



GAT Management NEWSLETTER

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Editor - H. McClelland

X-100

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A MESSAGE from the editor: Since I'm taking early retirement soon (see General Notice 41-74), this is my last Newsletter. It is No. 516 of a series that started January 7, 1954 and has continued twice a month ever since. On October 11, 1961, we changed from one page (printed both sides) to our present format. Besides the regular issues, there have been 30 special ones and three two-page inserts, a total of 1,795 pages. I've enjoyed this assignment almost as much as I have enjoyed helping train people. To everyone goodbye, good luck, and I hope you keep trying to improve yourself.

EMPLOYEES who will receive 20-year service emblems soon include: R. E. DEVER, D-212; D. L. LEMASTER, D-561; and R. L. SALTSMAN, D-511, on October 18. MRS. NELLE MCKENZIE, D-311; W. P. GILLILAND, D-851; W. C. JUSTICE, D-375; R. E. SHEPERD, D-761; C. C. BOLT and P. L. SLAUGHTER, both in D-561, all have anniversaries on November 1.

NEW SALARY EMPLOYEES include: JERRY R. TAPP and CURTIS L. SHERMAN, both are staff engineers in D-532. Jerry has a BS ChemE degree from U. of Kentucky and has been working for ICI America, Inc. in Charlestown, Ind. as an engineer since 1972. Curtis also has a BS ChemE degree. His is from Cleveland State U. and he has been working there since June 1973. RONALD D. SHARP, clerk in D-341, is a graduate of Jackson H.S. He has worked as a cost accountant at the Frick Gallagher Mfg. Co. in Wellston since 1968.

FEWER THAN 400 of our more than 1,800 employees work rotating shifts or shifts other than day shift.

THE U.S. CENTER for Disease Control says a new type of influenza is on the way and advises all adults to get flu shots. They are available to employees free of charge at the X-101 building (hospital) from 8:00 a.m. to 4:00 p.m. Monday-Friday through November 1.

RECENT SALARY TRANSFERS include: G. D. HARRIS from D-535 to D-532; J. T. EARNER from D-817 to D-532; and R. A. ORLETT, D-851 to D-761.

ARBITRATOR Peter A. DiLeone from Cleveland will be here November 12 to hear four grievances submitted by OCAW Local No. 3-689. The disagreements concern: selection for overtime; production operator training; a discharge; and hold-over pay.

MANAGEMENT NEWS---ON THE NATIONAL LEVEL

IN 1973 more television programming was produced by business, government and non-profit organizations for private communications purposes than was carried in prime time by all three major television networks combined. The privately produced "shows," ranging from sales training to highly sophisticated employee news programs, numbered at least 13,000 and totaled more than 3,500 hours.

EXXON COMPANY claims that, since the energy crisis, they have reduced consumption of electrical energy in their office buildings by 26.7 percent and reduced gas consumption by 53.9 percent.

THE WORLD'S LARGEST hydroelectric turbine generators are being installed at Grand Coulee Dam's Third Powerplant. There will be a dozen 600-mw units. Each of the coupling bolts for the huge units weighs 530 lbs., and the nuts on these bolts each weigh 150 lbs. The drive shafts that link the turbines to the generators are 45 ft. long, 8 ft., 4 in. in diameter and each weighs 350 tons.

MEMBERSHIP in the American Association of Retired Persons jumped from about 3.8 million in 1972 to about 6.2 million now. It is averaging 3,280 new members a day.

CORONARY heart disease kills about 600,000 persons annually. About two million persons suffer strokes. In both heart attacks and strokes, high blood pressure is a leading causative factor. An estimated 24 million Americans have high blood pressure and half of them don't know it. Hypertension--blood pressure high enough to make death-risk five times greater than for persons with normal blood pressure, usually has no symptoms. It is not something that bothers only paunchy 40-year-old men; children, women, and young men suffer from it, too. The "National Observer" says that there are now anti-hypertensive drugs that can bring blood pressure down to safe levels. It is sad that millions of hypertensives, oblivious of their malady, could easily avoid premature death merely by having their blood pressure checked once a year.

