



# GAT Management NEWSLETTER

C. F. HARLEY

D-552

X-100

Editor - H. McClelland

November 7, 1973

GAT'S EDUCATIONAL ASSISTANCE program has been revised, improved and simplified. Now, the company will reimburse employees for all tuition for courses successfully completed that have been approved in advance. The provision that an employee must have six months service to be eligible to participate has been eliminated. There is no limit of the number of hours that can be taken in any one quarter (as long as it doesn't interfere with job efficiency). In addition, an employee can request an advance equal to the amount of tuition (it was \$100). SPP #E-GP-5 outlines procedure, R. C. KRAMER coordinates the program.

SALARY EMPLOYEES with 20th anniversaries before our next issue include:

J. E. BROWN	11/9	J. M. DUNCAN	11/16	ROSE M. ROGERS	11/16
G. CONLEY	"	B. H. MURDOCK	"	J. L. SCRIBNER	"
NORMA COPEN	11/16	D. E. PRICKETT	"	R. SIMPKINS	"

NEW SALARY EMPLOYEES include MRS. PATRICIA L. OSBORNE, accounting clerk, D-513. She graduated from Northwest H.S. in McDermott. Last employer: W. M. Lewis and Associates, Portsmouth. MRS. DOROTHY Y. CHURCHILL, steno, D-224, graduated from high school in Lancaster, Ky., has a B.S. in Business Administration from Berea College. Her husband, William, is in D-101.

RECENT TRANSFERS include DIANNA M. PIATT, from steno, D-224, to clerk, D-737; R. B. COCHRAN from accounting clerk, D-512, to production process operator in training, D-810; MARSHA K. STONE from clerk, D-541, to clerk, sr., D-512.

ADMINISTRATIVE SERVICES says that "Search for 'I'deas", the recent publication distributed to supervision is now available to all employees. It can be a helpful tool in your efforts to reduce departmental costs. Talk it up, encourage your employees to use the write-up, and remind them that the need for new "I'deas is just as great now as it ever was---maybe more so as we look to the years immediately ahead.

CONTRIBUTING to the success of the recent All-In-One Campaign was the \$12,500 (highest ever) contribution by Goodyear. The total amount contributed (by employees and Goodyear)--\$37,213.25--is the highest total since 1957 (\$37,866.02) when we had a lot more employees. Last year, you remember, the average contribution was \$17.89, the highest ever. This year, the average gift was \$18.84, a new record.

## MANAGEMENT NEWS---ON THE NATIONAL LEVEL

GOOFING-OFF management men upset workers much more than boredom on the job, according to a Columbia professor who specializes in industrial studies. He says there is no evidence that executives and white collar workers are less wasteful or more productive than blue collar workers and the latter resent the former giving them pep talks when what they do speaks louder than what they say.

PICKER CORP. makes sophisticated machines used in medical diagnosis. After management started having employees put their names on subassemblies that go into the finished product, quality improved.

GENERAL ELECTRIC and the International Union of Electrical Workers have an "Expedited Arbitration" agreement on contested disciplinary actions, discharges and upgradings which has greatly decreased average costs and time to process cases. During a trial period, 312 cases from 25 plants were resolved at a rate of 2.4 cases a day, and an average cost of \$46.15.

D. C. GOODLAND has returned from a special assignment in Europe for Goodyear and is now manager, chemical plants engineering. He was a member of our Technical Division for almost 10 years (7/54-4/64) before his transfer to Gdyr-Akron.

BUDGET-MINDED travelers are pleased with the way economy motel chains are expanding all over the country. By 1975, they expect to have a nationwide total of 125,000 rooms. Most chains honor major credit cards, but Motel 6 and Econo-Travel do not. Here are their names, rates for one person, and where to find them: Scottish Inns-\$6, South, Southeast, Midwest; Motel 6-\$6.60, nationwide; Days Inns-\$8, South, Midwest; Regal 8-\$8, Midwest; Econo-Travel-\$8.50, nationwide; Budget Inns-\$9.50, Indiana; Chalet Suisse-\$9.75, New England.

OAK RIDGE National Lab held their first "Family Day" open house in six years recently and more than 5,000 attended.

