



GAT Management Newsletter

GOODYEAR ATOMIC CORPORATION

a subsidiary of

THE GOODYEAR TIRE & RUBBER COMPANY

Editor - H. McClelland

November 17, 1971

UPGRADING the Machine Shop is part of GAT's plant improvement program. According to E. C. GEARHART, two new Lodge and Shipley Engine Lathes, costing approximately \$35,000 each, have been installed. They are equipped with a digital read-out system, which provides for a continuous monitoring of the tool position relative to the starting position. The sensing devices record in two dimensions, length and diameter, which permits the operator to know the exact position of the cutting tool without stopping the machine to measure.

RECREATION DEPT. is instituting a test program in physical fitness for all male employees, regardless of age. It will be geared to the individual's present condition, complete with diet, weight chart, and exercises fitted to each man's ability and need. The first meeting will be Monday, November 29, at 5:30 p.m. in the Waverly North Elementary School gymnasium. If there is sufficient interest, this will become a weekly program.

THREE GAT EMPLOYEES are closely involved in presenting the 13th Annual Portsmouth Area Management Conference on Saturday, December 4. E. HARTNETT is chairman of the Publicity Committee, and designed the program brochure. M. G. WEBB is a member of the Registration Committee, and J. R. SHOEMAKER is vice-chairman of the whole affair. The conference features four excellent speakers, and a luncheon all for the same \$7.00 registration fee. The GAT Foremen's Club will once again pay \$2.00 of the registration fee for its members, and the corporation will pay \$1.00 of the fee for the first 50 employees who register.

A. C. ALATSI was the principal speaker at a meeting of the Antioch Christian Church youth group in Jackson on November 3. Forty-four youths and 6 or 7 adults heard him speak on the subject of Greece, its history and current religious customs.

GAT EMPLOYEES who were successful in their bids for public office in the November 2 election (a total of 16) include: C. D. TABOR, Jackson City School Board; M. E. CORYELL, Portsmouth City Council. In Waverly, R. E. CHILDERS will be auditor; J. E. HARSHMAN, councilman-at-large; J. F. BRANDT and H. L. GALLOWAY, council members. In Piketon, O. G. NICE and A. L. WILLIAMSON were elected to council; H. C. KUNKLE and J. LANG to the Board of Trustees of Public Affairs. R. H. WALLS and C. D. CARTER were re-elected to Western Local School Board; B. M. PATRICK is to continue as clerk for Scioto Township. J. R. ARMSTRONG was elected councilman-at-large in Jackson; J. F. OATES was elected to the Huntington Local School Board; and E. I. BIBBEY was elected to the Valley Local School Board.

MANAGEMENT NEWS---ON THE NATIONAL LEVEL

IMPACT-RESISTANT lens must be used in all glasses sold after December 31, 1971. Each lens must pass a test which involves dropping a 5/8-inch steel ball weighing 0.56 ounce directly on its central spot from a height of 50 inches. The added cost will be about \$3.50 a pair.

THE KELLY SPRINGFIELD OVAL, at Tyler, Texas, (similar to our Wingfoot Clan) features an "Employee of the Month" with picture and story as to why he (or she) was selected.

THE SONY CORPORATION in Tokyo makes transistors and has 3,000 employees. There are no unions, no time clocks, and they have an honor system in their cafeteria. Even more unusual is their pay system--but one thing at a time. There are no unions because, as one employee put it, "We are all here because we wanted this kind of a job; we take pride in our work and do our best, and the company trusts us." There are no time clocks because they are not needed. If an employee is absent or late or has to leave early, he makes sure his boss knows it. Each employee is provided with a book of meal tickets for the cafeteria. He or she chooses whatever dishes of food wanted, figures out what is owed, tears the tickets from the book and deposits them in the box--there is no need for a cashier. An employee who wants to give or get information may dial a certain telephone number. Especially are calls on how to improve production and the concept of 'every man a manager' encouraged. Perhaps the most unusual policy at Sony is the fact that the employees want their pay based on seniority. A younger employee usually does more work but he gets less pay.

