



# GAT Management NEWSLETTER

Editor - H. McClelland

R. L. DUFFEY  
ENGINEERING

D-761  
X-100

March 6, 1974

WE WILL HAVE 12 YOP's (Youth Opportunity Program) here this summer. Security clearances are already in process for 14 (2 alternates) the probable starting date is 6/17. Included in the 14 are 10 males, 4 females (5 of the 14 are minority). Seven of the 14 are in college, 2 in vocational school, the other 5 will have just graduated from high school.

R. H. NOEL, JR. is the 1974 GAT men's hdcp singles bowling champ. R. M. GATLIFF, JR. and J. P. HARDING are doubles champs. Eighty-six men bowled in the tournament last month.

IN ANOTHER newsletter, we said the average GAT employee had 13.25 years of formal education. Our average salary employee is, of course, better educated because he or she wants to be or the job requires it. In fact we have 125 salary employees who have had up to two years of college; 62 have more than two years, but no degree; 197 have one or more undergraduate degrees; 49 have at least one master's degree; and eight have a PhD, medical or law degree.

RECENT TRANSFERS include: R. MILLER, material control analyst, D-424, to chief clerk-traffic, D-512; MRS. HERMA MILLS, steno, D-110, to secretary-steno, D-710. MARY B. FRAZIER, D-541, from keypunch operator to clerk.

SALARY EMPLOYEES who have 20-year anniversaries soon include: MRS. PHYLLIS BOWLING, D-801; L. D. HACQUARD, D-551; J. D. RICE, D-729; and F. J. WEETER, JR., D-817, all on March 8; D. H. HUMPHRIES, D-731, and R. E. SHOAF, D-552, on March 15; and W. L. ROGERS, D-711, on March 16.

GAT SCOUTERS helped make the recent Shawnee District Boy Scout First Aid Meet a success. Fifteen five-scout teams from Pike and Jackson counties were in competition for first, second and third proficiency ribbons. Those from here helping with the meet included; W. MULLINS, D. L. MAPLE, E. L. DARDENNE, O. W. PEKKALA, O. F. TUSSEY, C. CONLEY, E. N. WILLIAMS, SR., N. R. ANDERSON, J. V. ANZELMO, R. E. BLAKE, R. D. JACKSON, J. E. JORDAN, J. C. KARRICK, and R. O. OVERLEY.

HAVE YOU SEEN the film about the parent company entitled "75 Years of Progress"? We have a copy in our film library. It is in color, runs 21 minutes, and is available for group showings. With pictures and narrative, it reviews the company's growth since it was founded in 1898. There is even an aerial view of this plant and the script includes the fact that since 1952, we have operated it for the AEC.

## MANAGEMENT NEWS---ON THE NATIONAL LEVEL

IN A NEW BOOK entitled "Work Is Here to Stay, Alas," the co-authors, two manpower experts, use figures from the Bureau of the Census, the Bureau of Labor Statistics and other sources to make these predictions for the future: 1) The work ethic isn't dead. It will continue unabated; 2) Automation and job redesign will have a minimal impact; 3) There will be more job satisfaction, but the change will be at a relatively slow pace; 4) There will be continued joblessness, despite affluence; 5) The worker and the workplace are not susceptible to any grand designs that will substantially change things. Rather the solutions are those that stem from within the system and from the desires and needs of the worker, management, and the consumer.

DID YOU KNOW that there are almost 250 bicycles in use on plantsite?

THE EATON CORPORATION has a 3½-day course in public speaking for members of its management. In groups of 15 at a time, 125 had been trained by January 1, 1974; not only to be effective speakers before groups from 15 to 2,000 people, but to educate the public about the role of business in our society. Since the program started in August 1972, Eaton speakers (there is no charge) have spoken to more than 400 groups, a total of more than 25,000 people.

AT LEAST ONE auto insurance firm (Utica National Insurance Group) is offering policy holders who join carpools lower rates. The reduction is based on the reduced number of miles driven to and from work per week.

OLDER AMERICANS are joining the AARP (The American Association of Retired Persons) at the rate of about 60,000 new members each month. And, in the last 20 months (as of Jan. '74) the number of chapters has increased from 950 to 1,424. AARP members pay only \$2 a year (one membership covers both man and wife) and for that they receive "Modern Maturity," a bimonthly magazine. The association also has auto, health and life insurance available; and it offers employment, travel and pharmacy services.

