



GAT Management Newsletter

GOODYEAR ATOMIC CORPORATION

a subsidiary of

THE GOODYEAR TIRE & RUBBER COMPANY

Editor - H. McClelland

April 21, 1971

ARBITRATOR Marlin M. Volz was on plantsite April 1 to hear a case submitted by Local 3-689 in which they claimed the Company violated provisions of Article VIII in the 1971 realignment in the 810 subdivision. On April 12th, the arbitrator's decision was received. The award was made in favor of the Company, stating that there was no contract violation, and the grievance was denied. This was the first time it had been necessary for the two parties to use an arbitrator since August 22, 1968.

WE USE about 700,000 pounds of dry ice annually for cooling purposes. It was originally purchased in block form in 33,000 -pound trailers. In 1967, savings of \$5,232 per year were effected by having 60-pound blocks delivered in insulated boxes holding 72 blocks. Last November, further savings of \$4,400 per year were obtained by changing from blocks (which were usually cut up anyway) to "nuggets" approximately 3/8" x 3/8". All of which goes to prove "There is always a better way."

THE ANNUAL SHAWNEE District First Aid Meet for Boy Scouts held in Jackson's Memorial Hall recently was again handled, almost exclusively, by GAT employees. E. L. DARDENNE was Meet master; J. E. JORDAN, D-724, was his assistant. D. H. CAUGHLAN was registrar; A. L. WILLIAMSON was tabulator; W. "PAT" MULLINS was master of ceremonies; R. E. McNAUGHTON and O. PEKKALA, D-858, were judges. About 180 boys from Jackson and Pike County participated.

J. R. ARMSTRONG and R. E. FISCHER gave science demonstrations to about 370 seventh and eighth grade students at West Portsmouth Jr. High recently. O. A. VITA talked to two separate eighth grade classes at Portsmouth Catholic Elementary School on March 29. His subject was "Radioactive Elements." P. E. CRAVENS, E. E. WAGNER, H. E. KELLEY, and R. K. MOCHERMAN have received certificates for completing the six-hour "Managing and Motivating Employees" seminar program presented by Dr. Paul Hersey at Ohio U - Chilicothe Campus recently.

SINCE THIS IS Secretaries' Week and this is the era of emphasis on Women's Lib, equality for women, etc., the editor thought it appropriate to have several items concerning the female gender on the inside pages of this issue.

WE CONSIDER IT a duty to advise our readers that H. McCLELLAND, our editor, entered University Hospital yesterday. He will have major surgery performed, which requires six to eight weeks recuperation. Let's all wish Mac a very speedy recovery.

MANAGEMENT NEWS---ON THE NATIONAL LEVEL

THINGS THAT BOSSES DO that drive their secretaries wild include (according to a list in a recent issue of "The Secretary"): never telling her where he's going or what he's going to do and then a week later expecting her to know not only where he's been, but also what he said and whom he said it to; not having the nerve to do an unpleasant chore himself and asking her to do it; keeping all sorts of memos, clippings, pamphlets -- in various parts of his desk -- and then calling her five minutes before quitting time, from out of town, and saying he has to have "that thing that Sam sent me;" not telling her what to do with his check if he isn't there on payday and when she guesses wrong (she sent it to his home), firing her.

THE GERBER PRODUCTS CO. started the year off by sending every employee a Band-Aid attached to a card which read "Hope this covers all your accidents in 1971."

THE PARENT COMPANY now has plants in some 52 locations in the United States and 38 elsewhere in the world. The numbers will soon be 53 and 40 because of plants already under construction. In four of those locations -- Akron, Ohio; Litchfield Park, Arizona; Toronto, Canada; and Luxembourg, in Europe -- there are multiple plants. In addition, Goodyear has 10 manufacturing affiliations, five rubber plantations, and a tire proving center in San Angelo, Texas.

SIGN OF THE TIMES: A 16-year-old Seattle, Washington, girl sued the State Board of Education last fall for discrimination because she had to take a home economics course to graduate but boys did not.

