



R. L. DUFFEY
ENGINEERING

D-761
X-100

GAT Management NEWSLETTER

Editor - H. McClelland

March 7, 1973

THE DATA-LINK computer system (\$168,000) is here and is being installed. Then follows a period of testing its capabilities and training personnel to operate it. Target month for full operation is May. The equipment makes available the use of many types of computer language. It allows us to connect directly with the IBM 360-370 system at the Computer Technology Center at Oak Ridge and to utilize their equipment in solving problems. In addition, teletype terminals will be available on a time-sharing basis for use when the Data-Link system is not in use.

ARBITRATOR John E. Sembower from Chicago, here for the first time, heard two grievances submitted by the OCAW, Local 3-689, on March 1.

NEW SALARY EMPLOYEES include JOHN C. DIKEMAN, technical man, D-850. He graduated from Somerset H.S., and Centre College, both in Kentucky. He has a B.A. in Chemistry, has been working for senator John Cooper in Washington. JAMES G. BAILEY, engineering cost estimator, D-761, worked here as a maintenance mechanic 1957-61. He has an A.S. in Accounting from Marshall U., has been working at Empire Detroit Steel. JOHN J. RAYMOND, engineer, sr., D-761, graduated from Johnstown Catholic H.S. and Villanova U., both in Pennsylvania; was in the U.S. Navy from 4-67 to 1-73. JOHN D. JORDAN, D-551, graduated from Beaver H.S. and has two years at Ohio U-Portsmouth. He has been working at Parker-Hannifin in Waverly. His father is J.E. JORDAN, D-724.

EMPLOYEES who will reach their 20th service anniversary soon include: C.I. CRAWFORD 3-12; C. W. BEAUMONT, O. E. GLEIM and H. E. KELLEY, all on 3-16.

SCIENCE DEMONSTRATIONS were presented recently by R. W. SPARKS and L. G. SWOPE to 65 students at St. Mary School in Chillicothe; by R. L. O'DOHERTY and Dr. R. T. KAPLAN to 30 students (science club) at Clay H.S.; by J.R. ARMSTRONG and C.R. TRIVISONNO to 60 students at East Jackson School in Pike County.

THE FILM, "We Got To Save Joe's Bar And Grill," has been on plant-site since November. Some of the film was shot in Gdys's Los Angeles plant and the Operating Committee has approved showing the film to all employees on a "can be spared" basis. So far fewer than 400 have seen it.

MANAGEMENT NEWS---ON THE NATIONAL LEVEL

OWENS-ILLINOIS has an "Employee Information System" which covers 12,700 salary employees and 364 different jobs. They say that this results in a master compilation which, insofar as possible, tells management the name of everybody capable of doing a particular job and keeps an employee from getting lost in a big company. On request, their computer will produce a Personnel Employee Profile on any employee. Between 1,400 and 1,500 changes are made monthly in their records to keep the information current.

THERE WERE 5,100 work stoppages in 1972. They involved 1.7 million workers and 26 million man-days of work were lost. Both the number of workers involved and the amount of time lost were the lowest for any year since the mid 1960's.

THE PRIVATE secretary will all but disappear before 1980. Working hours will become highly flexible and individualized. The personnel man the solver of "people problems," will gain in influence. In the personnel department and the office of executives who deal with employees a lot, the desk will be replaced by a round or oblong table so that boss and employee, or interviewer and interviewee, can confer on a more equal-equal basis. All of the preceding predictions come from the January issue of Administrative Management.

A-65-YEAR-OLD jogger in Chicago has run more than 3,500 miles in the last five years. When he started, he weighed 234 pounds. In less than two years, he was down to 160 and has maintained that weight ever since. Most of his jogging has been done at a nearby YMCA.

IN 1966, the Census Bureau predicted that there would be 361 million people in the U.S. by the year 2000. Recently, it revised the prediction downward-to 250 million. They say that the death rate is fairly constant, less than one percent a year. Net immigration is steady, adding about 400,000 people a year. The key variable is the birth rate. In the 12 months ending October, 1972, nine percent fewer babies were born than in the previous 12 months.

