



GAT Management Newsletter

GOODYEAR ATOMIC CORPORATION

a subsidiary of

THE GOODYEAR TIRE & RUBBER COMPANY

Editor - H. McClelland

April 5, 1972

NEGOTIATING COMMITTEES, for the Company and Local 3-689, Oil, Chemical, and Atomic Workers Union, met for the first time on March 8 for preliminary contract discussions. The present contract expires at 12:01 a.m. on May 2. The OCAW committee is comprised of R. A. ISAAC, W. J. FIELDS, M. H. KNAUFF, J. C. KARRICK, G. E. WILLIAMS, and B. Emrick, the director of OCAW District 2. The Company is represented by L. E. FULLER, W. D. HUGHES, R. M. RUTHERFORD, G. D. ALTHOUSE, and C. F. RAY.

GAT will conduct a surplus property sale on April 7. Going to the highest bidders will be 13 sedans, 12 half-ton trucks, three station wagons, two 3/4-ton trucks, one carryall, one delivery sedan, one 10-ton dump truck, one emergency fire truck, and one forklift. A 20 percent deposit is required and sealed bids will be opened starting at 2:00 p.m. on the 7th. For more information contact M. R. KENNARD.

D. J. BLANTON spoke to approximately 50 members of the Senior Class at Eastern High School in Beaver, Ohio, last month. His subject was "Motivation, Education, and Vocation."

SELVA J. RADABAUGH has returned to GAT as a stenographer in D-224. She worked in the Finance Division (1956-57), and has been working at OVEC until recently.

J. R. ARMSTRONG and R. C. WELLS conducted two science demonstrations last month for 340 students (7th, 8th, and 9th grades) at Oak Hill High School. L. G. SWOPE gave a demonstration to 5th graders at Twin Elementary, Bourneville, on March 21, and then he and C. F. TRIVISONNO made a presentation to 210 (6th, 7th, and 8th graders) at Portsmouth Catholic Elementary School on the same day.

W. E. COOK has devoted so much time and has done such outstanding work for Waverly Chapter Jaycees that they selected him "Jaycee of the Quarter." He is Chapter chaplain and has participated in every Chapter project to date.

G. N. FISCHER has been elected chairman of PHEW (Pike Health Environmental Workers, Inc.), a 60-member group he helped to organize in March 1971. The organization is dedicated to improving environmental conditions which affect the health of Pike County residents.

C. W. BEAUMONT was elected chairman of the South Central District Elks at their regional meeting in Ironton. He was exalted ruler of the Portsmouth Lodge in 1970-71.

MANAGEMENT NEWS---ON THE NATIONAL LEVEL

DID YOU KNOW that after August 15, 1973, all new cars must have an automatic system that will protect occupants from fatal injury in a 30-mph head-on collision? Most manufacturers are experimenting with lap belts and airbags which would inflate on contact, but the National Highway Traffic Safety Administration has proposed that cars equipped with ignition-interlock, lap/shoulder belts be accepted. Allied Chemical has already developed such a system. Weight sensors are mounted in a seat-bottom cushion to detect the presence of a weight of at least 30 lbs on each of the two front seats. Unless seat belts are fastened, the ignition cannot be activated.

BILL DURHAM, power house engineer at Gdys's Gadsden plant, retired recently after working 41 years, 11 months and 26 days during which time he was never absent or late.

MANAGEMENT at the Ravenswood, W. Va., plant of Kaiser Aluminum and Chemical Corp. decided to try "job enrichment" and are pleased with the results. An article in Industry Week says they are convinced that it is the best way to increase production and at the same time improve labor-management relations. They put 60 hourly maintenance workers on their own--no boss, no time clock. The men decide what jobs are to be done, and in what order--in cooperation with operating personnel. They fill out their own time cards. Maintenance costs (labor and materials) are down 5.5 percent despite healthy increases in wages and benefits last June (1971). Four salary posts have been eliminated, there have been no grievances and downtime is less than two percent.

SO MANY of the Senate Democrats are running for president that absenteeism during the present session is averaging between 30 and 40 percent a week.