KMS INDUSTRIES, INC., of Ann Arbor, Michigan, has filed nine patents that may enable man to harness fusion power within ten years. Fusion power -- which gives the hydrogen bomb its explosive power -- can operate on cheap fuel derived from sea water and can produce electricity without creating pollution. The control of fusion power would make all present nuclear-power programs obsolete. KMS's patent applications have been classified "Secret" by the AEC, and they do not want any patents issued. However, they are permitting an R&D program under tight security controls.

DID YOU KNOW that clothes sizes are not the same everywhere? For example, men's suits that are size 40 in the U.S., England, Australia, and Hong Kong are size 50 in Europe and Japan.

GRANITE CITY STEEL CO. encourages employees to be active in their communities by running a monthly "Salute to a Civic-Minded Citizen" in the plant paper. To be cited, the employee must be voluntarily engaged in activities which are of a civic, political, youth-building, or charitable nature.

CITY UNIVERSITY of New York with 18 campuses and 190,000 students is this country's largest university. Ohio State University with 46,074 students is tenth.

STUDIES show that the average typist makes an error every 100 words. It takes her 60 seconds to correct an original and 10 - 15 seconds to correct each carbon. Sixty percent of all errors are made in the bottom one-fourth of the page. Furthermore, if he or she types three-fourths of a page without an error, the tendency is to slow down considerably in an effort to avoid an error.

DID YOU KNOW that if you multiply the number 15,873 by any single number (1 through 9) and then multiply that number by seven, all the numbers in the answer will be the same number you started with?

AT LEAST FOUR companies -- Bendix Corp.'s Automation Group, Norton Co., Carborundum Co., and 3M -- have developed high-speed systems for metal removal that have given a new thrust to the age-old process of grinding. For example, 3M recently introduced a new high-speed grinding technique that cuts metal up to ten times faster and considerably less expensively than conventional methods. Equipped with abrasive belts, the machine can cut even the toughest metal to flat finishes almost faster than the eye can see. In one demonstration, two cubic inches of cast iron were ground off in three and a half seconds. It would take standard metal-removal systems, like milling, broaching and bonded-wheel grinding, four to ten times longer to remove the same quantity of metal.

NEW YORK CITY has enough restaurants so that a person could eat three meals a day, each in a different restaurant, for 19 years.

WOMEN are presently learning some 60 occupations through apprentice programs. The states of California, New York, Ohio, and Wisconsin lead in the employment of women apprentices. However, only .04% of the 280,940 registered apprentices are women.

THE IDEAL SECRETARY has been defined many times, but here's how she was described in a U.S. Department of State newsletter, "She should be young enough to start at the lowest salary but near enough retirement age that no other office will try to take her away; able to spell the words I use, but not those of anyone else; efficient enough so that she does my work perfectly, but backward enough not to be able to do good work for anyone else; attractive and cheerful enough to brighten up the office, but not so much that some guy will come along and marry her; sensible enough to use good judgement in all her duties, but foolish enough so that -- if she does marry -- she chooses a man she has to support and therefore stays on the job."

-- submitted by Josie Jordan

THE NICE THING about dictating letters is that you can use a lot of words you don't know how to spell.

-- Mickey Porter

MOST AMERICANS are incapable of committing a serious crime -- but far too many can, and do. Our character as a people determines this capability. There have been and are now whole societies where but a very few, and they only under extraordinary circumstances, can bring themselves to injure another or take what is not theirs. But in America, we have cultivated crime and hence have reaped a bountiful crop. Crime is the ultimate human degradation. A civilized people have no higher duty than to do everything within their power to seek its reduction. We can prevent nearly all of the crime now suffered in America -- if we care. Our character is at stake.

-- Ramsey Clark, author of "Crime in America"

WOMEN once had great power for good. Then they decided they wanted to be like men.

-- Adela Rogers St. Johns, 75-year-old author

SINCE MANAGEMENT is managing people, it should properly be based on the behavioral sciences appropriate to what we now know about actual human behavior and what lies behind that behavior, so that a manager can work with people as they are, as they will be, as they must be, rather than against them. Although we have much yet to discover about people and their relations, we can be sure that they are going to do better when a manager helps them than when he hurts them.