SIGN OF THE TIMES: For \$8 a day, pets can have carpeted rooms and almost anything their owners want them to eat at a \$1 million pet motel in Illinois; or, pet owners can send their dogs to a summer camp in the Catskill Mountains for \$150 a month. A gourmet food shop for pets in N.Y. City offers 7-ounces of beef stew for \$1.50.

TWO AMERICAN SCIENTISTS recently reported that the acidity of rain falling on the Eastern United States and Europe has increased to as much as 1,000 times the normal level--in part at least as a result of efforts to reduce air pollution. The culprits are the air-cleaning devices that make smokestacks appear to be no longer emitting smoke. These devices remove particles of solid matter very effectively. But gases such as sulphur dioxide and various nitrogen oxides, which combine with water in the air to produce sulfuric and nitric acid, are still permitted to escape. Before the antipollution equipment was installed, the solid matter entered the atmosphere along with the gases and to a great extent neutralized the acids that were formed. Now, however, much of the solid matter is removed. Partly as a result, the falling rain that washes our buildings, our crops, and ourselves is in some cases as acidic as pure lemon juice.

WHIRLPOOL CORP. hired 3,000 college students (half of them women) this last summer. At the St. Joseph, Mich., washing machine assembly plant, 206 college students manned the entire "Line No. 3" on the 4:30 p.m. to 12:30 a.m. shift.

50 WORKERS at the Monsanto plant in Pensacola were given a chance at "participative management." They restructured some of the jobs and through automation eliminated certain "dirty" tasks that nobody wanted or did well. In the following year, waste loss dropped to zero and productivity improved 50 percent.

ONE WAY TO CUT COSTS and save high-priced paper is to follow a suggestion that comes from Xerox. Have your secretary narrow her typing margins. Going from 1½ inches to one-half inch gives 14 percent more space per sheet.

TWENTY-SIX of the 50 largest industrial companies (in terms of sales) have headquarters outside of the U.S. But 10 of the 12 largest are U.S. firms and altogether, the 24 U.S. companies account for 60 percent of the total sales, 56 percent of the assets, and 53 percent of the employees.

CHASE MANHATTAN BANK is celebrating the 10th anniversary of its "Business Experience Training" Program. So far, some 450 students who might have dropped out of high school have been given part-time jobs, training and counseling to enable them to finish school and get full-time work or go on to college.

THOUGHTS ON MANAGEMENT

RETIREMENT! What a distressful word! The happiness that comes after job severance because of age has to do with independence. No longer is one bound by boss, hierarchy, tradition, the ascent or non-ascent of the promotional ladder, nor apprehensions regarding duties, obligations, pay or pensions. One is free to say yea or nay, to work half as hard or twice as hard, or intermittently or not at all. To be in this capacity provides an unusual degree of liberty. Instead of retirement, I suggest a new description of this period of life--the Elective Years.

--George A. Perera, former associate dean at Columbia U.

TO LIGHT a fire with two sticks, it helps if one or both are matches.

--The Houghton Line

MOST INVESTIGATORS AGREE, as weight increases, blood pressure rises concomitantly. Hypertension develops in the obese at a rate of $2\frac{1}{2}$ times that of normal weight individuals. Obesity not only accompanies hypertension, but appears to precede it.

--contributed by Dr. Albertowicz

WHEN A FELLOW says, "It isn't the money, it's the principle of the thing"--it's the money.

--Kim Hubbard

TO BE A REAL LEADER, a person must observe what I call "the three C's of management." First, you must make as many problems as possible a matter of Common Counsel. People will always cooperate and collaborate in carrying out a policy if they feel they have had a voice in making it...The second "C" is "Courteous Consideration." Suppose near the end of a trying day, a young man asks to see you about an idea he has. Perhaps it is soon apparent that his idea has no value. If you tell him so, he may not come to you again, but if you listen and then say "I'm grateful to you for coming in," you have encouraged him to continue thinking constructively. The third "C" is "Concede Credit." Nothing costs a man so little and nothing can provide more pleasure than to give the other fellow credit for something he has done well. And give that credit, if possible, before others.

--H. W. Prentis, Jr., former chairman of the board, Armstrong Cork Company

THE NEAREST to perfection most people ever come is when they are filling out an employment application.

