



GAT Management NEWSLETTER

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Editor - H. McClelland

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HILL SMITH General Contractors from Cincinnati have been awarded a subcontract to restore the X-344-A building. Work to be done includes new roof, flooring, siding and a truck dock on the north side; new offices, locker and conference rooms will be built. Estimated completion date is July 1974, at which time a separate contract will be awarded to transfer the present X-746 Sampling Facility to the X-344-A building. This work is expected to take another six months.

THE LATEST CLASS (6) for our four-year Apprentice Training program started this week. All the men will be learning to be machinists.

NEW SALARY HIRES include: MONA LOUISE GLENN, office services assistant in D-375, She lives in Maloneton, Kentucky, graduated from McKell High School in South Shore and received an Associate in Applied Science Degree from Scioto Technical College. Her former employment was sales clerk for Kings Dollar Store. FRANK D. EDMISTEN, engineer, D-533, graduated from Portsmouth West H.S.; went to Ohio U-Portsmouth for three years; U. of Kentucky for one year; recently received a B.S. in Eng. Equip. Maint. from the U. of Cincinnati. Last employer (4/67 to 11/73) was G.E. in Evandale. MRS. BONNIE F. DAMRON, clerk typist, D-224, graduated from Jackson H.S. has been working since 1-69 as a secretary at Gdyr Aerospace in Jackson.

T. H. BARKER has a 20th anniversary on 12-7; R. C. CHRISTOPHERSEN has his on 12-8.

EMPLOYEE ACTIVITIES worthy of mention include E. D. PAUL who is now a certified internal auditor and has a certificate from the Institute of Internal Auditors to prove it. J. J. EYRE was program chairman for the 1973 Scout-O-Rama November 17-18 at the V.A. Hospital in Chillicothe. K. M. TOMKO is serving his second year as secretary of the South Central Ohio Chapter, International Management Council. J. R. SHOEMAKER, E. HARTNETT and H. McCLELLAND were members of the Steering Committee for the 15th Annual Portsmouth Area Management Conference last Saturday. In addition, Mac was chairman and Ed, a member of the Program Committee; Jim, a member of the Registration Committee. R. L. O'DOHERTY was a member of the Arrangements Committee; C. D. TABOR introduced one of the speakers. D. C. PATE is section delegate, M. HANSON publicity chairman and newsletter editor for the Scioto Valley Section, Instrument Society of America.

MANAGEMENT NEWS---ON THE NATIONAL LEVEL

C.I.T. FINANCIAL CORP. has over 3,000 people driving company cars out of some 1,400 offices all over the U.S. and Canada. They drive over 70 million miles a year on company business and their accident rate used to be higher than the national average until top management did something about it. First a Safe Driving Committee was formed. They used a combination of programmed instruction, bulletins and talks to reduce accident frequency 50 percent. Estimated net direct savings, not including cost of insurance, were more than \$75,000.

MARTIN VAN BUREN, our eighth president, was born 191 years ago today (12-5-1782).

TRW, INC., a Cleveland firm, selects every fifth employee at random and groups of 20 are invited to come in and talk to top management. The employees are asked what their concerns are about the company, their pay, and working conditions. The replies are collated and a month later management reports on what they heard, what they will do, what they won't do and why.

THE JAPANESE claim they have developed a process to produce 17,000 psi concrete. The highest strength available commercially in the U.S. is 10,000 psi.

COLORS can have important psychological effects on people. The Dartnell Corporation reports an experiment in which housewives were given three detergent samples, one in a yellow box, one in a blue box, and the third in a blue and yellow box. Although all the boxes contained the same detergent, the women claimed that the product in the yellow boxes was too strong. Some even said it damaged their clothes. They said the detergent in the blue boxes was too weak, but the product in the yellow and blue boxes was just right.

FARMERS GROUP INSURANCE studied the auto accident records of 3,000 policy holders in California, Washington and Wisconsin. Nonsmokers accident rate of 3.75%, compared with 6.5% for smokers. Now they have reduced rates for nonsmokers.

DR. HORN tested 1,600 junior and senior students at the U. of Texas for proneness to anxiety. Psychology students were found to be the most anxious, engineering students the least anxious. The professor speculates that certain types of people are attracted to engineering because it is a "data-oriented field." Working with data, apparently, keeps one calm.