-- Robert C. Sampson, in the book "Managing the Managers"

A WOMAN can do anything -- if she puts her mind to it. A woman using her sex as an excuse is like a man saying he didn't make it because he is bald.

-- Muriel Siebert (first woman to buy seat on the New York Stock Exchange)

MODERN MANAGEMENT theorists claim that motivation and gratification increase when the employee is allowed more self-expression and more influence over the forces that shape his job and when he is treated more as a human being, less as a cog in the corporate machinery. All well and good -- in boom times, that is. In times of consolidation and retrenchment, participative management becomes a myth. "Being careful with people at such a time is a luxury," declares President O'Keefe of EG&G. Most of the new management theories say that the dollar is low in the scale of factors that motivate people. This is a myth. The millions of people now on the unemployment rolls would heartily agree.

-- George Berkwitz, author of "The New Myths of Management"

WHAT DIFFERENCE does it make whether the women rule or the rulers are ruled by women?

-- Aristotle, 330 B.C.

THE NEED TO KNOW is man's only insatiable need. All other human needs can be satisfied . . . We need new information -- facts and concepts, sensory data and experience all the time. The need to know is a pressing, relentless part of life itself. Unless we learn, we deteriorate and die. Like water, food, and air, it is part of life itself.

-- Jack R. Frymier in the Motivation Quarterly

IT WILL TAKE more than the Nineteenth Amendment to convince me that there are no differences between men and women.

-- Justice Oliver Wendell Holmes, 1923

WITH WOMEN'S LIB the rage, I truly hesitate to tell a girl she's cute or really looking great! And yet I wonder what reaction I would get if I admired her mind and not her silhouette -- or what she'd even do if I should ever say, "You've never, never looked so equal as today!"

-- Bill Webb

WE NOW KNOW what's on the other side of the moon, but most of us still don't know what's in the back of our wife's mind.

-- Wilbert E. Scheer, in Personnel Journal

WHO'S WHO IN MANAGEMENT

WARREN P. GILLILAND, energy calculations computer, D-851, is responsible for the accuracy of the power bill and the internal monthly power distribution. This work includes verification of input data and results of IBM calculations from daily and monthly wathour meter readings, hourly generation from the OVEC plants and AEC load from the Incremental Power Demand Computer printed results. He also checks the results of the IBM computer calculations of power billing quantities with OVEC. He is GAT and AEC's witness for calibration of wathour meters. His work takes him to X-530 and X-533 switchyards, the Kyger and Clifty Creek plants and the Dearborn and Pierce substations. He reports to C. I. Crawford, supervisor of Electric Power Area.



Mr. Gilliland graduated from Portsmouth High School and has attended classes at Ohio University - Portsmouth. Prior to his work with GAT, he was employed at the Portsmouth City Relief Office, the Wheeling Steel Corporation, and the N & W Railroad in clerical positions. He began work in 1954 as an engineering aide and was promoted to his present position in 1955.

Warren, his wife, Donna, and a son, Rickey (14), live at 1533 Eleventh Street in Portsmouth. They attend the Temple Baptist Church also in Portsmouth. Warren's recreational activities include fishing, golfing, and bowling.

GAT NAMES AND FACES IN THE NEWS



B. M. HAAS



R. K. MOCHERMAN



DR. H. H. THOMAS



DR. R. J. KAPLAN



N. F. REITER

B. M. HAAS has elected to take early retirement after more than 29 years of service. His official retirement is to begin June 1, but with earned and banked vacation, his last day of work will be Wednesday, May 5. He and his wife, Dorothy, expect to remain in Chillicothe, at least until this Fall.

R. K. MOCHERMAN has been elected to the Board of Directors of the Chillicothe Jaycees, is advertising committee chairman for the Jaycee-sponsored 1971 Miss South Central Ohio Pageant, May 27-29, and is the new president of the Ross County Industrial Management Club.

DR. H. H. THOMAS, DR. R. J. KAPLAN, and N. F. REITER were judges for the Ohio Academy of Science's "District Science Day" which was held at Ohio University in Athens recently. Dr. Kaplan is also co-author of an article (written before he came here) which appeared in the March issue of the Canadian Journal of Chemistry.