

# GAT Management NEWSLETTER



R. L. DUFFEY  
ENGINEERING

D-761  
Y-100  
Editor - **H. McClelland**

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A GRADUATION LUNCHEON for the first group (17) to finish the four-year maintenance apprentice program will be held in the semi-private dining room of the cafeteria on October 18. Clyde R. Boose, director of personnel for Goodyear in Akron, will be the principal speaker. M. W. HARTLE, apprentice coordinator, will be unable to attend so G. D. ALTHOUSE is expected to act as MC. Mr. Irvin G. Feldman, U.S. Dept. of Labor's Bureau of Apprenticeship & Training, will present the state certificates, C. D. TABOR, the GAT certificates. Invited guests include instructors and supervision who have helped the most to train the men along with the president of the union and the members of the Apprenticeship Committee.

W. E. CONLEY's 20th anniversary is October 5; E. HARTNETT's is October 8; and C. B. TRACHSEL's is October 12.

INSTRUCTORS from Digital Equipment Corp., Maynard, Mass., (three total at various times) are teaching a course on computer maintenance to 10 employees (5 salary, 5 hourly) on plantsite. The course started September 10 and will last nine weeks (not consecutively), eight hours a day.

RECENT TRANSFERS include: D. H. WATTS and R. R. McROBERTS in D-761, from draftsman apprentice to draftsman. They are the eighth and ninth graduates of this combination study and on-the-job training program; G. E. HENNEMAN, foreman, D-724, to inspector, equipment and parts, D-729; R. MILLER accounting clerk, D-512, to material control analyst, D-424.

NEW SALARY EMPLOYEES include: ROBERT W. CRANSTON and KENNETH F. NEWTON, JR. Both are buyers, D-411, and both are recent graduates of Ohio U. Bob went to high school in Worthington, Kenneth in Chillicothe. DEBORAH L. BARNETTE, KERMIT G. FAULKNER and LARRY L. KELLER are co-ops here for their first work assignments. Deborah and Kermit are enrolled at Tennessee Tech., Larry at the U. of Akron.

WANT TO BUY some scrap steel or lead sheathed scrap telephone cable? GAT is having a surplus sale of 115 gross tons of steel scrap and 50,000 lbs. of scrap telephone cable. Sealed bids will be opened at 2:00 p.m. on October 9. Bidders must deposit 20 percent of their bid. For more information, call M. R. KENNARD.

## MANAGEMENT NEWS---ON THE NATIONAL LEVEL

A MID-WESTERN manufacturer recently completed a program to explain employee benefits to their spouses. Husbands or wives, as the case might be, were invited to attend an approximate two-hour program entitled "How the Benefits Program Affects Your Family's Financial Security." Spouses could have their choice of morning, afternoon or evening meetings, coffee and cookies were served and each session was limited to 35 people. Those attending received a description of each program, hypothetical cases for comparison, the philosophy behind the adoption of each plan, and the cost to the company and the employee. Time was allowed for questions and discussion. Response to the program was described as "tremendous."

WITTENBERG U's 22-year-old Management Development program has had more than 14,000 people attend one or more of its week-long programs (as of August 3, 1973).

DID YOU READ about the new high school on Route 23 in Greenup County, KY.? It has wall-to-wall carpeting in all of its 45 classrooms and the classrooms have a total of 27 slit-type windows. The cafeteria and kitchen are very modern and can feed 1,100 people in less than 90 minutes. Everything is very plush and not at all the type of school you would expect to find in Appalachia.

IN 1900, engineering was the only recognized profession that required four years of collegiate study. Doctor of Medicine required three years, Doctor of Dentistry and Bachelor of Laws only two years.

CINCINNATI BELL's transfer plan allows nonmanagement employees to recommend themselves for jobs in other departments. But, employees have to spend a specified length of time in one job before trying to make a move. For example, a switchman has to work 30 months, a service representative 18, an operator 12. Every three months, the employment department publishes a list of projected job opportunities and a list of recent job placements.

