



GAT Management NEWSLETTER

Editor - H. McClelland

August 2, 1972

MARLIN VOLTZ, arbitrator, will be here August 8 to hear testimony on three cases, two from the old Contract between the Company and Local No. 3-689 and one from the present Contract.

THE NINE TAT (Training and Technology) trainees in the second group sent to Oak Ridge, for six months of pre-employment training, were on plantsite (they are all local residents) in July. H. D. DAUTEL, the coordinator, arranged a four-day program for them.

ALL OF OUR secretarial employees attended (or were at least invited to) one of two meetings arranged for their benefit on July 27. They saw a film entitled, "Manner of Speaking" and heard two speakers. One was Mrs. Ann Weigers, General Telephone Company, and the other was our own NORMA COPEN.

15 JACKSON HIGH SCHOOL students and their teacher were our guests for a "10 to 2" program on plantsite recently. They are interested in ecology, so V. S. EMLER described our Environmental Control Program, W. E. WIEHLE arranged a tour and described our Water Supply and Waste Treatment Facilities, N. H. HURT spoke briefly following lunch in the cafeteria; all three men were on a panel to answer questions at the end of the program. R. C. KRAMER handled arrangements.

NEW SALARY EMPLOYEES include JAMES R. MILLER who is a buyer in D-411. He holds a BSEE degree from Ohio U.; his wife's name is Linda Jean. They are living at Pirate's Cove. JOSEPH FELDER, JR. is a staff engineer in D-730. He has a BME degree from the University of Minnesota. His wife's name is Leola and they plan to live in Chillicothe. DANA E. MAUK is an administrative specialist in D-701. He has a BBA degree from Ohio U.; his wife's name is Susan. They live in Lucasville.

PHILLIP L. DANIEL is back with us after an absence of almost two years spent at OSU getting a Masters degree in Metallurgical Engineering. PHYLLIS L. LALLOW is again a GAT employee. She is in D-110.

G. C. LITTLE, D-811, is southeast representative on the national staff of the Isaak Walton League. Their national convention was held in Chicago recently and "Zip" spoke on the "Energy Crisis." He is also chairman of the board of Green Acres, an institution for retardates in southwestern West Virginia.

MANAGEMENT NEWS---ON THE NATIONAL LEVEL

ALTHOUGH defective appliances, flammable liquids, faulty wiring, and overloaded circuits cause most home fires, the main reason for the appalling death toll (7,500/year) is the carelessness and complacency of most homeowners. The great majority of fires, concerned experts agree, could be prevented if only these simple precautions are taken: 1) Recognize and eliminate fire hazards; 2) always sleep with bedroom doors closed; 3) prepare and practice escape plans; 4) provide a mechanical fire warning system. The latter should comply with National Fire Protection Association Standard No. 74, entitled, "Household Fire Warning Systems." For a copy, send 50¢ to the NFPA, 60 Batterymarch Street, Boston, Massachusetts 02110.

NEWSWEEK magazine now grants a male employee, with at least one year of service, one week off with pay when his wife has a baby.

DISTRACTING SOUNDS are practically eliminated and visual privacy assured in the Weyerhaeuser Company's new \$15 million headquarters building for 1,000 employees in Tacoma, Washington. More than 400 linen-covered 6' wide by 58" high, free-standing screens provide privacy and help absorb sound. In addition, the entire building is carpeted and 26 varieties of tropical plants and grapevines are carefully placed to help break up sound waves and add to visual privacy.

\$1,000 INVESTED in Polaroid stock in 1938 is worth \$3,575,000 today. Even as recently as 10 years ago, an investment of \$1,000 would be worth at least \$4,750 now.

SUPERVISORY NEGLECT can shatter the morale of employees--this from the editors of Industry Week. They go on to say that many firms spend thousands of dollars to recruit the right people and that money is wasted unless supervision makes every employee feel that he or she is part of a team and is being counted on to make a worthwhile contribution.

IF YOU WANT to give a black vinyl car top new lustre, use shoe polish--so says the BP Miser's Car Care Catalog.

