEHEM STEEL owns about 100,000 acres of forest land.

A. L. SUTTON'S wife, Evelyn, is the author of an article entitled, "Turned-On Technology" in the March issue of THE WONDERFUL WORLD OF OHIO. Art was manager, Industrial Relations Division until his transfer to Gdys-Akron in 1968.

WEINERS are an example of the old saying "What you don't know won't hurt you." According to an article in Consumer Reports, all weiners, frankfurters, hot dogs or vienna sausages contain 30% fat. If the label says "all meat," it may contain beef, pork, veal, lamb, and goat-in any proportion the manufacturer chooses, plus 15% chicken. The beef and veal may include lips, lungs, spleen and tripe. The pork may include lips, pate, snout, spleen and stomach. The chicken may include not only the meat but also the skin, fat, giblets and 1% pulverized bone.

BY 1990, to meet the nation's increasing power needs, it will be necessary to crisscross the country with another 97,000 miles of transmission lines.

ONE OF THE arguments of those who oppose nuclear power plants is that their waste water pumped into streams and lakes heats the water to the point where it endangers fish life. The opposite seems to be true in connection with the production reactors at Richland, Washington. A careful count of salmon nests in the Columbia River has been kept for more than two decades. During that time, the number of nests has increased from 300 to 3,800.

THE WORLD'S LARGEST cement mixer is a block and a half long, weighs 9,000 tons and rotates once every minute. It produces 4,000 tons of cement a day.

MATURE TEMPS, INC., is a new organization that specializes in placing retired workers and other older persons in temporary jobs. Employers are said to find that these older workers, unlike many temporary employees, are highly dependable. Some employers also have found that by using the temporary help service they can get back some of their own retired employees without creating problems under their retirement and other benefit plans for employees. Since its start last September, the new organization has filled more than 3,000 positions. At present, it has offices in six cities--Los Angeles, San Francisco, Philadelphia, New York, White Plains, and Hempstead, New York. It plans to have 20 offices by the end of this year.

SIGN OF THE TIMES: The "Lifelong Proctor-Silex Iron" is guaranteed by the manufacturer for one year.

THOUGHTS ON MANAGEMENT

TRUE LEADERSHIP must be for the benefit of the followers, not the enrichment of the leaders. In combat, officers eat last. Most people in big companies today are administered, not led. They are treated as personnel, not people. Something is happening to our country. We aren't producing leaders like we used to. A new chief executive officer today, exhausted by the climb to the peak falls down on the mountaintop and goes to sleep. Where are our corporate Ethan Allens and John Hancocks and Nathanael Greenes, to say nothing of our George Washingtons, Ben Franklins and Thomas Jeffersons? If we had to get the modern equivalent of our Founding Fathers together today, the first thing they'd do is to hire someone to write the constitution for them. I'm afraid leadership is becoming a lost art.

--Robert Townsend, "Up The Organization"

THE MAN WHO is quick to take offense will never run short of supply.

--Marvin G. Gregory

IF YOU HAVE foremen working for you and you make the decisions the foremen should make, you are cheating. You are cheating the foremen because you are not training them properly to make the decisions that they should make. You are cheating yourself because you are doing things that other people are being paid to do and thus not doing your own job. And, by not doing your job and by keeping other people from doing their jobs, you are cheating your employer.

--Russell Moberly

LADY GODIVA was probably the greatest woman gambler who ever lived. She put everything she had on a horse.

--Ruth Buzzi (Laugh-In)

A MAN is as great as the dreams he dreams, as great as the love he bears, as great as the values he redeems and the happiness he shares. A man is as great as the thoughts he thinks, as the worth he has attained, as the fountains at which his spirit drinks and the insights he has gained. A man is as great as the truth he speaks, as great as the help he gives, as great as the destiny he seeks, as great as the life he lives.

--C. E. Flynn

EDUCATION replaces cocksure ignorance with thoughtful uncertainty.