THE EDITOR of Administrative Management says that those of us who are responsible for running meetings of up to about 100 people should follow the airlines example and separate smokers and non-smokers. He says it should not be difficult to post small signs or indicate verbally, with a smile, so that smokers will sit on one side of the room and non-smokers on the other.

M. E. JACOBS' idea to change survey meters from vacuum tube circuits to solid state is GAT's only contribution to the 89 listed in the most recent issue of AEC's Management Improvement Abstracts. Bendix has 15, Mound Lab. 14, Idaho Falls 13, and Union Carbide--two locations--11.

THE PARENT COMPANY recently received an award from the National Industrial Recreation Association for having the finest industrial recreation program in North America in 1972.

GOOD NEWS for spaghetti eaters comes from a mechanical engineer named Israel Smuts who has been issued a patent for an automatic fork which is lowered into the spaghetti with one hand. The user then depresses a plunger with one finger which causes the prongs to rotate automatically and twirl without effort. Thus, as much or as little spaghetti as wanted can be procured. The prongs can be disconnected for washing.

THE EL PASO, Texas Herald Post says that the sun has failed to shine there only 15 of the last 4,000 plus days.

IN ATLANTA, Georgia, 56 men and women employed by 34 civic-minded firms have been relieved from their usual responsibilities, from September 1 to November 1, to work full-time at United Way headquarters. They will help conduct the fund-raising campaign with a goal of \$10.6 million.

EVELYN PERNOT recently retired at age 71 after 40 years as safety director for the Arrow Carrier Corp. of New Jersey. She was the first female industrial safety director in the country.

THE NATIONAL Interstate Highway System is due to be completed in 1974 (42,540 miles), but quite a few experts (according to an article in an O.S.U. Engineering journal) say that future high-speed land transit vehicles won't be running on wheels. Instead within 10 years, masses of people will be moving overland in high speed air cushion vehicles --which are more efficient at speeds from 150 to 200 miles an hour. Probably constructed of aluminum and powered by turbine engines, the vehicles will transport 60-80 passengers a mere two inches above concrete guideways.

IN CASE you were wondering or knew, but had forgotten, George Hughes invented the electric range in 1893; Willis Carrier invented air conditioning in 1904.

## THOUGHTS ON MANAGEMENT

MOST OF WHAT KIDS LEARN they pick up from Mom and Dad. If big Joe goofs off, little Joe goofs off. If big Joe cheats, little Joe cheats. And kids are learning to "Take whatever you can get." It's becoming the American way of life. It's swelling the welfare rolls. It's making absenteeism a three billion dollar a year catastrophe and pilferage a two billion dollar a year disgrace. It's your problem, Mr. Industry Manager. You've got to explain how goof-offism adds to the cost of doing business. How welfare, absenteeism, shoddy workmanship, pilferage and higher pay without higher production inevitably increase prices...  
--part of an advertisement by Penton

TOO MANY MEETINGS are held each month for no better reason than that it has been a month since the last one.  
--Bill Vaughn

THE ROLE of the supervisor is to teach, communicate, and reinforce the fact that standards exist and that they, like procedures, are representations of the best way of accomplishing the job task at a given time and they should be changed and updated when needed.  
--David Chalk, director of management development and training, Aerojet General Corp.

THE THING that's wrong with becoming middle aged is that you keep on getting older after you are old enough.  
--Don P. Radde

NEVER SAY, "I'm afraid I'm beaten." Never say, "I guess I'm done." Say, "I'll show 'em all, tomorrow." Say, "The fight is just begun." Never say, "My work has got me." Never say, "I've lost my stride." Say, "I'm not so much to look at, but I've got the stuff inside." Never let the world disarm you; if folks put you on the shelf, just refuse to stay. Don't falter--have pride in yourself.  
--Carol Sheridan

OUR INCOME TAXES aren't so bad. On an income of \$10,000 in Israel, the tax is \$6,200!  
--Hy Gardner