WORK DONE by Humble Oil and other companies indicates that the qualities critical for success at high organizational levels are the ability to: Identify problems and their causes and to take action. Know when to deviate from the usual. Communicate the essence of a subject. Take risks in the face of opposition.

THE NATIONAL Clearinghouse for Drug Abuse Information estimates that there are 200,000 heroin addicts in the U. S. who must obtain (usually steal) \$150 a day to buy enough heroin to keep going.

EIGHTY PERCENT of car thefts in 1971 were by 15- to 21-year-olds. Four hundred thefts were by youngsters under 10 years of age.

YOU CAN GET up to 41 percent more mileage out of replacement tires on your car by buying them one size larger (than new car size) and increasing tire pressure two pounds more (check pressure often with your own gauge) than what your car book recommends.

"PROJECT HEALTH", a multimedia preventive medicine program for industry compiled by Medcom, Inc., New York, and marketed by Searle Educational Systems, Inc., has compiled some grim statistics. By 1980, the cost of poor employee health to industry and government will equal 15 percent of the gross national product--double today's figure. They say 50 percent or more businessmen will die from heart disease--many of them during their most productive years from 45 to 54. In addition, one of every four men will eventually get cancer; one of 14 will be crippled by emphysema; and one out of 10 already has a mental or emotional problem. However, they say nine out of 10 heart attacks could be prevented and half of the nation's cancer victims could be saved annually if people knew how to change their life styles, were familiar with symptoms, and took advantage of early diagnosis and prompt treatment.

A 20 PERCENT INCREASE in overall efficiency was achieved by a New Jersey firm after desks were grouped in threes to form V-shaped arrangements for sales personnel and U-shaped series of pairs for purchasing people.

THE OFFICE of Economic Opportunity recently announced the results of a major study of "performance contracting." During the 1970-71 school year, up to \$7.2 million was spread among six educational firms so that their computerized teaching machines, programmed reading materials, etc., could be tested against traditional classroom methods of instruction in reading and math. The subjects were 13,000 children in grades one to three and seven to nine in 18 school districts in both big cities and rural areas. The results were not something which will be widely publicized. The OEO admits that student achievement averages, both in the special classrooms and in a control group in ordinary classes, failed to reach national norms.

SOCIAL SECURITY began almost 40 years ago. Since then, the cost of living has increased 281 percent; social security benefits have increased 596 percent. The average monthly benefit in the early years was \$15 a month. Now it is \$131.

THOUGHTS ON MANAGEMENT

DO YOU REMEMBER how easy it was for David McCallum in the TV series, "The Man From Uncle," to communicate with his headquarters? All he had to do was reach for his little pocket transmitter and say, "Open channel D." The employee today, if he could reach headquarters--top management--would say, "Open channel ME," but he lacks the transmitter...It is time for management to come out of its cave; to fling open the doors of isolated offices, show themselves and listen to the voices saying, "Open channel ME." The potential rewards are very large if you consider that a 2 percent response to a mailing campaign is considered profitable. Just imagine what a 2 percent improvement in internal communications could do...

---Louis Ford, "The Heart of Thought Transplants"

A GOOD SUPERVISOR, someone once said, is a guy who can step on your toes without messing up your shine.

---Marvin G. Gregory

GOVERNMENT AGENCIES invariably start with staffs that have an exceptionally large percentage of good and even very good men. But this is merely an initial honeymoon phase. It is followed by a diminution of enthusiasm for the work of the organization and the introduction of people who seek employment as a stepping stone in their careers. In the final, or equilibrium stage, the entire staff of each agency consists of a rather mediocre group of politicians, career people, and lower echelon white collar workers; almost all lack great ideals, ideas, ambition, initiative, or possess little concern for much beyond pay and their eventual retirement.

---Phillip Sporn, author of "The Social Organization of Electrical Power Supply in Modern Societies"

A MAN who accepts a position in supervision is committed to continued self-improvement.

---Don Jones, GAT superintendent

"I GAVE IT my best," I say with pride, as if it were some sort of test of me. But I must confess that I've nearly died when somebody got the best of me. This lesson I've learned from a lot of living: The best about best isn't getting but giving.

---Richard Armour

PUT AWAY some money each week for your vacation, and you'll have almost enough to fix the roof.