A RECENT scientific and technical development is the production of an insulated container for cryogenic purposes which has a rate of heat loss so low that, if boiling coffee were put in the vessel today, it would be too hot to drink 2,000 years from now.

AT PROCTOR & GAMBLE'S plant in Lima, Ohio, workers operate in teams with only three job levels. They manufacture, do the inspecting and quality control, shipping and similar jobs, with very little supervision and no time clocks.

IN THE BOOK "Hearts," the author reports on the research of a biochemist at a Houston hospital who examined the original hearts of 25 people who received heart transplants. He says that every heart has a calcium-binding system that must contract and relax over and over again throughout our lives. In the 25 defective recipient hearts, in every single one, this calcium-binding system was defective and this could be the cause of heart attacks. Diet and stress could aggravate the condition, but the main cause of a man dropping dead from a defective heart may be a chemical imbalance within his electrolytes. The biochemist, Arnold Schwartz, and Baylor U. pharmacologists are now trying to find a drug or a hormone that will prevent the calcium-binding system of the heart from becoming defective.

GSA bought 337,578 dozen bed sheets last year.

MONEYSWORTH says that 90 percent of the tonsillectomies performed in America are unnecessary and each year about 300 children die as a result of the procedure. Only about two or three percent of us really need both tonsils and adenoids removed. Even for children who have infections of more than average severity in their tonsils, removal of the adenoids alone--a much simpler, less dangerous operation--is sufficient.

WOMEN'S LIB is responsible for a new "Queen High Equality" deck of playing cards in which the Queen is King and the Jack is a princess named Jackie.

A GOOD-SIZE POTATO contains about 70 calories, about the same as an apple, a third of an ounce of butter, or 1.2 ounces of steak. It is a good source of useful protein. To prove that potatoes are not fattening, a Michigan State researcher ate 88 pounds of potatoes in 22 days and gained only four ounces. Of course, if you eat sour cream, butter and/or gravy with the potatoes, you could gain weight.

THE PARENT COMPANY'S shoe plant at Windsor, Vermont, was in danger of closing but remains open because 431 hourly employees agreed to give up scheduled wage increases for the next two years.

THOUGHTS ON MANAGEMENT

THE SOLUTION to worker productivity may lie in an entirely new theory of work that stresses motivation, and not manipulation. The advantage of programs like job enrichment are that they attack problems directly by affecting the worker immediately. The chance to do meaningful work and to achieve and grow on the job is of great importance to the average young American--perhaps even overshadowing financial considerations.

--Roy W. Walters

A LITTLE GIRL asked her mother if all fairy tales begin, "Once upon a time." The mother replied that today, most of them begin, "When I am elected."

--The Last Laugh

IDEALLY, estate planning should begin as soon as one begins to acquire assets...Unfortunately, though, many younger men miss the point and procrastinate. They feel they aren't rich enough--or old enough--to be concerned about death or taxes...A career man of 30 can ill afford to get into bad habits in handling his property. Often, for example, a young husband falls into the idea of owning all assets jointly with his wife. But this is a trap: As net worth increases, many valuable financial options can be lost, and a number of unnecessary problems--some of them serious--created.

--James W. North, Industry Week

HE WHO collaborates with subordinates, instead of using his power over them, achieves better productivity and a healthier climate.

--George M. Prince, chairman of Synectics, Inc.

MOST PEOPLE like to believe that they are controlled by circumstances, but they're not. They create their own circumstances by their wants, by their desires. Each man can be said to have exactly what he wants, or else he is on the road to achieving what he wants. If he knows what he wants, he will definitely achieve it. The reason most people don't do more, is simply because they really don't want more. Maybe if they knew they could have whatever they wanted they'd want more, and earn more, but they don't know it. What's good enough for them and, if that's what they want--fine, they've got it. But I do think there would be a lot less complaining and disgruntled people if they would just admit to themselves that if they really wanted more, they'd go after it, and get it.