A CALIFORNIA COMPANY encourages its employees to exercise more and cut down on pollution with a bicycle subsidy plan. Employees can buy a lightweight, ten-speed bike and the company pays \$10 of the \$90 cost. In return, the employee promises to ride the bike to work for at least a month--the company provides bike racks and chains. The employee can, if he wishes, pay for the bike by payroll deduction of \$6.15 a week for 13 weeks.

BICYCLES are first, baseball equipment 13th and paper money 25th in a list of the "top 25 categories on the hazard list" recently published in Industry Week. Second through 12 in order are: Stairs, ramps and landings, nonglass doors; cleaning agents; tables; beds; football equipment; playground equipment; liquid fuels; kerosine and lighter fluid; architectural glass; and lawnmowers.

G DYR-CARTERSVILLE plant employees have an added incentive to work safely. Whenever all the employees in a department work 1,000 days without a lost-time accident, they enjoy a free dinner at the expense of management.

LAST YEAR, according to the National Wooden Pallet and Container Association, 156 million wood pallets were sold to industry. They say the cost is \$4.75 or more each and scrapping those that are repairable is like throwing away money. An article in "Modern Plant Operations & Maintenance" suggests that pallet life can be extended at little cost by speedily-applied steel strapping.

OTTO ROHRBOUGH has been promoted to plant maintenance supervisor at Gdyr-Point Pleasant. He was a GAT employee from 1954-58, and was a Production Division foreman when transferred to Point Pleasant.

THE BBC (British Broadcasting Co.) recently made a study of what would happen to Britons who tried to do without TV for a whole year. Volunteer families were rounded up--184 of them--and paid the equivalent of \$13 a week to keep their sets off. Some of the families gave up the money and started watching TV in a couple of weeks, all of them gave up in less than five months.

WHEN NOISE in a telegraphic office was reduced from 50 to 35 decibels, errors were reduced 43 percent--which reduced the cost of sending a message by three percent.

"ENERGY," a new AEC traveling exhibit, is about to go on a nationwide tour. It is housed in three 50-foot trailers which are set up in the form of an "H" and contain animated exhibits, films, and visitor-operated consoles. A specially trained science teacher supplies additional information. There is no admission charge for "Energy."

THE MAXIMUM TAX for Social Security was \$468 last year. It is \$631.80 this year. It will be \$737.10 next year.

## THOUGHTS ON MANAGEMENT

HOW DOES YOUR BOSS supervise you? Is he effective at it? How do you respond? Why? What would improve your response? Why do you respond better or work worse than some guy you know that has similar responsibilities to your own? What excites you? What upsets you? How do your actions compare to your boss's actions? In short, study your boss's techniques and your reactions to get insight into the role of the supervisor. You will find, if you do this honestly, that you are as illogical, as complex, as emotional, as mistake prone as the rest of us. You will become more sensitive to the needs, aspirations and potential of the people reporting to you. And you will soon be that rare and valuable commodity: a good foreman or supervisor  
--Raymond Herzog, author of "To Be A Successful Supervisor..."

GOOD BRAKES and, above all, good tires are the most important safety items on a car.  
--Russell DeYoung

POSITIVE REINFORCEMENT is a legitimate management technique when the praise (or other incentive) is proportionate to the behavior praised. One of the problems with it or other popular motivational techniques is that some managers are tempted to believe that if a little works well, then a lot will work even better. But miracles, although always welcome, are unfortunately rare.  
--Personal Report for the Executive

YOU WILL FIND that luck is only pluck to try things over and over. Patience and skill, courage and will, are the four leaves of life's clover.  
--from "Patterns for Devotion"

ONE LARGE SOURCE of energy waste in the United States is the inadequate insulation in homes. Since energy has been so cheap, and insulation is largely invisible to the home buyer, most contractors build homes which are drastically inadequate so far as insulation is concerned, leading to extra demands for both heating and air conditioning. On the bright side, reflecting enlightened policy, is the fact that insulation is now required for federally financed housing. Also it is feasible in most present homes to supplement existing insulation. Such a step could result in substantial savings.  
--Clarence E. Larson, AEC Commissioner

PEOPLE WHO HAVE half an hour to spare usually spend it with people who haven't.  
--Indianapolis News

AN ALCOHOLIC is a person who drinks a fifth or more of liquor a week. This amount of alcohol over a long period may be damaging to the liver.  
--Dr. N. J. Greenberger

