



R. L. DUFFEY
ENGINEERING

D-761
A-100

GAT Management NEWSLETTER

Editor - H. McClelland

October 18, 1972

To All Members Of Management:

We had our fifth lost-time injury of the year on August 31, our sixth on September 28. Not since 1963 have we had that many in any one year, let alone the first nine months. In fact, we have already had, this year, as many as we had in the previous three years combined!

I have been trying to figure out why we are suddenly having so many. It can't be blamed on fate, since most accidents are due to human error. We are all getting older, it's true, but the youngest man to be injured this year was 26, the oldest 52, and the average age of the six is slightly more than 43 years. I don't believe any of us are willing to admit we are unable to work safely at any of the above ages.

It distresses me when someone here gets hurt and goes through unnecessary pain and suffering. Cold weather is ahead and that means ice and snow and the possibility of even more accidents. I'm hoping we have had our last accident for a long while. But, it will take more than hope on my part. It will take a concerted effort on your part. I sincerely believe that you can prevent almost all accidents, particularly serious ones, from happening. How about it?

C. D. Tabor
General Manager

A REMINDER to you about flu shots-inoculation against influenza—is in order because this is the last Newsletter before the deadline, October 31. If you want to take advantage of this free fringe benefit (and employees over 45 are especially urged to do so), you must apply (in person) anytime between 8:00 a.m. and 4:00 p.m., Monday through Friday at the GAT medical facility.

NEW SALARY EMPLOYEES include: MARK W. LONG, draftsman in D-761. He is a graduate of Wellston High School and has been a draftsman at McNally Pittsburg Mfg. Corp. since June, 1966. He and his wife Judy have a five-year-old daughter.

THE NINE TAT TRAINEES in the second group, having completed their six months of pre-employment training in the Training and Technology program at Oak Ridge, are now on the payroll in "operator in training" categories.

MANAGEMENT NEWS---ON THE NATIONAL LEVEL

NON-BUSINESS activities of employees can cut productivity enough to put a plant on a virtual four-day week. According to Industry Week, a supervisor or foreman, whenever he sees two or more people together and obviously ignoring work, should join them, ask what the problem is and if he can help. Chances are the goofing off will stop without the member of supervision getting a reputation for being a "slave driver."

700 MAJOR LABOR CONTRACTS (all with bargaining units of 1,000 or more workers) involving about four million employees are to be renegotiated in 1973.

G. M. conducted an attitude survey at four of their plants to find out how employees felt about their jobs. Top management was surprised at how closely the hourly and salaried employees' answers compared. As their director of Personnel Development put it, "Our people don't want to take over the business. They realize that somebody has to be boss. But, they want to participate, to be involved, to contribute the things they know about."

GULF OIL has a new Car Care Center at Disney World in Florida which has 48 pumps and 12 service bays. The pretty girl attendants wear roller skates.

EACH WEEKDAY NOON in New York City, executives of the Sterling Drug Co., line up before the scales in the company's dining room. Under a sign that reads "To gain is to lose," they write their weight on a chart that goes back, for most of them, to 1960. As every Sterling executive knows, to gain more than two pounds is to risk a warning or even banishment from the dining room. Over the last five years, 76 of the executives have maintained their best weight, 17 have lost from four to 12 pounds; only eight have gained more than three pounds.

EXPANDING CITIES are using up the nation's farmlands at a rate of over a million acres a year.

THE COST of delivering sports to your living room has risen sharply in recent years. In 1962, for example, when the Columbia Broadcasting system signed the first exclusive rights television agreement with the National Football League, the price for the season was \$4.65 million. Today the three networks (NBC, CBS, and ABC) are paying well over \$50 million for the rights to televise pro and college football games.

MOST PEOPLE in large companies are administered--not led--said Robert Townsend in his book, "Up the Organization." He said many companies are so encumbered by regulations and traditions that men don't lead in the sense of directing and setting the pace. They simply move at the head of the crowd.

"SHOULD YOU VOTE for the man and not the party?" More than 80 percent of the readers of "Nation's Business" who answered said Yes.

EXPO '74 will be held in Spokane, Washington; will cost an estimated \$60 million; will be built on a 100-acre site which encompasses two islands, the banks and spectacular falls and rapids of the Spokane River. With major participation of foreign countries, domestic governments and other exhibitors, it promises to be a compact but very interesting world's fair in a picturebook setting.

DID YOU KNOW that most brands of chewing gum are made out of Goodyear-rubber milled in our Houston plant?

MORE WORDS start with the letter "s" than with any other letter in the English alphabet. Next comes "c", with "p" third and "x" last. In the American Heritage Dictionary, the number of pages with words starting with each letter is respectively 167, 146, 126, and less than two. In the Reader's Digest Great Encyclopedic Dictionary, the number of pages is 181, 147, 132 and less than two.

ABSENTEEISM has increased 100 percent in the auto industry in the last 10 years.

TOO MUCH SLEEP can make you irritable, lethargic, even confused. Studies conducted at the U. of California found that when sleep lasts 10 hours or longer, subjects remained sluggish for an average of five hours. People making up for lost sleep proved an exception. They woke refreshed with a clear mind.

MOBILE HOMES now account for 90 percent of all homes sold for \$15,000 or less.

HALF THE PEOPLE who have walked the entire rugged 2,025 mile Appalachian Trail are retired. The Appalachian Trail was established in 1937; stretches from Springer Mountain in Georgia, through national parks, forests, mountains and farmlands to Mount Katahdin in Maine.

THOUGHTS ON MANAGEMENT

WITH YOUNG WORKERS insisting that management deal with them as individuals, the ivory tower office is no more. To function effectively, you must regularly get out on the floor and contact your people. An obvious opportunity is when they've done a tough job well--and your expression of appreciation will zoom morale. Another comes when an employee suggestion warrants a boss-worker collaboration. In addition, you'll find it's also helpful to tune in on what's bugging your employees--to avert major problems.