(source: Nat City BK Monthly Econ Letter, Feb. '73)

IN 1974, unless the law is changed, workers earning \$12,000, \$36,000, or \$72,000 will pay \$705 a year in (Social Security) payroll taxes. The percentage of earnings which go for taxes on the first amount mentioned above is 5.85, the second is 1.95, and the third and last is less than one.

HUGH HILLIARD, our first manager of Industrial Relations, is retiring on March 23 with 46 years of service. He was transferred back to Gdyr-Akron in 1956, and recently has been director of Industrial Relations for Goodyear International Corporation.

PEPSI-COLA now "hits the spot" in 124 countries (and territories), including the Soviet Union.

A PROFESSOR at a southern university says that a survey of the 500 largest U.S. companies revealed that only one-third of today's college grads can apply college-mastered theory to business practicalities. So instead of recruiting them at an estimated \$1,500 apiece, Administrative Management says that many companies are now hiring, instead, high school grads, junior college grads, veterans with experience, or college grads who have worked for other employers for a year or more.

ONE FORECAST for 1980 is that there will be 10 million recreational vehicles on the road IF gasoline is not rationed or too high in price.

PROBABLY NO MYTH is more universally believed than that living costs have gone up faster than income. The Bureau of Labor Statistics says the truth is that since 1965 the cost of living has gone up 34 percent. The average weekly income has gone up 46 percent.

OHIO has 486 airports. There is at least one airport in every county capable of serving business jet planes.

IN MAKING up the telephone directories for individual towns, the women doing the work did not have the responsibility for a total book. Jobs were changed so that one checker had the complete responsibility of compiling the listings, making changes, checking for errors. Robert Ford, in his book "Motivation" says that there were 3.97 errors per 100 listings under the old system. Thirty days after the system was changed there were no errors.

WHEN CAPT. COOK "discovered" Australia, a strange animal was brought aboard ship. A sailor sent ashore to find out it's name returned and said it was called a "Kangaroo." Many years later it was learned that when the natives were asked the name of the animal and replied, "Kangaroo," they were asking, "What did you say?"

THOUGHTS ON MANAGEMENT

WE HAVE THE CHANCE today to do more than ever before in our history to make life better in America... to restore respect for law, to make our communities more livable... From this day forward let each of us make a solemn commitment in his own heart: To bear responsibility, to do his part, to live his ideals--so that together, we can see the dawn of a new age of progress for America...

-- Richard M. Nixon, in his second inaugural address, January 20, 1973

INTERNAL REVENUE SERVICE: The world's most successful mail-order business.

-- Bob Goddard

MY WIFE and I are trying to raise our 12 children--three of them adopted--to be good citizens. We're trying to instill in them the old-fashioned virtues: independence, self-reliance, responsibility. But we are worried sick! We're worried about smut, which is peddled openly in the store windows and movie theaters which our teen-age sons pass on their way to school. We're worried about the drug pushers that hang around the junior high two of our children attend. We're worried about the decline in the discipline and education in our schools, when we see the difference between what our youngest is being taught compared to what our oldest was taught just 15 years ago. And perhaps our deepest worry is about the personal safety of our children, whenever we think of the unchecked crime in the streets--and suburbs! We believe that permissiveness is the chief cause of all these things and we will never correct them until enough citizens stop being apathetic and decide to stamp out permissiveness!

-- Judge John Henry Norton, Fairfield, Conn. 06430

A SCIENTIST suffered confusion, brought on by statistic elusion. Though he worked 'til he lathered, the data he gathered refused to support his conclusion.

-- John E. Kinney

A JOB is a chance to learn, to grow, to preserve a healthy personality, to attain the excellence possible with inherent capabilities, to develop toward self-fulfillment... A generation ago that definition would have sounded ridiculous. Today, it is realistic.

-- Thomas G. Spates

FATHER of teen-age daughters: "The only lie I'm putting on my income tax return is listing myself as 'head of the household.'"

WE HAVE concentrated too much on the question of how these 1975-1976 (auto emissions) standards are to be met, instead of raising the far more relevant question: Why should they be met?

-- John Riccardo, Chrysler Corp. president

THE POSITIVE SIDE of self-interest makes the negative side look anemic. Give people a chance to get rewards that will satisfy their own personal hungers and you will cut loose such a positive force that you will think you've split an atom. The man who learns to accept individual self-interest as an unavoidable reality, to understand its dynamics, and to weld it into teamwork is the man most likely to succeed in business.

