



R. L. DUFFEY  
D-761

# GAT Management NEWSLETTER

Editor - H. McClelland

May 16, 1973

IN THE RECENT successful negotiations between GAT and OCAW Local 3-689, L. E. FULLER, F. E. PICKENS and J. W. WESNER represented GAT; R. L. DEVER, W. J. FIELDS, J. M. HENSON, J. C. KARRICK, and L. L. RAMEY represented the Union. Sam Lopez, from the International and George Bell, Federal Mediation and Conciliation Service, were also present for most of the meetings.

DID YOU KNOW that the 550 subdivision has radium valued at more than \$46,000? It weighs only six grams but it is housed within heavy lead walls and handled from a distance to prevent any health hazards. They use it to determine the amount of U-235 present in uranium waste.

SALARY EMPLOYEES with a 20-year anniversary soon include: H. M. CUTRIGHT, May 18; C. B. BURKHOLDER and J. M. PIEPER, May 25; R. A. BORN, R. F. CHANNEL, R. T. GLASS, E. MUTTER, E. A. SMITH, and G. J. WILLIAMS, June 1.

ARBITRATOR Lawrence E. Seibel from Washington, D.C. is scheduled to be here on May 18 to hear two grievances from Local 3-689. One concerns job assignments; the other escort duties.

THREE GAT employees will speak during the "Free Education Day" program on May 23 at Chillicothe High School. L. G. SWOPE and P. M. CALLIHAN will talk about "Sound and Noise," and A. P. ROMERO's subject is "Graphology: Its Place in Our World."

X. S. MAROUDIS is one of the new officers of the Portsmouth Elks Lodge. Sam's title is: "esteemed lecturing knight." Officers of the Skyline Country Club in Waverly include R. D. STRICKLAND, 1st v.p., and ANITA BROWER, secretary-treasurer.

NEW SALARY employees include CHARLES B. GREATHOUSE, draftsman, sr., in D-761. He graduated from Norwood H.S., studied a year at the U. of Cincinnati; worked for Cincinnati Milicron as a designer from 1959-73 (except for service with the U.S. Marine Corp. 1961-65). BEULAH F. McQUESTEN, keypunch operator in D-541, graduated from McKell H.S. in South Shore, Ky., has worked at Williams Mfg. Co. since 1956. VESTA I. CORNETT is the new nurse in our hospital. She received her R.N. from Louisville (Ky.) General Hospital, and was formerly employed by GAT (1954-60). Vesta is the wife of P. R. CORNETT, D-731.

## MANAGEMENT NEWS---ON THE NATIONAL LEVEL

THE CHAIRMAN and president of ITT Avis, Inc. in a recent article in Industry Week, says that most people could do three or four times more every day without increasing the numbers of hours they work. He says 10 minutes spent each evening lining up the next day's work will help to eliminate much wasted time. He also says that most meetings run much longer than they need to; that we lose two-thirds of what we hear immediately; this means time-consuming repetition; and we don't delegate enough or else we delegate and then pull back and do ourselves what someone who reports to us could and should have done.

A PUBLISHING FIRM has paid Dr. Thomas Harris, author of the book "I'm OK, You're OK" a million dollar advance for paperback rights.

THE RIVERSIDE, Calif. plant of Alcan Aluminum Corp., lost a defense contract and the number of employees dropped from 1,200 to 600 in one year. Management then conducted an attitude survey. They were surprised to find that big problems such as layoffs, wages and benefits didn't bother employees as much as little things. Typical comments include, "I don't see managers in the plant anymore. I don't even know who some of them are." "I'm just a number around here." "Nobody even really listens to my suggestions. "I don't know what's going on in other areas." About 32 percent of the comments (80 percent of the employees participated) concerned production and how it could be improved. Twenty-six percent of the comments concerned morale, and the reasons why it was so low. Twenty-three percent dealt with poor communications, and 18 percent were related to the work environment. Almost all the comments were constructive.