ALL TOO OFTEN we look for special external experiences outside the job to stimulate individual development when, in fact, the unique experience associated with the work itself can be a most productive form of development. To be effective, this type of development requires enlightened management, ready to delegate responsibility, capable of providing effective feedback and willing to take the risk of an occasional subordinate failure. The whole subject of job enrichment, usually associated with the phrase, "employee motivation," is fundamentally the creation of a nurturing, growth-promoting environment.  
--W. J. Palmer, "An Integrated Program for Career Development"

THE FELLOW who stays home on election day because he doesn't want to have anything to do with crooked politics has a lot more to do with them than he thinks.  
--Kingsport Tenn. Times-News

THE DISESTABLISHMENT of schools will inevitably happen--and it will happen surprisingly fast. It cannot be retarded very much longer, and it is hardly necessary to promote it vigorously, for this is being done now. What is worthwhile is to try to orient it in a hopeful direction, for it could take place in either of two diametrically opposed ways. The first would be the expansion of the mandate of the pedagogue and his increasing control over society even outside school. With the best of intentions and simply by expanding the rhetoric now used in school, the present crisis in the schools could provide educators with an excuse to use all the networks of contemporary society to funnel their messages to us--for our own good. Deschooling, which we cannot stop, could mean the advent of a "brave new world" dominated by well-intentioned administrators of programmed instruction. On the other hand, the growing awareness on the part of governments, as well as of employers, taxpayers, enlightened pedagogues, and school administrators, that graded curricular teaching for certification has become harmful could offer large masses of people an extraordinary opportunity: that of preserving the right of equal access to the tools both of learning and of sharing with others what they know or believe.  
--Ivan Illich, "Deschooling Society"

## WHO'S WHO IN MANAGEMENT

JAMES D. HAMILTON coordinates GAT's recreational program. His classification is "recreational staffman" and he is in D-233. His duties are varied because of the variety of recreation offered. For example, bowling and golf leagues are available for both sexes in four cities plus seven tournaments in one sport and three in the other. There is also basketball, volleyball, softball and tennis, Goodyear Women's Clubs in Jackson and Portsmouth, the Goodyear Swingfooters (square dancing), Men for Christ, the Magic Kingdom Club, co-sponsored dances, the annual GAT Picnic and the Sports Recognition Banquet. He reports to F. E. PICKENS, superintendent of Labor Relations and Public Communication.



Mr. Hamilton graduated from Portsmouth High School, attended Rio Grande (Ohio) College and Ohio University, Portsmouth Campus. He was assistant basketball coach at OU-P during the 72-73 school year. Goodyear employed him August 5, 1968 as a clerk, sr., made him an industrial relations staffman-trainee (10/1/68), promoted him to industrial relations staffman (3/1/70), and to his present classification on April 16, 1970.

Jim; his wife, Jane; daughter, Wendy Michelle (5); and son, Whitney James (3), live at 1617 Dewey Avenue in Portsmouth. They attend the Mt. Zion Baptist Church. He is a member of the GAT Foremen's Club, and the Board of Directors of the Scioto County Red Cross. He is a registered athletic official with the Ohio High School Athletic Association, and past vice president of the Portsmouth Citizen's Improvement Committee. His hobbies include music, jogging, bicycling, writing poetry, and reading science fiction.

### GAT NAMES AND FACES IN THE NEWS



W. J. LEMMON



R. D. McDERMOTT



DR. F. E. WOLTZ



M. M. BRUNO



W. W. WEEKS, SR.

W. J. LEMMON and R. D. McDERMOTT are scheduled to attend the third and final unit of the Wittenburg University Management Development Program the week of November 12.

DR. F. E. WOLTZ will chair the sectional meeting on Data and Analysis for Nuclear Criticality Safety during the American Nuclear Society meeting in San Francisco November 11-15.

M. M. BRUNO is retiring on December 1 with slightly more than 20 years of service. His last day worked will be either November 20 or 21. For the immediate future, he plans to continue to live in Chillicothe.

W. W. WEEKS, SR. retired October 1 with slightly more than 20 year's service (his service dates back to 7/6/53). Walter has been in poor health for more than a year.

**FOR GAT USE ONLY**