---Council Bluffs, Iowa, newspaper

ADVERTISEMENT: "Young man, Republican, would like to meet young lady, Democrat. Object: Third party."

WHETHER OR NOT you are part of a communications-minded organization, the responsibility for obtaining information is yours. No organization can or will ever spoon-feed to people all the information they need...There is no excuse for the individual professional to sit around grumbling because "nobody ever tells him anything." Instead he must aggressively seek information wherever he can find it, because information is so essential to the management of his own career. He must read, observe, ask questions, and listen...company publications, meetings, informal discussions...all of this is the raw material for his continuing search for information on which to base his decisions and activities...Anyone who shakes his head resignedly over an alleged communications gap or says that nobody tells him anything, that admission is far more a reflection on his lack of self-interest, enthusiasm, and aggressiveness than it is on the people who employ him.

---Roger D'Aprix, author of "How's That Again"

THE MOST VALUABLE GIFT you can give another is a good example.

---Bits and Pieces

MORE AND MORE these days, it seems to me, the idea of work is turning people off in our organizations. As the four-day week approaches, I see a time coming quite soon when employees of all sorts--hourly, professional, even managerial--will come to your firm each day, take your paycheck, do enough work to stay on the payroll and perhaps get promoted from time to time over the years, and keep their jobs until they retire. But that's about all. Their real creative efforts, imagination, and energy will go instead to activities in their off hours. It has started already, and the consequences for organizations of all sorts may be profound: lower productivity, less soundly conceived goods and services, mediocre management, lassitude up and down the line.

---Emanuel Kay, "Work Needn't Turn People Off"

THE OWNER of a crossroads store just outside Bluefield, W. Va., has a slogan posted in his store for his employees which reads, "One tourist is equal to two bales of cotton and is twice as easy to pick."

WHO'S WHO IN MANAGEMENT

HOWARD M. CUTRIGHT is a security staff assistant, D-110. His staff assignments include interviewing employees who report foreign travel, approving visitor control, authorizing bulletin board postings, conducting infraction meetings, conducting audits on the handling of classified documents, and surveying the existing policies involving the handling, storage, and destruction of classified physical material to assure compliance with current AEC requirements. Duties in security education include conducting termination interviews, periodically presenting plantwide security briefings, and conducting security orientation of new hires, rehires, consultants, vendors, and sub-contractor personnel. Responsibilities in security investigation include supervising searches for missing classified documents, and investigating thefts. He reports to R. F. CHANNEL, superintendent, Security and Fire Protection.



Mr. Cutright graduated from Chillicothe High School and attended the Chillicothe Branch of Ohio University. Following high school, he was a teller (1947-51) at the First National Bank, and served (1951-53) in the Army Military Police Corp., being honorably discharged as a corporal. He was employed (5-18-53) by GAT as a badge and pass clerk, promoted (2-1-54) to repository and document control inspector, to security investigator (9-1-56), and to his present position on November 1, 1965.

Howard, his wife, Naomi Jean, son, Nathan Dale (8), and daughters, Rebecca Jean (10) and Melissa Lee (11), live at 596 Johnson Road in Chillicothe. He is a member of Saint Paul's Episcopal Church, the Ross County Conservation League and the GAT Foremen's Club. His hobbies are fishing and baseball (spectator only).

GAT NAMES AND FACES IN THE NEWS



R. J. REED



F. A. KOEHLER



M. E. CORYELL



L. T. OYLER



M. EVANS



W. S. COUNTERMAN

R. J. REED celebrates his 35th anniversary of Goodyear service on April 12. F. A. KOEHLER and M. E. CORYELL celebrate their 30th anniversaries also this month. Al's anniversary is on April 6, and Max's on the 7th.

L. T. OYLER is to retire (early) officially on June 1. However, due to earned and accrued vacation, his last day to work for GAT will be April 7. He is to be the new manager of the Atomic Employees Credit Union next June when Jim Jones retires.

MEREDITH EVANS was promoted to administrative specialist on April 1. She will coordinate all activities relating to cost savings, safety, budgets, contracting regulations and documentation within the 400 division.

W. S. COUNTERMAN was granted a Masters Degree in Industrial and Systems Engineering by Ohio University on March 18.

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