GOODYEAR has plants in 64 different places in the U.S., including multiple plants in Akron and Litchfield Park, Arizona. GIC (Gdyr. International Corp.) has plants in 43 locations, including multiple plants in Luxembourg; LeHavre, France; and Toronto, Canada. New plants are being built at Berea, Ky.; Merced, Calif.; Rolling Prairie, Ind.; Americana, Brazil; Kuala Lumpur, Malasia; and Rio de Janeiro, Brazil. It has manufacturing affiliations with two companies in India; one each in Australia, Ireland, England, Malasia, Portugal, Japan, Italy and New Zealand. It also has five rubber plantations.

THE U. S. DOLLAR BILL is worth only 69¢ in Australia.

WORK HAS STARTED on a new \$3.5 million American Museum of Atomic Energy at Oak Ridge. It will have a variety of new exhibits in four major exhibit wings, a 270-seat auditorium, a large classroom, a laboratory workshop, an equipment demonstration room, administrative offices, rest rooms, and a 200-car parking lot. It is scheduled to be completed by October, 1974.

U. S. INDUSTRY spends about \$250 million a year on publications for employees and the general public to keep them informed about their companies.

WILLIAM T. MORRIS, chairman of O.S.U.'s Industrial & Systems Engineering Dept. has a new book coming out in June titled "How to Get Rich, Slowly, But Almost Surely." Publisher is Reston Publishing Company. Author says book is an every man's how-to book. It applies systems analysis to stock market and "doesn't have an equation in it."

PRO GOLFERS do all right. Lee Elder, for example, never won a tournament in 1972 and was 32nd in earnings, but still won \$70,401.

FAMILY INCOME, 1972-1982, the experts tell us, will show these changes: Under \$5,000, a 67 percent decrease; \$5,000-\$10,000, a 46 percent decrease; \$10,000-\$15,000, a 15 percent decrease; \$15,000-\$25,000, a 63 percent increase; \$25,000-\$50,000, a 466 percent increase; and over \$50,000 a 621 percent increase.

"MEET THE PRESS" has been on TV longer than any other program--25 years.

METROPOLITAN LIFE has a staff of six specially qualified counselors willing to offer advise on a wide variety of problems without embarrassment to the employee. Four thousand employees were counseled in 1972, some 1,000 of them retirees. Marital problems, including financial difficulties; medical and behavioral problems such as alcoholism, drug abuse, or emotional disturbances are among those which keep the counselors busy.

SURVIVAL 495 is a course at the University of Hawaii. A student can earn two credits by attending classes for a semester without using a car.

RESEARCHERS at the U. of Pennsylvania report that childhood obesity should be considered a serious problem not only in itself but because the overweight child has an 85% likelihood of becoming a fat adult.

## THOUGHTS ON MANAGEMENT

THE ZEAL for easy solutions contaminates the campus today. With pathetic eagerness we embrace the latest fashion. Yesterday televised instruction, today cable television; yesterday honors programs, today independent study; yesterday computer assisted instruction, today the video cassette; today pass-fail and the "university without walls" and tomorrow--almost certainly, a new disappointment. In all this, yesterday's fad is today's failure. And the search goes on--always for quick, easy painless solutions which somehow never go to the root of the matter. Ralph Waldo Emerson described our predicament: "Having lost sight of our goals, we redouble our energies." In so doing, we diminish our capacity for solving problems.

-- From a commencement address in December, 1972, at O.S.U. by Dr. Harold L. Enarson

SOME MEN feel that if there is any discrimination against women it's because of the shape of their skin.

-- John Gridiron

TODAY'S SUCCESS is tomorrow's norm, and the individual is doomed forever to be blamed for what he failed to do, not praised for what he accomplished. Everyone does what he can in the time he's got toward whatever end he thinks best, and most succeed somewhat. But successes are short-lived; today's battle is tomorrow's fish-wrap, and yesterday's hero is today's bore. Success becomes the normal thing, therefore not valued. An entire generation made it possible for the upper middle class to win a piece of the action, have a bit of suburbia. They succeeded incredibly well. And now it's so routine it has little value. My child may ask why we don't have steak more often. He doesn't know and can't appreciate that I spend my life so he doesn't have to eat baloney all the time. I don't know what my father did for me, only what he didn't do.

-- Lawrence C. Gerckens, director of O.S.U.'s School of Architecture.

THE BEST WAY to remember your wife's birthday is to forget it once.

-- advice from someone who did.