WHEN EVERYTHING WAS GUNG HO--new venture capital deals booming, lots of money sloshing around the stock market shooting through the roof--it was felt that young guys had more zing. But the economy has slowed down. And the demand has switched to maturity and experience.  
--Carl P. Ray, v.p., Ward Howell Associates

EDGAR SCHEIN of MIT studied the careers of hundreds of managers. He found the biggest influence on them was the first boss they got to know. Which bosses are your management trainees with now? With ones who will teach them about effectiveness? Or with ones who will teach them to mark time until retirement?  
--William J. Redden, "It's Output That Counts"

THERE IS no smaller package than a man who is wrapped up in himself.  
--contributed by Mary Sue DeLong

THE DEADEST ART in America is the art of listening. You can hardly hire anybody, even a psychiatrist, to listen anymore. Everybody wants to be heard; when everybody talks at once, who is left to listen? What we need is a national Clam-Up Day during which everyone from child to centenarian, would shut up and perhaps listen to some of the wise things being said but not heard.  
--Hal Boyd, syndicate columnist

THE OLD-TIMER who worked his way through college is now working his son's way through.  
--Rev. W. A. Nance

OF THE THREE major earthly sources of power--money, political, communication--the power to control information going to the people, and the power to contaminate information with advocacy are the most deadly to human liberty. Hitler and Stalin are two of several examples to dramatically prove this point.  
--Dr. George Benson

WE THINK OF OURSELVES as a young nation. Half of our people are under 26--but half of the people in Brazil are under 17.  
--Ramsey Clark

ADMITTEDLY, much of the paperwork generated in modern enterprise is essential to the proper conduct of the business. However, at least one-third of it is totally and unequivocally unnecessary. In fact, this third is evidence of the incompetence, inefficiency, weakness or insensitivity of the originator or the recipient.  
--W. R. Tracey, "The Empty Inbasket Trick"

ECONOMIC REWARDS, personal job satisfaction and future opportunity are three basic elements that turn people on. Failure and frustration turn them off.  
--Jerome M. Rosow, Standard Oil of New Jersey

## WHO'S WHO IN MANAGEMENT

BURDELL F. HOFFMAN is the relief foreman in the Electrical and Instrument Maintenance Departments. He replaces foremen when they are absent due to vacations, illness, or emergencies. At such time, he is responsible for the activities of from five to 13 electrical or instrument maintenance men. He reports to Q. England, Supervisor.

Mr. Hoffman graduated from Grove City (Penn.) High School, and entered the apprentice electrician program at Cooper Bessemer Corp. in June 1941. He was in the U.S. Navy (4/43-3/46) where he completed electrical courses at both Purdue University and the Electrical Interior Communication (between various parts of the ship) School, Washington, D.C. He returned November 1954, at which time he joined GAT as an electrician 1st class. His promotion to foreman-maintenance came on December 16, 1972.



Bernie and his son, Allen (works for Thompson Industries), live at 606 Walnut Street, Waverly. He is president of the Board of Trustees and an elder in the First Presbyterian Church of Waverly. He holds membership in Grove City Lodge #603 F&AM, American Legion Post 142 (Waverly), Civil Air Patrol (past Group 12 commander), GAT Foremen's Club, and the Silver Compass Club. His hobbies include bowling, hunting, fishing, and travel.

### GAT NAMES AND FACES IN THE NEWS



C. F. TRIVISONNO



G. E. MCGUIRE



J. F. NEWMAN



W. C. SINGER



W. R. SIMPSON

C. F. TRIVISONNO's 25th anniversary of Goodyear service was September 9. Note: This information is a month late. Sorry about that.

G. E. MCGUIRE is to attend Unit I of the Wittenberg University Management Development Program the week of October 22.

J. F. NEWMAN has been chosen to be a member of the Portsmouth School Board to finish an expired term of office that ends December 31, 1974.

W. C. SINGER, D-711, is the newly elected commander of American Legion Post #142 in Waverly.

W. R. SIMPSON is chairman for the ninth annual three-day meeting of the AEC Contract Traffic Managers Association, October 17-19. Approximately 30 men and one woman are expected.

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