--Memo to Manager, Industry Week

IT ISN'T ENOUGH anymore to teach someone how, he also wants to know why.

--O. M. Sherman, Goodyear V.P.

"WHEN WE WERE coming up through the ranks we used to tell our youngsters that we didn't want them to have to work as hard as we did," said one auto company executive. "Sometimes I think that was the only thing we've ever told them that they listened to."

--In F. G. Lawrence's column

A WEDDING RING is nothing but a one-man band.

--Hee Haw

A BIG CITY is the worst place in the world for Halloween these days. Kids ring the doorbell and by the time you look through the peephole, open the three locks, slide back the bolt, unlock the chain, disconnect the burglar alarm, leash the German Shepherd dog, and open the door, it's Christmas!

--Robert Orben

THERE ARE twice as many TV sets as there are bathtubs in the U.S. This forces me to conclude that there are a lot of dirty people watching television.

--Mickey Porter

A GIRL in the third grade was invited to her friend's house for dinner. But before eating, her friend's father said a prayer. "We don't have to pray before we eat at our house," announced the young dinner guest. "My mommy is a good cook."

--Laughing Matter

A MAN who truly wants to make the world better should start by improving himself and his attitudes.

--contributed by J. W. Wesner

IN THE SUMMER, a large tree has about 500,000 leaves. However, when it comes to raking them up in the fall, a conservative estimate of the number it sheds is two million.

--Quoted in Grit

MOST PEOPLE, simply by applying a few sound principles, could think more effectively than they do. Too many of us are awed by the experts, preferring to let them do our thinking for us. We fail to realize three fundamental principles about thinking, which, if recognized, will strengthen our confidence in our ability to think: (1) Knowledge doesn't come from books--it comes from human observation and deductions--That's how it got in the books in the first place. The most important knowledge we possess comes from observing and thinking, not from reading books or listening to professors. (2) It is always worthwhile to try to think for yourself. Study the available facts and apply your own imagination and logic. Sometimes you can find the right answer--or a perfectly good answer--despite lack of experience. (3) Be wary of the "expert." If what he says doesn't agree with what you have seen and deducted for yourself, make allowance for the fact that he may be wrong. Books and experts often are.

--John Luther

THE MINUTE MEN of today are able to dash to the refrigerator, open a can of beer, make a sandwich and get back to the TV just as the commercial ends.

--Short Circuits

THERE HAS BEEN considerable controversy and misunderstanding concerning the disposal of radioactive wastes. Compared to other solid waste disposal problems of our civilization, nuclear wastes have small volumes, as illustrated by the following example. If all of the electric energy for an individual's lifetime were generated by nuclear power, the area required to store his share of the radioactive generated waste would be less than one square inch. The storage area required for the whole U.S. population for 100 years would be less than one square mile...and the changes of escape to the environment can be reduced to a vanishingly small probability.

--Clarence E. Larson, Atomic Energy Commissioner

THE DESIRE for gain, in and of itself, has done little to produce economic development. But the desire for achievement has done a great deal.

--David C. McClelland, author of "The Achieving Society"

WHO'S WHO IN MANAGEMENT

HERMAN T. FANNIN is a foreman on "R" shift in the Utilities Operations subdivision. The operations he oversees include Raw and Sanitary Water Treatment, Recirculating Water Systems, Nitrogen Supply, Steam Generation, Dry Air System, and the Sewage Disposal Plant. He reports to E. R. NEWMAN, general foreman, D-852.



Mr. Fannin attended Louisa High School and Mayo State Vocational School in Kentucky. He obtained his H.S. Equivalency Certificate through the GED Program. By taking a course at Ohio State U., and passing a State Test, he obtained a Class "C" Water Treatment Operators' License in 1958. His former employment was as an oiler and relief engineer at United Fuel and Gas Co., Louisa, Ky. (1/41 to 10/42 and 9/45 to 8/53). He served in the U.S. Army (10/42 to 9/45) as a staff sergeant. GAT employed him as a production process operator, November 1954, and promoted him to his present position in February 1957.

Herman, his wife, Phoeba, and daughter, Joyce Annette (15), live at Route 3, Lucasville (Rubyville). Their other daughter, Anita Karen, was married recently and lives in Minford. The Fannins are members of the First Baptist Church of Lucasville. He holds memberships in the Do-Si-Do Square Dance Club, the Portsmouth Post of the American Legion, and the GAT Foremen's Club. His hobbies include square dancing, gardening, fishing, and being a spectator at sporting events.

GAT NAMES AND FACES IN THE NEWS



C. P. WORK



G. G. INMAN



N. F. REITER



E. D. PAUL



D. J. BLANTON

C. P. WORK completes 30 years of Goodyear Service on October 28. Cliff worked in Akron, both for GT&R and what is now called Aerospace; in Washington, D.C., and Houston before coming to GAT in 1956.

G. G. INMAN, D-711, was recently elected commander for the 7th Ohio District of the American Legion. The 7th District includes legion posts in seven counties. Greg has appointed N.F. REITER, assistant sergeant-at-arms.

E. D. PAUL is to lead a four-hour panel discussion on "Auditing Techniques" before a sub-group and then summarize the discussion for all the conferees at an AEC and contractor auditor's meeting in Las Vegas, October 26-27.

D. J. BLANTON spoke to 40 students and instructors at the Jackson Manpower Training Center on October 4. His subject was "Personnel Employability." He made a similar talk during an Eastern High School P.T.A. on October 9. He is to talk to Business and Office Education students at Scioto County Technical College on October 27.

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