



GAT Management NEWSLETTER

Editor - H. McClelland

R. L. DUFFEY
ENGINEERING

D-761
X-100

February 6, 1974

GAT has won the Goodyear Chemical Division Safety Contest for 1973! We competed with 11 other plants or units. Five are in Akron: Research, Chemical and Development, Plant 5, Plant 2 Chemical, Chemigum and Resin. The other six are in Beaumont, Point Pleasant, Plaquemine, Calhoun, Houston and Niagara Falls. Congratulations and thanks. We couldn't have won without your help.

J. M. ARTHUR, JR's 20th anniversary is on February 15. He is the only salary employee with a 20th anniversary between February 1 and the end of the month.

NEW SALARY EMPLOYEES include KENNETH R. HORSLEY, engineering cost estimator, D-761. He is a graduate of Portsmouth H.S., attended Portsmouth Interstate Business College and O.U. in Portsmouth; has been an office supervisor at Empire Detroit Steel since 1955. PAUL M. VULGAMORE, tech. asst. III, D-551, graduated from Waverly H.S., attended O.S.U. and Fort Wayne Bible College. Most recent employment was at Piketon Post Office. DAVID W. CHAFFIN, accounting clerk, D-331, graduated from McKell H.S. in South Shore, has a BBA degree from Eastern Ky. U.; has been working at the Guide Lamp Division of General Motors in Anderson, Indiana.

RECENT TRANSFERS include A. P. ROMERO, tech. asst. I, from D-551 to D-241.

GAT WOMEN'S 1974 team hdec bowling champs are: ANITA BROWER, wives of R. H. Owens (Caroline), J. L. Wills (Sharon), and Marge Everett, wife of an OVEC employee. Members of the men's champion team are: J. E. HARSHMAN, R. P. HOLLAND, R. D. STRICKLAND; R. H. OWENS, and R. D. BUSH.

DR. LEHMAN says the two most important things that happened in the Medical Department in 1973 were getting DR. ALBERTOWICZ (first staff physician in almost five years) and the purchase of a Pulmonary Function Analyzer. The PFA cost less than one thousand dollars, is very helpful in pre-employment and periodic physical exams, checking welders and employees who have to wear masks.

THE AVERAGE GAT EMPLOYEE is younger, has slightly more formal education but fewer years of service than was the case 13 months ago. He (or she) is 43.61 yrs. of age (age to nearest birthday as of 2/6/74), has 13.25 yrs. of formal education and 13.77 yrs. of service. This compares with 44.29 yrs. of age, 13.2 yrs. of education and 14.08 yrs. of service on 1/1/73. Hiring younger people (we now have 178 employees who are 25 yrs. of age or younger) has lowered two of the three statistical averages.

"BABY, YOU'VE COME a long, long way" could be a fitting caption for items about black Americans on page 2 and the quotes from Ramsey Clark and Dr. Jordan on page 3.

MANAGEMENT NEWS---ON THE NATIONAL LEVEL

SEVENTY-TWO BLACK Americans now hold seats on the boards of directors of major U.S. companies. Ten years ago, there were none.

BLACK DIRECTORS include: Jerome H. Holland, former U.S. ambassador of Sweden and president of Hampton Institute. He is on the boards of eight corporations (a record among blacks) and the New York Stock Exchange. Holland's directorships include AT&T, Chrysler, and Manufacturers Hanover. Clifton R. Wharton, Jr., president of Michigan State U., is a director of Ford, Burroughs, and Equitable Life--and says he has rejected about a dozen other directorships. Reverend Leon Sullivan, Baptist minister, is a director of General Motors, Girard Trust, and Philadelphia Saving Fund. Henry G. Parks, the sausage manufacturer, is a director of First Pennsylvania, Magnavox and Macrodyne-Chatillon, an aerospace instruments company. Clifford Alexander, Jr., is a director of Pennsylvania Power & Light and the Third Century Fund. Vernon Jordan is a director of Celanese Corp., and Bankers Trust.

ONE OF THE SEVEN men who are members of the Federal Reserve Board is a black man. He is Andrew F. Brimmer who was assistant secretary of Commerce for Economic Affairs, 1965-66.

AMTRAK, America's new National Railroad Passenger Corporation, is making preparations to carry far more passengers if fuel shortages are as great as anticipated this winter. Amtrak's diesel locomotives and turbine-powered trains use fuel oil (less costly and less highly refined than gasoline) and consume less than half as much fuel per passenger mile as a fully loaded automobile and less than 20 percent as much fuel per passenger mile as a jet-liner.