--Earl Nightingale

MAKING THEIR first trip to Florida's famed Cypress Gardens from their home deep in the Everglades, two Seminole Indians stoically watched the water skiers roar up and down the lake. "Why makum motorboat go so fast?" asked one. "Have to," replied the other, "Little man on string chase um."

--Shrine News

A FRIEND is a person who knocks before he enters, not after he has taken his departure.

--Aladdin's Lamp

I DON'T SEE WHY they gave the vote to 18-year-old kids. If I had been doing it I'd have played safe; gone the other way and not let people vote until they are 35. Some people mature later than others.

--80-year-old, full-time carpenter, Bob Noble

TACT: Making a guest feel at home--even when you wish he was.

--Today's Chuckle

THE CENTRAL, crucial and important business of organizations is increasingly shifting from up and down to sideways. What is involved in such a shift is a virtual revolution, in organizational structure and human relations. For people communicating sideways behave differently, operate under very different pressures, than those who must communicate up and down a hierarchy.

--Alvin Toffler, "Future Shock"

LITTLE BOYS who lie when they play marbles, grow up and play golf.

--Mickey Porter

PEOPLE are crying for aggressive leadership... I firmly believe the overwhelming majority want to do a good day's work...The worker has his responsibility for a good day's work, but it is management's function to set the pace, the objectives...

--R. E. Lauterbach, president, Wheeling-Pittsburgh Steel Corporation

THE SMOOTHEST running families are those that believe in teen work.

--Today's Chuckle

250 MILES to the nearest post office; 100 miles to wood; 20 miles to water; 6 inches to hell. God bless our home. Gone to live with wife's folks.

--Sign on empty cabin, Texas panhandle, 1886

WHO'S WHO IN MANAGEMENT

WILMA F. HIENEMAN is a group leader, key-punch machines, D-541. She is responsible for the activities of several key-punch operators in placing data, supplied from various plantsite operations, on punch cards and then verifying the data. Further duties include distribution and flow of the work load, training of new operators, and personnel appraisal. She reports to P. E. FORSYTH, supervisor of Data Processing.



Mrs. Hieneman graduated from Portsmouth East High School, and took several courses at Ohio University-Portsmouth. Her prior experience was as a key-puncher and verifier (5/57 to 5/60) for Williams Manufacturing Company, Portsmouth. She was hired by GAT as a key-punch operator May 23, 1960, and promoted to her present position August 9, 1966.

Wilma and her husband, Paul (employed by the C&O RR) live on Ohio River Road at Greenup, Kentucky. She is a member of the Bloom Freewill Baptist Church, Wheelersburg, where she was the pianist for 17 years and still sings in the choir occasionally. She now attends the Wurtland Freewill Baptist Church, where she is assistant pianist, teaches Bible School, and sings in the choir. She is a member of Chapter No. 516 Order of the Eastern Star in Wheelersburg, and her hobbies include singing, sewing, electric organ and piano playing.

GAT NAMES AND FACES IN THE NEWS



C. ECKHART



R. W. SPARKS



O. A. VITA



C. R. WALKER



P. R. RANEY



R. L. ETLING, II

CONNIE ECKHART has received her card signifying membership in the select Certified Professional Secretaries group. She is the first GAT secretarial employee to attain this distinction. To do it, Connie has been studying the six areas covered by the examination for the past three years. She passed four parts of the two-day exam last year, the other two portions this spring.

R. W. SPARKS, O. A. VITA and C. R. WALKER are co-authors of a highly technical article which appears on page 222 of Volume 60, Number 1 of *Analytica Chimica Acta*, June 1972.

P. R. RANEY, a summer YOP assigned to D-375, has been awarded a one-year \$500 scholarship to the college of his choice by the Ross County Black Student's Scholarship Foundation. G. J. SMITH is a member of the Scholarship Committee that selected Phil.

R. L. ETLING, II is to be co-director for the Chillicothe Civic Theatre's musical, "West Side Story", which will be presented at the Majestic Theater, Aug. 23-27. The production requires a cast of 25 men and 14 women, an 11 piece orchestra, and numerous stage hands. F. W. GEYER is in charge of publicity.

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