--Ken Kraft

DO YOU KNOW what I want to do someday? I want to establish a school for thinking--an academy, on the order of the one Plato had, to which people could come so that we could all learn more together about thinking. All that we are is the result of what we have thought. And all that we will ever be will be the result of what we think about. All the greatest minds that ever lived have told us the same thing. Yet this is a subject that is not taught in school and never mentioned in the overwhelming majority of homes. It is never included in on-the-job-training. So I would like to establish an academy where persons with a higher than average aim in life could come to learn more about thinking; how to think better; how to establish meaningful goals and reach them on schedule; how to rise to our greatest height and fulfill ourselves to the maximum of our abilities.

--Earl Nightingale

ONE OF THE advantages of old age is that you are no longer interested in some of the things you thought you had to have when you were young.

--Bruce Kimberly

A LEADER is a person who is going somewhere, but not going alone. He takes others with him. His ability in setting up situations in which others are willing to follow him and happy to work with him is a precious skill called leadership. This skill is made up of many qualities--thoughtfulness and consideration for others, enthusiasm, the ability to share responsibility with others and a multitude of other traits. But fundamentally a leader is one who leads, one who has a plan, one who keeps headed toward a goal, and a purpose. He has the enthusiasm to keep moving forward in such a way that others gladly go with him.

--Walter MacPeck, in "Scout Leaders in Action"

BEING A HUSBAND is just like any other job: It's much easier if you like the boss!

--Today's Chuckle

NOTHING IS MORE REAL in this world than the threat of managerial obsolescence. and the only way to prepare yourself for technological and social change is repeatedly to set aside periods of your life for organized educational activity. No one who is more than 10 years from retirement can expect to live on his existing intellectual capital without grave risk of losing the race between obsolescence and retirement.

--Ernest C. Arbuckle, chairman, Wells Fargo Bank

WHO'S WHO IN MANAGEMENT

M. DALE WICKLINE is a process area foreman in D-826, Chemical Cleaning. He directs the activities of seven chemical operators and seven laundry workers as they perform the functions of the department during "O" shift. His responsibilities also include handling normal records and reports, safety and housekeeping in the area, training new employees, and personnel problems. He reports to J. L. COBURN, general foreman, Chemical Operations.



Mr. Wickline graduated from Beaver (Ohio) High School; served in the U.S. Army from 12/44 to 4/47. On his return home, he was employed by the Furnace Foundry Company in Jackson, and was advanced to foreman before the company ceased operations in 1953. GAT employed him as an hourly production process operator-in-training on August 17, 1953, promoted him to a salaried lab technician (9/6/54), to process area assistant foreman (11/16/54), and to his present position on September 16, 1955.

Dale, his wife Nancy (a former employee), and their three children Brenton (14), Sherri (12), and Nanette (8), live at 204 Redondo Drive in Jackson. The Wicklines are members of the Christ United Methodist Church. He is a member of Trowel Lodge #132 F&AM (also chapter and council), Fairgreens Country Club, Jackson GAT Mixed Bowling League, and is a member and past officer of the GAT Foremen's Club. His hobbies are bowling and golf.

GAT NAMES AND FACES IN THE NEWS



M. W. HARTLE



DR. F. E. WOLTZ



W. H. MEYERS



H. J. ROUFF



L. M. O'BRIEN

M. W. HARTLE was toastmaster for the annual Pike County Chamber of Commerce appreciation banquet at the Lake White Club on September 30.

DR. F. E. WOLTZ observes his 30-year anniversary of Goodyear service on November 1. He was transferred from Gdyr-Akron to GAT on February 16, 1953.

W. H. MEYERS, D-723, is GAT's men's golf champion for 1974. He won an 18-hole tournament with a net score of 81 on the Upper Lansdowne Golf Links in Ashville on October 5.

H. J. ROUFF has been president of the Pike County YMCA for the last 16 years.

MRS. L. MARCELLA O'BRIEN has taken early retirement because of her husband's serious illness. She was N. H. HURT's secretary when he was division manager, moved with him when he became deputy general manager, has more than 20 years' service and will be missed by her many friends here.

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