THE U.S. CENSUS BUREAU has "desexed" 52 job titles in its occupational classifications system. To them a plant foreman is now a "blue-collar worker supervisor"; credit men are "credit and collection managers"; office boys are "office helpers"; and chambermaids are "lodging quarters cleaners."

THE ROBERT HALF Personnel Agencies, an executive employment firm with headquarters in New York, checked their offices in 14 different cities and came to the conclusion that being overweight may cost executives as much as \$1,000 per pound per year! Among their clients, placed in positions paying \$20,000 to \$50,000 a year, only 9% were more than 10 lbs overweight. But 39% of the executives placed in \$10,000 to \$20,000 a year positions were overweight.

THE McDONALD'S to be built in Portsmouth, expected to open by the middle of May, is the 2,750th drive-in in the company chain.

FACSIMILE EQUIPMENT to transmit business messages, photographs, charts, graphs and drawings by telephone or radio have proven quite successful and their use is sure to grow. In fact, "The Bulletin," a publication of Arthur D. Little, Inc., predicts that the present number of some 80,000 light-duty desk-top units will increase to about 700,000 by 1980. GAT has had a Magnafax facsimile desk-top unit since 9/1/72. It is located in the basement of the X-100 building in D-375, and MRS. PHYLLIS LALLOW is the principal operator. We have two-way communication with: AEC Bethesda, AECORO, ORGDP, Carbide Paducah, OVEC and National Lead at Fernald. Anything on a regular 8½" x 11" sheet can be transmitted automatically in six minutes. Legal size takes two minutes more.

U.S. MANUFACTURING industries today use an estimated 100 million electric motors. The ones in our cars, homes, stores, etc. increase the total to where there are considerably more electric motors than there are people.

THE PARENT COMPANY, about a year ago, put into operation a new dictation network which ties 350 authorized dictators in Akron area offices to a center of seven full-time typists, including a working supervisor. Typing on standard office electric typewriters, the typists are producing 500 to 1,000 lines a day. Carefully selected and trained, they are very good at spelling, grammar, letter composition and knowledgeable about the departments they serve. Dictators use phones and get same-day service of letters for their signatures in the main plant area and next day delivery in outlying plants and offices. If a transcriber has a problem, she takes it to her supervisor who often asks the dictator to come in and listen to his dictation. Usually that's the best way to correct the problem.

## THOUGHTS ON MANAGEMENT

THE NEED for security explains why one of the first goals of many persons at every level in an enterprise is to establish and maintain a series of "escape hatches" for themselves so that should anything untoward take place, it will not be their responsibility. Most frequent among these "escape hatches" is dependence upon an autocratic supervisor. This is because since he structures everything, issues the orders and makes all the major decisions, he becomes a very convenient scapegoat should anything go wrong. In this event, his subordinate need only say "I just did what my boss told me." Those who are subjected to this type of supervisor may not love their leaders, but they often need them desperately. Paradoxically, perhaps, they may complain bitterly about them, but they remain with them; they do not quit.

--Robert N. McMurray, "Management's Achilles Heel: Over-Dependence"

MARCH is the month when Mother Nature begins to liquidate her frozen assets.

WE BELIEVE that management is the effective coordination and utilization of human effort and material resources to create and advance social values and community welfare. This capability should appear in all organizations--profit and non-profit, private and public--and as such is a common denominator from which each may benefit. The process of management operates within a framework of moral forces which include: The dignity and value of the individual. The dignity of work. The dignity and validity of the profit motive. The responsible exercise and control of power.

--Creed of the American Management Associations

WHILE WE necessarily have to have some rules, we want our people to think, not just follow rules.

--C. Peter McColough, chairman of Xerox

MANY A MILLION dollar idea of management has been wasted because it ran into the inertia of a lot of employees who were dedicated to worshipping the sacred cow of how things used to be done. On the other hand, many an employee who has a darn good idea has gotten absolutely nowhere with it because he had a supervisor or foreman who was busy marking time, going nowhere and wanting to take everybody else with him.