-- R. Conarroe, "Bravely, Bravely in Business"

THE PLEASURES of eating are fleeting. But the pleasures of fasting are lasting.

-- Cappers Weekly

I AM a little thing with a big meaning. I help everybody. I unlock doors, open hearts, dispel prejudice. I create friendship and goodwill. I inspire respect and admiration. Everybody loves me. I bore nobody. I violate no law. I cost nothing. Many have praised me, none has condemned me. I am pleasing to both those who hold high office and those of lesser rank. I am useful every minute of the day. I am COURTESY.

-- General Telephone, "Your Voice is You"

BEHIND an able man, there are always other able men.

-- Chinese Proverb

THE VERY LIFE and function of creativity is to go courageously into the darkness of the unknown. This involves ever searching for the truth and living honestly. We shall be handicapped in achieving such a goal as long as we condition children to authority acceptance and dishonesty in the home, school, church and government. The truly creative person, the kind of creative person that we need so urgently, must be able to make judgments independently and stick to them, even though most others disagree. It must be remembered that every new idea in the beginning always makes its originator a minority of one. It is well known from research that being a minority of one is tremendously uncomfortable and more than most people can tolerate. Thus, creativity takes great courage.

-- E. Paul Torrence, chairman, Dept of Ed. Psychology, U. of Georgia

WHO'S WHO IN MANAGEMENT

VICTOR R. MARTIN is a maintenance foreman in D-724, Miscellaneous Shops. He is responsible for the activities of 10 maintenance mechanics who repair vacuum pumps, refrigeration compressors and valves (Valve Shop); rebuild rotating parts (Seal Shop); maintain and calibrate scales and balances (Scale Shop); and repair small tools. He reports to E. C. GEARHART, general foreman, D-721 and 724.



Mr. Martin attended Bellaire (Ohio) High School, and completed a 24-hour Basic Supervisional Program at GAT in 1957. Most previous former employer was Copeland Pontiac Sales and Service, Shadyside, Ohio. He started there as an auto repairman in June 1940, was the shop foreman (August 1945 to October 1954) until he resigned to come here. He was hired as a mobile equipment mechanic 1/c, promoted to maintenance mechanic 1/c (5-2-55), and to his present position on August 16, 1957.

Vic and his wife, Ruth (She's a lab analyst in D-551, X-710), live at 512 Seal Avenue in Piketon. Their daughter, Mrs. Lee (Nancy) Montgomery and her husband live in Shadyside. The Martins are unusual in respect to the fact that even though they are comparatively young themselves, they already have a grandson, a granddaughter, and a great grandson. They are members of the South Bellaire (Ohio) Methodist Church. Vic belongs to Shadyside Lodge #724 F&AM, Columbus Consistory AASR (Scottish Rite Masonry), and Silver Compass Club (GAT Masons). Included among his hobbies are golf, bowling, and fishing.

GAT NAMES AND FACES IN THE NEWS



W. J. FIELDS



W. R. SIMPSON



V. J. DeVITO



E. P. PLUMMER



W. E. COOK



H. D. SMITH

W.J. FIELDS, D-851, is the 1973 president of the Atomic Energy Workers Council, which represents some 10,000-15,000 workers all over the U.S. and Canada and at plants with OCAW contracts engaged in some phase of atomic energy activity.

W.R. SIMPSON was speaker for two meetings and V.J. DeVITO the speaker for one meeting during the AEC-ORO Transportation Conference in Oak Ridge, February 21-22.

E.P. PLUMMER is retiring. His 19th service anniversary is March 29. His last day worked will be Friday, March 30. Paul says he plans to do some fishing, some gardening, some hunting and may take some short trips.

W.E. COOK is president of the Waverly Toastmaster's Club. The club meets at 6 p.m. on the second and fourth Thursday of the month at the Lake White Club and they are looking for more members.

H.D. SMITH is the re-elected president of the Western Local School Board. He has been a member of the Board for 19 years. He is also central committeeman for Mifflin Township.

FOR GAT USE ONLY