COLEMAN YOUNG is the city of Detroit's first black mayor, four of the nine-member city council are also black.

"WOMEN WORK FOR, and Win, Changes" was the title of an article in the December 30 (1973) issue of the Columbus Dispatch. Included was information about women's groups including the National Black Feminist Organization (NBFO). Thirty women met in New York last August and formed it. They elected Margaret Sloan chairwoman. This led to another conference in New York in December which 400 attended. NBFO already has more than 1,000 members. San Francisco has "Black Women Organized for Action" with 200 members.

ONE OUT OF EVERY 50 men and women age 35 and over are using their leisure time to go back to school to keep up with new developments in their field or to obtain credentials for a different line of work, according to the U.S. Dept. of Labor. Of the 1.5 million adults 35 and over attending school, somewhat over half are enrolled in college, almost two-fifths are attending a trade or vocational school, and the remainder are enrolled in elementary or secondary school. More than half of the group in college are women, many taking college courses to get a degree before re-entering the job market. Eight of 10 among the men who are attending college do so part time, and almost all are presently in the labor force.

THE MCGREGOR MUSIC MAKERS is a percussion band of eight Cleveland, Ohio, women, none of whom are under 70 years of age.

DR. BALTHAZAR, age 72, operates a free clinic in Aurora, Ill. He treats 80 to 100 patients a day, pays a registered nurse and a receptionist from his own pocket, accepts no fees of any kind. Eight other nurses and 19 Aurora citizens assist him as volunteers. Other local retired physicians have turned over their supplies to him and pharmaceutical houses contribute thousands of free samples. Any person regardless of financial need is treated on his first visit. The clinic restricts continuing care to financially underprivileged patients. The others are told, "If you can afford to pay, please see your family physician."

DID YOU KNOW that Ohio is the leading producer of greenhouse vegetables in the United States?

THE HIGHEST RANKING BLACK in Pentagon history is Dr. James R. Cowman, assistant secretary of Defense for Health and Environment. Other black Americans who are doing well include: Frederick E. Barrett, a black native of Jamaica who became a U.S. citizen last May, has been named to head the Consumer Product Safety Commission. Barrett, an electronics engineer, will receive \$36,000 a year. Carleton Irish is the first black appointed to be program administrator of the New York City Youth Services Agency. The job pays \$32,000 a year. Dr. Allie C. Felder, Jr., v.p. of the Cooperative League of the U.S.A., is the only black member of the board of the Overseas Private Investment Corp. Samuel R. Pierce, Jr., former black Treasury general counsel, has been named to a national commission for the review of federal and state laws relating to wire tapping.

THOUGHTS ON MANAGEMENT

IN THE 1960's, more than two million Negroes, eight percent of all in the nation, left the South for the cities of the North, the Midwest and the West. They got off buses and out of old cars in places like Watts, first stop for the newly arrived poor in Los Angeles. In just five years, from 1960 to 1965, massive migrations caused the percentage of black children in public schools in Baltimore to increase from 50 to 61, in Chicago from 42 to 50, in St. Louis from 49 to 60 and in San Francisco from 24 to 32. There was no clearer indication of the immense new segregation coming in central-city America. The consequences were clear, too. We have witnessed more fundamental change in the way people live and in the nature of their society during this century than in all previous history. We shall witness more change in the remainder of this century than throughout history to date.

--Ramsey Clark, former attorney general

GEORGE WASHINGTON was first in war, first in peace and first to have his birthday changed so people could have a long weekend.

--Ashley Cooper in Charleston, S.C. paper

SMOKE-FILLED conference rooms are dangerous. Smoke from an idling cigarette is about twice as toxic as the actual smoke inhaled by the smoker... Cigarette smoke-filled rooms with poor ventilation build up concentrations of carbon monoxide to the level of several hundred parts per million, exposing both smokers and nonsmokers to toxic hazards. To comprehend what a number like this means, bear in mind that carbon monoxide concentrations of 100 parts per million often occur in garages, tunnels, and behind idling automobiles.

--Roy H. Hart, M.D.

WHEN ASKED, on his 106th birthday, if he had anything to say, a friend of mine said, "Only this, if I had known I was going to live this long, I'd have taken better care of myself."

--Pat O'Brien

IT IS NOT unreasonable to seek quantity and quality at the same time. It is only unreasonable to assume that the independent quality organization will yield a quality product. Only those involved in producing something can produce quality. Quality assurance can provide the reasons why it is needed, but the organization must have a commitment from the employees themselves to do quality work.