--J. Lewis Powell, speaker and management consultant

NECESSITY never made a good bargain.

--Benjamin Franklin (1706-1790)

OUR ENTIRE SYSTEM of management is geared toward alienation, but it doesn't have to be. The change can be easy, painless and uncomplicated. The truth is that most jobs can't be enriched, but the lives of workers sure can be. Three simple things are needed to unlock the door to human progress within the workplace: care, continuous feedback, and the feeling of mutual need. Once we workers feel and know that we are needed and wanted, that someone cares, that we are an important part of something because we are important, that our work talent and productive minds are desired, then our labor will be a labor of love.

--Donald T. Dalena, "A Steelworker Talks Motivation"

HAPPINESS is the only good. The place to be happy is here. The time to be happy is now. The way to be happy is to help make others so.

--Robert C. Ingersoll (1833-1899)

WE NEED to lift our eyes from the short-range problems that bedevil us, to see the long-range concern of our people for the quality of life rather than the quantity of goods. I believe, therefore, that the American corporation has come to a moment of change, of fundamental rethinking of where it is going and what it is all about. As a nation we must integrate social and economic goals, and as business managers we must assume the responsibility to meld social and economic achievement, so that the national yardstick can evolve from gross national product to gross social product, and business be judged not for the quantity, but for the quality of profits. What's good for the people is good for business.

--Stanley J. Goodman, chairman, May Department Stores Company

I'M SURE that spring will soon arrive, in all her pomp and splendor; don't expect her to be on time--she's of the feminine gender.

--William F. Grinstead

THE ANCIENT admonition, "Know thyself," is from a psychiatric point of view, an almost absurdity. Even with protracted psychiatric help it is nearly always impossible for anyone to penetrate the mask which he has acquired to shield himself from a knowledge of what he actually is.

--Robert N. McMurray, author of "Management's Achilles Heel: Over-Dependence"

I WISH I WERE what I was when I wanted to be what I am now.

--James T. Stainback, Jr.

## WHO'S WHO IN MANAGEMENT

WILLIAM H. PYLES is the "D" shift power coordinator foreman in D-851 and is responsible for the activities of four power operators in maintaining continuity of power service to all areas of the plant. This includes the surveillance and operation of all power facilities, the coordination and liaison with OVEC on power system operation and scheduling supplemental power. He recommends personnel actions affecting his subordinates, and witnesses OVEC meter calibration functions as required by AEC. He reports to A. W. ONDERA, general foreman, Power Operations.



Mr. Pyles graduated from Washington H.S., West Portsmouth; Portsmouth Interstate Business College and attended O.U.-Portsmouth Branch. He completed Aviation Machinist, Lighter-Than-Air and Gunnery School courses while serving as an aviation machinist mate 3/c in the U.S. Navy from 1/47-3/50. He was employed as a clerk on the N&W RR for about two years before joining GAT as an operator trainee on 8/10/53. He was promoted to power operator 2/c on 9/6/54, to power operator 1/c on 3/14/55, and to his present position on September 1, 1966.

Bill, his wife, Norma Jean, son, William Jay (13), and daughter, Polly Ann (10), live in Friendship. They are members of the United Methodist Church there and Bill is lay leader, chairman of the Pastor-Parish Relations Committee and coordinator of the Boy Scout Program. He is also a member of the Nile Township Board of Trustees, manager of Senior League Baseball in West Portsmouth, member of Nauvoo #769 Masonic Lodge, Scottish Rite in Cincinnati, West Portsmouth Acacia Club, Silver Compass Club and the GAT Foremen's Club. He likes to go hunting and watch sporting events.

## GAT NAMES AND FACES IN THE NEWS



A. P. ROMERO



G. E. RUCKER



X. S. MAROUDIS

A. P. ROMERO was the speaker for the annual Blue and Gold Banquet for Cub Scout III and their parents (approx 125 there) in Chillicothe on February 25. His subject was "Scouting Is Worth Your Time."

G. E. RUCKER has been reelected president of Local 66, United Plant Guard Workers of America.

X. S. MAROUDIS, is one of 10 people (nationwide) appointed to the Business Practice and Problems Committee of the American Business Communication Association.

**FOR GAT USE ONLY**