



R. L. DUFFEY
ENGINEERING

D-761
X-100

GAT Management NEWSLETTER

Editor - H. McClelland

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GAT is the first of the three gaseous diffusion plants to pioneer in the use of electronic monitoring of equipment to detect both vibration and smoke. Test headquarters are in the X-105 building and minicomputers supply data. If an abnormal condition occurs, a whistle sounds and the problem area is visible on a monitor. In full operation, 3,000 points in the Cascade could be checked in seconds and backup monitoring equipment would be on hand. A demonstration of this pilot program for AEC and three-plant personnel is planned for next spring. Similar minicomputers (to those in the X-105 building) are located in the Test Loop, the X-705, X-710, and X-333 buildings to monitor process operations.

ARBITRATOR Marlin Volz is to be here tomorrow (1-18) to hear three grievances certified for arbitration under the OCAW Local 3-689 contract.

JAMES B. HOPPER, a new engineer in D-532, has been here on co-op work assignments (5 times) since August, 1969. He received a ChE degree from W. Va. Institute of Technology last month. Jim is married, his wife's name is Theresa. SUSAN D. WILLIAMS, a clerk-typist in D-510, graduated from high school and McLains Business College in Bluefield, W. Va., has also attended Kentucky Christian College and Ohio U - Portsmouth. Most recent employer was the Pike County (Ohio) Board of Education. She and her husband, Larry, have a three-year-old son and live in Piketon.

THE AVERAGE GAT employee is more than 44 years of age (44.29 as of 1-1-73, age computed to nearest birthday), has 13.2 years of formal education and 14.08 years of service. Hiring new employees, most of them young, does affect averages. Two years ago, the corresponding figures were 42.84--12.8--13.66.

RECENT TRANSFERS include E. W. WOOSLEY from accounting clerk, D-311, to project analyst, D-761; and D. A. DETILLION from clerk, D-423, to cost clerk, D-311.

BEN KALMON is the first of 335 employees scheduled to receive 20-year service emblems in 1973. Ben's anniversary date is February 2.

ADD THE 400 DIVISION to the growing list of employees who send money to a charity instead of exchanging Christmas cards. This time they sent \$75 to Children's Hospital in Columbus, the year before they contributed to Boy's Town; before that to the hospital ship "Hope."

MANAGEMENT NEWS---ON THE NATIONAL LEVEL

FORTUNE and Better Homes and Gardens had articles recently designed to help the person who wants to buy a new car. They said to determine approximate dealer cost, deduct 23 - 25% (the two articles differed slightly on the percent) of sticker price on full-size cars; 18 - 21% on middle-size cars; and 14 - 17% on compacts (Pinto, Vega, etc.). Sticker price is also 17 - 24% higher on most options. A large volume dealer can usually be talked into taking \$150 over his cost. To find out how much your car is worth, they recommend the National Automobile Dealers Association's Official Used Car Guide which is issued 12 times a year and has mileage tables so that dealers can adjust appraisals for low or high mileage. Dealers pay wholesale prices for trade-ins.

THE NUMBER of people in the 25 to 44 year age group is expected to increase by 36% by 1982. The only other age group with a significant change is the "over 65 years" with an 18% increase.

THE COMMERCE DEPT. is launching a nationwide campaign to change attitudes toward production. The campaign will include multi-media advertisements with slogans like "America didn't become great by goofing off" supported by \$10 million of space and time contributions by the Advertising Council.

U. S. WORKER production increased 35% from 1960 to 1970. During the same period, Japanese worker production increased 189%.

DID YOU KNOW that the Ohio Highway Patrol now has 60 new-type radar sets which automatically tells a patrolman when another car, traveling in either direction, is going above the legal speed limit? The radar sets are about the size of a shoe box, sit on the dash and plug into the cigarette lighter. In operation, the radar beeps when it spots a speeder, turns on a light and flashes a digital reading showing the exact speed of the other car. The radar sets are so portable that they can be easily moved from one car to another in the same or another post. Motorists will not know, in advance, whether or not any specific patrol car has the new radar.