SIGN OF THE TIMES: In 1909, Mark Twain wrote an angry letter to a friend in which he complained--for 400 pages--about a secretary and another employee who had stolen some money from him. Twain's niece recently sold the letter for \$25,000.

MEN 45 YEARS OF AGE, of medium height and frame, weighing 200 pounds can expect to live four years less than those weighing 150 pounds. That's the conclusion of the Society of Actuaries. Even at 170 pounds, says the Society, the 45-year-old can expect 18 months less life span than his 150-pound associate.

BEING A non-smoker can save you money in more ways than one. Mrs. Anita Maxfield, manager of a 260-unit apartment complex in Arlington, Texas, charges non-smokers \$10 less rent per month.

DR. PAUL WEISS has filed a \$1 million age-discrimination suit against Fordham University and New York State. Dr. Weiss is 69, the author of 17 books with two more near completion. He collaborated on nine other books. He first began teaching at Harvard 41 years ago. Some months ago, Fordham offered him an Albert Schweitzer Chair of Philosophy, a position funded by the state of New York through its aid-to-education program. After he had accepted the position, Dr. Weiss was informed that the offer had been withdrawn because he was older than the state's mandatory retirement policy.

CHANGING TIMES says a retired couple can live on less money in "non-metropolitan areas"--especially in the South. Total yearly budget there, they say, need be no more than \$3,484. A year's expenses in Honolulu are listed at \$4,755; Dayton, Ohio, at \$4,154.

NEARLY 30 PERCENT of all U.S. families own at least two cars; 63.1 percent have incomes of \$15,000 or more, the U.S. Department of Commerce reports. Sixty-four percent of us own our own homes. Nearly 38 percent of all households have colored TV's, 40.8 percent own clothes dryers, and 17.3 percent have dishwashers. Whatever Washington chooses to label the continuing business slump--it seems like a mighty affluent one.

THE POST OFFICE used to cancel the stamp on postcards--1.5 billion a year were run through cancelling machines. One day, someone asked, "Who would reuse a postcard?" After that, the cancelling step and cost was eliminated, and mail delivery speeded up.

MRS. DONALD LEITZ of Lansing, Mich., became tired of answering "just a housewife" when asked her occupation. According to the Associated Press, she now replies, "I'm a domestic engineer."

VIDEOTAPE playback equipment first came on the market in 1963. Today some 45,000 videotape systems are in use. RCA executive v.p. Chase Morsey, Jr., predicts that U.S. retailers will be selling about \$1 billion worth of equipment and programs a year by 1980.

VACATION COSTS, if just you and your wife go by car, average at least \$46 a day. This figure comes from research by the American Automobile Association. Obviously, your costs will be higher when children accompany you.

THOUGHTS ON MANAGEMENT

ANOTHER GUIDELINE for successful management-- Law #7--Don't be a deaf mute. In other words, communicate. People want to know several things. They want to know what their job is all about, why they are doing what we ask them to do, what good it does anybody, and above all, how well they are doing it. And then they want to know what is going on--if they see strange things happening, or hear rumors that something new is about to happen--they want to know about it. If you don't tell them, you are saying, "It's none of your business," and that in turn means "I just don't think you are important enough." It is the deadliest thing you can do to people.

-- Louis B. Lundborg, Bd. Chmn., Bank of America

TOO MANY PEOPLE are spending too much on things they don't need to impress people who don't care.

-- Short Circuits

WE LIVE in deeds, not years; in thoughts, not breaths; in feelings, not in figures on the dial; we should count time by heart-throbs. He most lives who thinks most, feels the noblest, acts the best.

-- Earl Nightingale

ONE THING you can give and still keep is your word.

-- Aladdin's Lamp

PERHAPS HALF the adult population of the U.S. is determined (or at least embarrassingly committed) to do something about overeating, overdrinking, over-smoking, or over-doing something else.

-- George A. W. Boehm

WHAT THE SUPERIOR MAN seeks is in himself; what the small man seeks is in others.

-- Confucius

WHAT HAPPENS inside any organization is effort and cost. To speak of "profit centers" in a business as we are wont to do is polite euphemism. There are only effort centers. The less an organization has to do to produce results, the better it does its job. That it takes 100,000 employees to produce the automobiles or the steel the market wants is essentially a gross engineering imperfection. The fewer people, the smaller, the less activity inside, the more nearly perfect is the organization in terms of its only reason for existence: the service to the environment.

