



GAT Management NEWSLETTER

R. L. DUFFEY
ENGINEERING

D-761
Y-100

Editor - H. McClelland

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OUR SAFETY DEPARTMENT has extensive plans for handling the training of personnel in the use of respiratory protection equipment. The second floor of the X-760 building is being remodeled to house a training area, an issuance area, and a cleaning and maintenance facility. The hostile atmosphere testing chamber in the old Fire Training facility is being refurbished to provide a Scott Air Pak training area. Safety means to train all of approximately 160 frequent users as soon as the areas are readied, and then retrain on an annual basis. The other users of respiratory equipment will be trained on a priority basis.

SALARY EMPLOYEES with 20-year anniversaries include: C. O. SHOEMAKER, D-827, and G. McNAMER, D-426, on September 20; C. E. NESLER, D-551, on September 22; W. W. JARVIS, D-375, on September 27; and M. M. EARNHARDT, D-533, on October 1.

NEW SALARY EMPLOYEES include: CARLOS de JESUS, JR., staff engineer, D-533. He has both B.S. and M.S. degrees from N.Y.U. in Aeronautics and Astronautics, has been working since 6/72 at Martin-Marietta Aerospace in Orlando, Fla. as an engineer. JEFFREY K. GERZ, engineer in D-829, has just received a B.S. in ChemE degree from Penn. St. U. REGINALD D. SISLER, quality control inspector in D-729, has a B.S. in Industrial Technology from Ohio U., was a summer employee here in 1968, has been a field engineer for General Telephone in Portsmouth and Jackson since 9/71. MRS. GAYE C. DePRIEST, steno in D-224, has been both a steno and a student at Ohio U. in Athens since 5/72. FRANKLIN D. HOWARD, tech. assistant II in D-551, just received an A.B. in Zoology degree from Ohio U. KENNETH P. BOWSER, chem. engineer in D-810, just received a B.S. in Chem. Eng. from Ohio U. JACOB E. JONAS, a student studying Chemical Engineering at Tenn. Tech., is a new co-op, D-222.

WE'VE GOT ENOUGH SMITHS on plantsite to form a club. As of September 1, there were 23, including a salary and an hourly PAUL E. SMITH, a salary and an hourly ROBERT L. SMITH, and two hourly employees who are both J. D. SMITH.

RECENT SALARY TRANSFERS INCLUDE: E. COOK from D-817 to D-812; J. STOCKHAM from foreman-in-training to foreman, D-711.

THERE WERE 16 WOMEN on the hourly payroll as of September 10; seven in D-426, two in D-725, three in D-810, two in D-823, and two in D-828. Prior to May 1, 1972, there were none (and then only one until March 4 of this year).

MANAGEMENT NEWS---ON THE NATIONAL LEVEL

S.M.U. in Dallas, Texas, has a business school that's different. Other schools train their students how to fit into large corporations. S.M.U.'s 600 or more business school students are taught how to become entrepreneurs. Three years ago, the usual required courses were canceled except for an orientation seminar that concentrates on sensitivity training and meditation. Students are encouraged to help find and run small business on campus. Students receive course credits for their enterprises and some agree to split profits with professors who invest money or time in their ideas. However, no student enterprise yet has shown a profit and professors claim it is real tough to grade fairly such intangibles as imagination, integrity and initiative.

BELL TELEPHONE magazine has an article by a Kim Armstrong which reminds men that most women who work for a living don't like to be called "girls," find such labels as "sweetie," "dear," or "honey" distasteful.

CONTROL DATA CORP. takes an annual survey of employee attitudes. They also have an Employee Advisory Resource Committee, a member of which is a third person "to help unscramble the dialogue" in any grievance between an employee and his supervisor. Employee Advisory Resources (EAR) makes it possible for an employee to pick up a phone 24 hours a day anywhere in the U.S. and contact a CD representative who will help with problems ranging from suicide to simple grievances.

FORD MOTOR CO. conducted a six-month study on how to conserve paper which has saved them between \$4 million and \$5 million in paper costs. Total savings, including less postage, reading, filing, handling and typing, is estimated at \$80 million.

STOUFFER'S CINCINNATI INN is being expanded at a cost of \$20 million to bring total rooms to 900. The expansion will include a 33-story tower with rooftop restaurant and exterior glass elevators, a five-story glass atrium with a skywalk that connects with the Convention-Exposition Center across the street. Construction should be completed in late 1976.

10 EMPLOYEES of Intermatic Inc. were each given \$50 bills by the firm's president recently. He found out a year ago that 280 of the 700 employees smoked so he started a "I Quit Smoking" club. Thirty employees joined, 10 stayed away from cigarettes for a year and got rewarded for it.