--Stanly A. Marsh, "Organizing for Product Integrity"

IF YOU would be successful, know what you are doing, believe in what you are doing, love what you are doing.

--Will Rogers (1879-1935)

ONE ERROR that many companies make is to de-emphasize the first level of management. It occurs because almost all data comes up to executive levels in totals for entire areas of the business. Executives, therefore, determine policy and procedure based on the overall information that they receive, instead of on the realistic problems existing at the first level, where the action is. For example, in manufacturing, no one produces except the employees reporting to the foreman. Superintendents, plant managers, and engineers do not produce anything except through these people. Staff people--like engineers, personnel men and budget men--all must work through the first level. All their programs should first be checked to see if they are satisfactory to the first level; otherwise they may actually mislead.

--Edward C. Schleh in "Management Review"

THE JOB ENVIRONMENT of the individual is the most important variable affecting his development.

--Douglas McGregor

DURING THE LAST 10 years, the number of blacks earning over \$10,000 a year has multiplied four times. Over half of all black families are members of the economic "middle class." The total income of all black Americans adds up to some 42 billion dollars. That's larger than the gross national product of all but nine of the wealthiest nations of the world. More than 40 percent of all black families own their homes, and blacks attending college have tripled in number since 1964. They total more than 700,000. Furthermore, the number of blacks elected to public office in this country has doubled in just the last four years.

--Dr. DuPree Jordan, Jr., president, Jordan Enterprises, Atlanta, Georgia

IF A MAN empty his purse into his head, no one can take it from him.

--B. Franklin (1706-1790)

SUPERVISION is always a relative process. To be effective and to communicate as intended, a leader must always adapt his behavior to take into account the expectations, values, and interpersonal skills of those with whom he is interacting.

--Rensis Likert

WHO'S WHO IN MANAGEMENT

JACK L. BLAKEMAN is a materials foreman in D-424. His responsibilities include directing the activities of five (hourly) materials men as they make miscellaneous deliveries and prepare materials for surplus and salvage sales, and one (salary) clerk who maintains all records on S&S sales. He is also responsible for personnel matters, house-keeping and safety. He reports to E. B. LOWE, general foreman, Materials and Services.



Mr. Blakeman graduated from Valley High School, took courses by correspondence from American School in Chicago, and received a diploma in Junior Accounting from Portsmouth Interstate Business College. He was a corporal in the U.S. Army (10/50-10/52). He had several employers and a variety of jobs before GAT employed him as a janitor (8/15/55), promoted him to (salary) clerk (11/1/56), to clerk, sr. (2/1/60), to material control analyst (8/1/67), and to his present position on July 1, 1973.

Jack, his wife, Norma Jean, and two daughters live at Route 4, Lucasville. Vicki (16) is a junior and Nancy (14) a freshman at Eastern Local H.S. They also have two sons; Dennis (21) is a cattle manager for Dr. Ayres in Hillsboro. Ferrel (19) is a cattle manager for Robert Cutlip in Wakefield. The Blakemans are members of the Stockdale United Methodist Church where he is superintendent of the Sunday School, president of the Board, and chairman of the Finance Committee. Jack is also secretary-treasurer of the Stockdale Volunteer Fire Department. His hobbies include fishing and hunting.

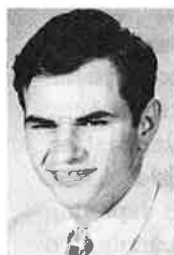
GAT NAMES AND FACES IN THE NEWS



M. A. BATTLE



F. S. VOSS



L. G. SWOPE



A. P. ROMERO



W. T. PRICE

MRS. MELONIE A. BATTLE is the first woman to finish the Draftsman Apprentice program.

F. S. VOSS has been re-elected president of the Atomic Employees' Credit Union for the eighth year.

L. G. SWOPE recently became a charter member (one of 110) of the Scientific Instrumentation and Research Division of the Instrument Society of America.

A. P. ROMERO is cubmaster of Pack 3 in Chillicothe. He spoke on the subject of "Maturity" to approximately 120 cub scouts and their families before presenting the championship trophy on January 28.

W. T. PRICE has just received his diploma from Ohio U. dated December 15, 1973, for a MSChE degree. In conjunction, he wrote a seven-hour credit research paper on "Dynamic Assay Gradient Model for a Gaseous Diffusion Cascade." Tom also has a MS in Math from Ohio U.

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