LOWE'S, INC., of Michigan has an ICATLYC bonus plan. The letters stand for "I Can't Afford To Lose You Club." The president started it and executives are given a percentage of their salaries for each pound they lose until they reach ideal weight.

ILLINOIS BELL Telephone began reorganizing its telephone directory department two years ago. Up until that time, the work had been highly specialized with certain employees always editing, others always abbreviating and alphabetizing orders for changes, etc. When someone left, he or she usually said the company was O.K., but work was boring. Job enrichment techniques were then put into effect--each employee was given the responsibility for compiling complete directories. Results have been gratifying. Turnover has dropped from 62 percent to less than 10 percent and the error rate has dropped 66 percent. The number of the employees has been reduced from 118 to 75 and the lesser number is handling 20 percent more work without apparent difficulty.

THE STATE of Victoria in Australia enacted a law subjecting motorists to a \$20 fine if they were caught not wearing seat belts. During the next nine months, seat belt usage went up an estimated 75% in metropolitan areas and accident fatalities decreased 24%. By January 1972, all Australian jurisdictions had passed similar legislation.

COLDS cost industry more than strikes, inflation, and taxes combined. Not even counting costly complications, the common cold, each year, costs U.S. industry about five times the amount of lost production attributable to all other forms of labor stoppage. In dollars, it's somewhere between \$2 billion and \$5 billion, according to the Metropolitan Life Insurance Co. About 60 percent of us catch two or more colds a year, only six percent escape without catching any. The 20 to 29 age group is most susceptible to colds. Those over 50 have the fewest, but when they get them they tend to be more serious.

A NEW Western Union subsidiary, "Gift America," offers a choice of 17 gifts, including clocks, golf balls, candlesticks and portable radios. Chargeable to major credit cards, the gifts are wrapped and delivered by the nearest of 5,500 franchised dealers. A toll-free call (800-325-5000 or 800-342-5777) puts customers in touch with the service.

THOUGHTS ON MANAGEMENT

I CALL UPON every American to enlist in the crucial battle to improve our lagging productivity. Nothing less is at stake than our jobs, the prices we pay, the very quality of our lives...We've become wasteful and inefficient. So wasteful that incredibly enough, many firms nowadays actually expect to scrap 20% of what they produce. Let me be blunt: I believe we are standing at a pivotal point in our history. If we adopt a don't-give-a-damn attitude, we risk becoming a second-class economic power. How can we improve? By stepping up the efficiency of each worker. This does not mean work speed-ups, job eliminations. It does mean cutting down on tardiness, turnover and overtime. It does mean improving the morale of workers, more effective work incentives--and really listening to the man at the workbench.

--I. W. Abel, president, United Steel Workers of America

THE MARK of a true executive is usually illegible.

--Leo J. Farrell, Jr.

"MANY RECENT STUDIES have shown a progressive loss of public confidence in the leadership of virtually all institutions...There has been for some time now a slow and subtle elevation of craftiness, slickness, toughness, and pragmatism as desirable leadership characteristics. There has even been a growing increase in the value attributed to dishonesty, violence, and hatred as means to achieve ends. These traits are sometimes made to seem to have a certain efficiency. But I know we all believe that honesty, integrity, compassion and cooperation are the virtues. They are the strongest and they will prevail."

--Edgar F. Kaiser, chairman and chief executive officer, Kaiser Industries Corp.

ABSENCE may make the heart grow fonder, but it makes the job much tougher.

--The Last Laugh

THERE ARE in this world many arts and crafts, among which is how to eliminate drafts. The Heating Expert, full of gloom, can give us a heated, windy room. Fresh air, of course, is providential, but are tornadoes essential? If they cut off the air as well as the heat, into our coats we must retreat and work all day with damn cold feet!

--Mrs. Helen Hantower

ABOUT ALL that really counts in life is what we do for others.

--from "Some Basics of Human Relations"

MOST OF THE WORK in the world today is done by those who work too hard; they comprise a "nucleus of martyrs." The greater part of the remaining workers' energy goes into complaining. Employees today seldom become emotional about their organization or its output; they are only interested in getting ahead. And many organizations are killing their employees with kindness, under-cutting their sense of responsibility with an ever-increasing permissiveness. This is a fatal error, for where responsibility ends, performance ends also.