ENTERPRISING employees of Union Carbide's Nuclear Division have started 18 spin-off industries in Oak Ridge (that provide jobs for about 600 employees) plus 12 additional companies outside of that city.

IN THE LAST 10 years, there has been a 172% increase in families with a \$10,000 - \$15,000 annual income; a 460% increase for those with a \$15,000 - \$25,000 income; and a 541% increase in the number of families with a \$25,000 - \$50,000 income.

SALES CANCELLATIONS after delivery were increasing at an alarming rate at Abraham & Straus department store, Brooklyn's largest--with branches throughout Long Island. However, by an unusual "team program" based on a blend of behavioral science and management systems techniques, the percentage of returns is now decreasing. Before, sales, merchandise and operations were all blaming each other for sales cancellations. Now the philosophy is "Let's work this out together." An interesting article on how they did it is in the November, 1972, issue of Administrative Management.

REBUILDING PLANS for downtown Cleveland include a \$16 million, 21-story, 550-room hotel at the corner of E. Sixth St. and St. Clair Ave.

JOINT OWNERSHIP of assets by married couples is not the most advantageous type of financial planning, according to the Institute for Business Planning (IBP). Equal ownership during life and automatic inheritance in the case of one partner's death in most cases accrues additional tax costs. Example: When the first owner dies, the entire value of assets is subject to estate tax except any property the survivor can prove he or she purchased. When the second owner dies, the absence of a marital deduction will often make this tax larger than when the first spouse died. This second tax could have been avoided if the first spouse had been the sole owner and left the property in trust. Except for small convenience accounts, the IBP suggests avoiding joint ownerships.

G.E. now has 26,000 minority employees. Nineteen percent of the 40,000 employees hired in 1961 were minority.

ONE OF THE largest and most modern mushroom farms in the world is being built on nearby Beaver Pike (old Route 124) near Jackson, Ohio. The first crop of mushrooms were picked early in December, 1972, and when the facilities are completed, harvesting will be on a 365 days per year basis. The plant will have more than 40 employees.

IN AUSTRALIA, a doctor is called "mister" and a nurse "sister."

THOUGHTS ON MANAGEMENT

IT'S SURPRISING how many minority people are skeptical of the value of professional education in industry. Many of them are convinced that getting a good job is primarily a matter of having the right family, the right school, the right connections. The facts are that in the top 20% of G.E.'s exempt salaried employees, 60% have at least a four-year technical degree and these people work in manufacturing, engineering, research and development, marketing, public and employee relations.

-- J. Sanford Smith, senior v.p., G.E.

THERE IS NO QUESTION that education pays off. For example, if you can write your name, you don't have to pay cash.

-- Notes on these changing times

JANUARY is a month which serves up Christmas bills, ceiling leaks and sore throat pills. A month which deals out niggling woes like no-start engines, no-stop snows. A month that kids lose mittens in, and cats have 13 kittens in. A month, in fact, which one would curse if February was not worse.

-- Betty Billipp

GROWING OLD is mind over matter. If you don't mind, it doesn't matter.

-- Graffiti, Miami Herald

NO MAN was intended to be an automat. But that is what we expect too many people to be in our highly mechanized and hyperorganized economy. The worker too often feels too remote from the decision-making. Often he believes his superiors have made faulty decisions. He is not told the reasons for them. Likely his attitude will be: "To hell with it." We suggest that top management re-examine the principle that action decisions should be made at the lowest possible effective level. Return action decisions to where the action is. Let the worker become more involved in what and how and why he is doing what he is doing. And let us set some examples they are glad to follow. Because restoring the will to work starts not with them, but with us.

-- Walter J. Campbell, editor-in-chief, Industry Week

LET'S LIVE our lives in such a way so that we can laugh when we're together and smile when we're alone.

-- Allan Sherman

A SNOW SHOVEL is like a gun in the wrong hands. The physical exertion from shoveling, the cold winds and the low temperatures almost always mean death to persons with heart conditions.