-- Peter F. Drucker

A GOOD INSTRUCTOR is a guy who spends 10 hours learning and organizing a one-hour instruction unit. A good instructor must be interesting; he can joke a bit, and any visual aid that will help get a point across is OK, but he should not be an entertainer.

-- G. M. Gregorek, OSU Professor of Engineering

THEY USED to make women's dresses so long they would even cover her insteps. Now some of them don't even cover her step-ins.

-- Mickey Porter

OUR PUBLIC DEBT, because of foreign aid, is \$400 billion. It exceeds the public debt of all other nations in the world by \$87 billion. Since World War II, foreign aid has cost \$212 billion. Yet, in the face of these grave statistics, Congress has once again voted to perpetuate this money madness by appropriating about \$7 billion over the next two years. This is approximately \$1.6 billion a year more than the amount given for 1971.

-- Congressman William Harsha

WHEN TWO men in a business always agree, one of them is unnecessary.

-- William Wrigley, Jr.

THE QUESTION before the country today is whether the colleges are admitting students who shouldn't be in college, who should instead be employees in business or finance or industry or agriculture or construction or technical fields. Also, should some of the young people who are being denied a college education be given an opportunity to specialize in studies for which they have inherent qualifications?

-- David Lawrence

A PERSON with money to burn can easily find a match.

-- Laughing Matter

A MANAGER may enjoy a sense of "power over people and things" but the paradox is that while he demonstrates his "power" it is a deterrent to his performing adequately. The more readiness he shows to be willing to listen, the more influence over people below will be increased.

-- N. Golomb, Institute for Social Research

IT HAS BEEN SAID that the difference between a statesman and a politician is that the statesman thinks he belongs to the state and the politician thinks the state belongs to him.

WHO'S WHO IN MANAGEMENT

CARL C. WORTHINGTON is a foreman-process area in the Chemical Operations Department (D-858). He is responsible for the activities of 12 hourly employees in the removal of uranium contamination from equipment, floors, and structural components. His group decontaminates, cleans, and conditions all product cylinders, and operates the Stabilization Stand. He reports to W. J. LEMMON, general foreman.



Mr. Worthington graduated from high school in Carter City, Kentucky, attended Ashland Jr. College, Morehead State College, Ohio University, and a Dale Carnegie Course in Pittsburgh. He served with the U. S. Navy (1943-46) in the South Pacific. He was an equipment operator for B. F. Parrott & Co., Inc., of Roanoke, Va. (1948-53), before joining GAT as a production process operator-in-training. Promotion to assistant foreman-process occurred in July 1954 and to foreman-utilities January 1955. He resigned October 1965 to become assistant plant manager of Air Products and Chemicals, Inc., Creighton, Pa. He returned to GAT in his present capacity, May 1967.

Carl, his wife, Helen, and three children, Nancy (18), Roger (16), and Timothy (11), live at South Shore, Kentucky, and are members of the First Christian Church. He is a Mason with membership in Greenup Lodge #89 F&AM, Eastern Star, Scottish Rite, and Shrine. He is a past district deputy grand master. The honorary degree of knight commander, Court of Honour, was bestowed upon him at Louisville on November 6. He is a district committee member-Scioto Area Council BSA, a member of his church board, the GAT Foremen's Club, and the Silver Compass Club. His hobbies are hunting and fishing.

GAT NAMES AND FACES IN THE NEWS



P. H. BENNER



DR. F. E. WOLTZ



R. E. WILCOXON



D. J. BLANTON

P. H. BENNER celebrated his 20th anniversary with Goodyear on November 5.

DR. F. E. WOLTZ has been appointed to the state's Atomic Energy Advisory Board by Governor Gilligan.

R. E. WILCOXON spoke to approximately 50 members of a 4-H Junior Leadership group on November 8 at O.U. Chillicothe. His subject was "Environmental Control at GAT."

D. J. BLANTON was one of four judges to select a Business and Office Education (Region G) queen at Piketon High School on October 28.

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