RATIONING or \$1 per gallon gasoline could give a big boost to mass transportation. Truck transportation could dive and rail transportation sky-rocket, since trains move huge loads at a fraction of the energy cost of trucks.

-- Dr. Donald D. Glower, chairman of Mech.-Eng. Dept. O.S.U.

LOW STAFF MORALE isn't usually caused by a lack of concern on management's part. Management usually does care. Rather, a morale problem occurs because management fails to communicate its concern to employees. It's not how concerned you are, it's how concerned they think you are.

-- Robert P. Levoy, in Administrative Management

DID YOU HEAR about the Texan who had a water-bed so big it rose and fell with the tide?

-- Shelby Friedman

IT'S BEEN ESTABLISHED beyond any question of a doubt--speed kills. And it's ridiculous. People rush to work--then dawdle over coffee; rush home--and spend an average of five hours sitting in front of a TV set. It has been estimated that if each of us who drive would reduce our speed 20 percent, 25,000 lives per year would be saved. In addition, there would be 77,000 less people with permanent disabilities, 2 million less people with other injuries and there would be an annual saving of 4 billion for car repairs. Do you know how much it could cost us? Eleven minutes more driving time per day!

-- Earl Nightingale

MANY WHO HAVE the gift of gab don't know how to wrap it up.

-- Arnold H. Glasow

YOU CAN TAKE a compass with a one-mile radius and put the point down at the corner of Fifth Avenue and 51st Street in New York and within that circle lies the control of 95 percent of the entire opinion and influence-making in the U.S.A. This would not be a healthy situation even if all shades of opinion about all problems and issues in America were represented. A great mass of documented evidence is accumulating which shows that one ideological viewpoint--the Left "liberal"--is dominating all types of "news" and "information" beamed to the nation.

-- Dr. George Benson

SOME PEOPLE are just no good at counting calories, and they have the figures to prove it.

-- Mickey Porter

GOLF is one of the frustrating things in the world. Miss that important putt, and you're positively spastic. Fishing, on the other hand, is at the low end of the frustration scale.

-- H. Robert Marschalk, president, Richardson-Merrell, Inc.

## WHO'S WHO IN MANAGEMENT

JAMES A. BOWLING is an "R" shift supervisor in D-554. He supervises several laboratory analysts who operate mass spectrometers in making assays of uranium materials on his shift. He is responsible for seeing that they are properly trained, for the calibration of standard materials for mass spectrometers, the calculation of assays, and he also serves as the X-710 local emergency director when working weekends or the 4-12 shift. He reports to N. F. CHRISTOPHER, section head of Isotopic Analysis.



Mr. Bowling graduated from Logan (W. Va.) Senior High School, and received a B.S. in Education from Rio Grande College. He worked as a mechanic-helper (9/50-2/52) for the W. Va. Coal and Coke Corporation before enlisting in service. He was an airman first-class (2/52-3/56) in the U.S. Air Force, and completed three of their technical training schools. GAT employed him as an electronics technician trainee in September 1956. He was promoted to electronics technician in January 1959, and to his present position in June 1965.

Jim and his wife, Alice, live at 120 Anderson Drive in Jackson. He is a member of the Wagon Wheelers Square Dance Club, GAT Foremen's Club, American Legion Post #81, and is a past Chef de Gare of 40 et 8 #1051 in Jackson. His hobbies include the restoring of antiques, photography, square dancing, and automotive repair.

## GAT NAMES AND FACES IN THE NEWS



G. J. WILLIAMS



A. N. PITTS



H. STEINHAUER



R. E. MANNING



N. R. ANDERSON

G. J. WILLIAMS is going to make a talk during a computer workshop at Gdyr's St. Marys plant May 23-24. It will be attended by representatives from Gdyr's General Products Division and Gordon is going to tell them about computer operations here including our new Computer-Link.

ALICE N. PITTS is retiring June 1 with 19 years service. She has been on leave of absence since last October because of poor health. She expects to continue to live in Chillicothe.

H. STEINHAUER spoke to the Beaver Lion's Club on May 1. His subject was "It Is Up To Us."

R. E. MANNING, D-532, and N. R. ANDERSON, D-812, were two of five men presented statuettes for "Outstanding Service to Boyhood" at the Chief Logan Council's Annual Recognition Dinner held recently.

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