-- Dr. Lester Adelson, deputy Cuyahoga County coroner

IT IS AS HARD to see oneself as to look backwards without turning around.

-- Henry David Thoreau (1817-1862)

I WOULD LIKE to suggest an easy way to understand the concept of achieving results through participative management methods. Watch the TV Western programs. Don't bother with the hero; he has a long-term contract and always wins. Don't watch the villain; he is only on for one episode and always loses. Don't watch the heroine; she is attractive but never helpful. The important thing is to watch the old marshall or the old sheriff; you can learn from their management methods. They have achieved the objective of maintaining the law for many years; but they are always nervous and apprehensive. They know that sooner or later a kid with a faster gun will ride into town and they may die in the street. You will observe that the old marshalls or sheriffs who don't die but survive never shoot it out with the kid with a faster gun; they immediately make the kid a deputy and delegate the shoot-outs to him.

-- John F. Mee, professor of management, Indiana U.

THE BEST USE of life is to spend it for something that will outlast it.

-- William James (1842-1910)

IF COMPLETION of high school math is needed as a prerequisite for a job, one needs to be more specific. A few years ago, high school math might have consisted of plane and solid geometry, Algebra I and II. More recently, trigonometry and college algebra have been included and now high school math might very well include basic calculus.

-- David G. Jopling, Florida Power & Light

IMPERFECT PAST may make future tense.

-- Ashley Cooper

IN DEALING WITH MEN remember, they are human. Some will need prodding, some encouragement, some coaching. But it is more important to show them what they are to do, and how, and not to assume that they already know how to do each task.

-- Emmett H. Karrer

WHO'S WHO IN MANAGEMENT

VIRGINIA R. McDONALD is coordinator, Women's Programs, D-231. She is responsible for keeping abreast of EEO regulations regarding female employment, counseling our women employees, arranging programs for their benefit, and making recommendations for any changes in personnel policy to improve opportunities for women at GAT which she thinks are advisable. She represents the company in contacts with local women's organizations and civic groups. She reports to J. J. EYRE, superintendent, Human Resources and Environment Management.



Miss McDonald graduated from Shinnston (W. Va.) High School and W. Va. Business College in Clarksburg. She has also taken courses at both Akron University and Ohio University. She served as a sergeant in the Women's Army Corps (12/42 - 10/45). She was a secretary at Goodyear Aircraft in Akron before joining GAT as a secretary in Purchasing (2/53). She was promoted to secretary-division manager (7/53) to secretary-general manager (5/60), and to her present position on August 1, 1972.

Virginia and her sister, MURIEL RECTOR (D-111), share a home at 510 Seal Avenue in Piketon. She is a member of Christ Church Methodist in Shinnston, W. Va., the Pike County Business and Professional Women's Club and the Sharealike Investment Club of Portsmouth. Her hobbies include crocheting and football (she is a Cleveland Browns fan and still attends at least one of their games each year).

GAT NAMES AND FACES IN THE NEWS



J. J. EYRE



ROY O'DOHERTY



M. J. RAFFERTY



R. L. SMITH



J. R. ARMSTRONG



X. S. MAROUDIS

J. J. EYRE is the 2nd vice president of the Central Ohio Chapter (100 members) of the American Society for Training and Development. Joe's term is for this calendar year and ordinarily progression is then to 1st v.p. and then president.

ROY O'DOHERTY is the newly elected president of the Goodyear Atomic Foremen's Club, Inc. Roy was a trustee (divisional representative) on the Board in 1972.

M. J. RAFFERTY has been selected to attend the one-week Management Development program at Wittenberg University during the week of February 18.

R. L. SMITH, D-711, is the newly elected president of Valley Local School Board. E. I. BIBBEY is a member of the same board.

J. R. ARMSTRONG and X. S. MAROUDIS presented a science demonstration to approximately 200 (6, 7, and 8th grade) students at Piketon Elementary No. 2 on Tuesday, January 9.

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