--Vice Admiral Hymen G. Rickover

SIGN OF THE TIMES: When a man gets home from work these days he doesn't know whether he is better off staying home and using electricity or going out and using gasoline.

--Harold Coffin

ACCIDENTS resulting from safety hazards make up only 10-25 percent of all industrial accidents. The other 75-90 percent result from mistakes made by people...Unfortunately, many supervisors and companies spend 90 percent of the time and money (they spend on safety) on 10 percent of the problem...

--Quinton W. Goode, senior safety engineer, Reynolds Electrical & Engineering Co., Inc.

SUCCESS is not in reaching the goal, but in solving the problems along the way.

--Walter J. Hickel, former secretary of Interior

WE ARE BEGINNING to learn from employees at all levels something that should have been obvious from examining our own lives: Human beings understand that it is legitimate to have their growth toward personal goals blunted in order to create and maintain organizations. They can be trusted to participate actively in the decision to determine at what point they cannot have new challenges.

--Chris Argyris, "A Few Words In Advance"

ONE THING most alumni won't stand for is to have their college football team play like a bunch of amateurs.

--G. Norman Collie

THE PEOPLE who weather old age the best and live longest seem to be the ones who have planned the best. A person should not regard as inevitable the prospect of useless and lonely old age. Instead he or she should plan on useful and satisfying activities for his post-retirement years and maintain strong links to friends and family.

--Dr. Nathan Shock, "Tips On How To Stay Young"

WHO'S WHO IN MANAGEMENT

P. QUINN SNYDER is administrative specialist in D-560, Laboratory Services. He writes about a thousand requisitions a year as he procures all of the equipment, materials and services needed by the Technical Division and he has control responsibilities related to the receiving and inspection of all these items. He initiates and monitors all experimental projects, and is responsible for the division's equipment management program and the plant's precious metals inventory. He reports to J. R. SHOEMAKER, superintendent, Laboratory Services.



Mr. Snyder graduated from Portsmouth High School and attended Ohio State University (1941-43). During his military service (10/43-3/46), he completed radio and electronics courses at the Air Force Technical Schools in Wisconsin, Ill., and was an instructor there until he went to Officer's Candidate School at Ft. Sill, Oklahoma. Returning to civilian life, he worked as a lab technician, bookkeeper, salesman, and was manager of the Electrical Dept. for Sears in Portsmouth just before joining GAT as a lab analyst, jr. in October 1956. He was promoted to lab analyst (8/1/57), to branch librarian (7/1/68), was made librarian (10/1/70), and promoted to his present position February 1, 1973. In addition, it is worthy to mention that he was a professional drummer and percussionist from 1941 to 1966.

Quinn, his wife, Pat, and son, Jeff (15 and a sophomore at PHS), live at 1406 Grandview Avenue, Portsmouth. They have three other children: Mrs. David (Paula) Duncan of Portsmouth; Dave (24), an Ohio U. grad., is a traveling rock musician; Rick (20), is a sophomore at the U. of Cincinnati Conservatory of Music. The Snyders are members of Central Church of Christ. Quinn belongs to American Legion Post 23. His hobbies include bowling and anything musical.

GAT NAMES AND FACES IN THE NEWS



C. A. SECREST



J. W. WOOD



G. J. WILLIAMS



J. B. BLUEBAUM



JEAN BLUEBAUM

C. A. SECREST was top vote getter at GAT for the Goodyear Spirit Award but lost out to Robert M. Pierson in Akron who is the Research and Development "Spirit" winner (M. E. CORYELL was the R&D winner last year).

J. W. WOOD has been appointed district deputy grand master of the 7th Masonic District which includes Scioto, Ross, Adams, Pike and Highland counties.

G. J. WILLIAMS spoke to about 50 math majors at Minford H.S. on November 13. His subject was "Mathematics in Industry."

J. B. BLUEBAUM and his wife, Jean, won the Mixed Doubles bowling tournament in Jackson on November 7. They bowled a 1228 series--46 couples competed.

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