--Laughing Matter

WITH EVER MORE CARS clogging highways, and more roads were forests once stood, what we really need in this country - and quickly - is planned auto-hood.

--Erica Stux

MOST PEOPLE believe they want democratic, participative leadership which gives them full self-determination. Actually what they want is only enough self-determination to allow them to save face. They welcome regimentation because it relieves them of responsibility. They look for strong and prestigious leadership because it provides them with security. And they like their leaders to be ruthless because it gratifies their latent submissive need.

--Dr. Robert N. McMurry

A MAN has lots of pockets; a woman has her purse; and down through endless ages they've pondered which is worse. A woman hoards her treasures in handbags out of sight; but man displays his proudly on bureaus every night.

--Ellis Womack

SOMEONE came up with an idea not long ago that intrigues me. I'll pass it along and you see what you think of it. He said, "Everything we do is either goal-achieving, or tension relieving." Y'know, if a man's not too happy with his progress in the world, he should give a lot of thought to that idea. He should take a good, long look at everything he does during the day and as he approaches each act he should ask himself - "Is this goal-achieving or tension relieving?" We all need to relieve our tensions, but if we're doing too many things that are tension relieving, instead of goal-achieving, they're going to hold us back.

--Earl Nightingale

WHOEVER QUOTES that old adage, knows not what he is saying. I eat my cake and have it too. I know by what I'm weighing.

--Akron Beacon Journal

NO INNOVATION or technique can remove or lessen the human factor in management decisions. Management can deal arbitrarily with machines and methods, using precision gauges of performance. It must deal with people on a basis of human values, tempered by a knowledge of the variables of human intelligence and wants.

--A. M. Sullivan

WHO'S WHO IN MANAGEMENT

CHARLES E. HORNER is a foreman in D-426, Janitor Service. He supervises 22 hourly men who work "E" shift (from 4 p.m. to midnight) and clean the X-100 and X-710 buildings, the hospital, cafeteria, police station and the entire shop area in the X-720 building. He reports to R. T. GLASS, general foreman.

Mr. Horner graduated from Bloom Township High School in South Webster. Prior to his work with GAT, he was manager and later owner of Harrel's Grocery in Eifort, Ohio. He also worked for Standard Register in Dayton, Western Auto and Oberling Motors in Portsmouth. He was employed by GAT in 1954 as a materials man, was promoted to his present status in 1963.



Charles, his wife, Ethel, and their two daughters, Elaine (16) and Brenda (13), live at Rt. 2 in South Webster. The Horners are members of the Firebrick United Methodist Church near South Webster and Charles is Sunday School superintendent of his church and youth counselor at the South Webster United Methodist Church. He belongs to the Masonic Lodge Portland No. 366 in Oak Hill, Scottish Rite of Columbus and the Silver Compass Club.

GAT NAMES AND FACES IN THE NEWS



W. B. HARBARGER



R. S. NEELY



L. G. SWOPE



A. A. NELSON



MRS. M. D. WICKLINE

W. B. HARBARGER is to receive a Master's Degree in Industrial and Systems Engineering from Ohio U on or about March 21. The title of his master's thesis is, "A Failure Analysis of Compressor Blade Reliability by the Study of the Energy Transfer Concept."

R. S. NEELY is to receive a Master's Degree in Industrial and Systems Engineering from Ohio U on or about March 21. The title of his thesis is, "The Design of a Multiple Air-Cooled Condenser Process Waste Heat Removal System."

L. G. SWOPE is to receive a Master's Degree in Industrial and Systems Engineering from Ohio U on or about March 21. His thesis is entitled, "System Analysis Approach to the Design and Evaluation of a Heated Infrared Sample Cell."

A. A. NELSON, D-732, is GAT men's bowling champ. Al led almost all the way (after six of the seven games) as 15 men rolled in a "Petersen point system" tournament.

MRS. M. D. WICKLINE is GAT women's bowling champ. Nancy was fifth high qualifier (most pins after nine other tournament games) but in the roll-off she led all the way (tied for the lead after two games) and won easily.