GENERAL MOTORS' employee alcoholism program has been very successful. Nationwide, there are approximately 5 million alcoholic workers. Each can cost his employer an average of \$2,500 a year and alcoholism can strike a board chairman as easily as a blue collar worker. GM's program has had an 80 percent recovery rate, an 85 percent reduction in lost manhours, a 70 percent reduction in sickness and accident benefits paid, and a 47 percent reduction in sick leaves.

GOODYEAR'S latest tire cord "Flexten" is five times stronger than steel, pound for pound.

SMALL FIRMS account for 98 percent of total business units, create jobs for 65 percent of the nation's non-government workforce, and contribute about 40 percent of the gross national product. But, in 1960, small and medium-size corporations had 50 percent of the assets and made 41 percent of the profits. By 1972, the corresponding figures were 30 and 28 percent. Only three out of 10 small businesses manage to stick it out for more than a year.

THE LIGHT NEEDED to read increases three and one-half times between age 20 and age 80, according to a professor at the Institute of Gerontology, U. of Michigan.

THE ENERGY CONTENT in the municipal solid waste in the U.S. is the equivalent of approximately 80 million tons of coal per year. This is equal to the total tonnage used by all industry and solid waste has the advantage of being a self-renewing source of energy at the very location where the demand for energy is the greatest--in our cities. However, right now, municipalities dispose of 90 percent of this valuable resource by plowing it under.

AMERICA'S 12 million businesses use nearly 70 percent of all the energy used in our country.

AS OF 1973, the U.S. had a population of 210 million people, who were increasing by 0.8 percent a year. If the increase remains constant, the population will double in 87 years and we will have 420 million. Garrett Hardin, author of "The Case Against Helping the Poor" points out that the combined populations of Columbia, Ecuador, Venezuela, Morocco, Pakistan, Thailand and the Philippines also totaled 210 million people, but the rate of increase is 3.3 percent so their populations will swell to 354 billion in 87 years!

THOUGHTS ON MANAGEMENT

PERHAPS, where our footsteps halt will prove the starting point for other feet, which, walking on with more youthful zest, will make the journey we commenced complete. For since the world began it has ever been, one points the way, another enters in.

--Mrs. Lou S. Bedford

IF I CAN STOP one heart from breaking, I shall not live in vain; if I can ease one life the aching, or cool one pain, or help one baby robin into his nest again, I shall not live in vain.

--Emily Dickinson (1830-1886)

ONCE UPON A TIME an old man lived alone and enjoyed the quiet and solitude. But then some boys started playing in front of his house and some days they were very noisy. The old man thought about it awhile, finally told the boys he liked to hear them play but he was getting hard of hearing and the next day, if they would come back and play noisily he would give each one a quarter. The youngsters were back the next day and made a tremendous racket. The old man paid them and asked them to come back the next day. They did and again they made a lot of noise. But this time he gave each boy only 20 cents because, he said, he was running out of money. On the following day they got 15 cents and the old man told them that he would have to reduce the fee to five cents on the fourth day. The boys were angry. They told the old man they would not be back. It was not worth the effort to make noise for only five cents. Once more the old man had peace and quiet.

--Margie Casady

WE AMERICANS are peculiar people. Each year we devour 16 million pounds of aspirin. We devote one day to our mothers (Mother's Day) and one week to pickles (National Pickles Week).

--Norman K. Rebin, author-broadcaster

FEW OF US in management could stand the spotlight of a time-study on what we do with our time. If you doubt this, consider yesterday: 1. What were the three most important things you did? Were they truly things you should have done--or should they have been handled by someone else? 2. How many pieces of paper did you sign that really needed your signature? On some of them at least, shouldn't procedure be changed so that someone below you signs them? 3. Did you react more than act? 4. Did your secretary act as your partner or your servant?

--William R. Wilkerson "Don't Spend Time--Invest It"

MAKING WORK PRODUCTIVE and the worker achieving is a major dimension of the management task. We know little about it. Folklore and old wives' tales abound, but solid, tested knowledge is scarce. We do know that work and the workforce are undergoing greater changes today than at any time since the beginning of the industrial revolution two centuries ago. We do know that, at least in the developed countries, radically new approaches are needed--to the analysis, synthesis, and control of work and production; to job structure, work relationships, and the structure of economic awards and power relations; to making workers responsible. We do know that we have to move from "managing personnel" as a "cost center" and a "problem" to the leadership of people.

--Peter Drucker, "Management: Tasks--Responsibilities--Practices"

I CANNOT TELL YOU how to succeed, but I can tell you how to fail--try to please everybody.

--Milton Caniff, cartoonist and commencement speaker

THE THING I believe I would like the most is an honest-to-goodness listening post, whether made of wood or of steel that would glisten, a post that would always intently listen. It never would argue or disagree or brusquely talk back or get mad at me. It would laugh at my jokes, although heard before, not merely titter but really roar. If a listening post such as this were available, I'm sure that its maker would find it saleable.

--Richard Armour

THE MINISKIRT has made men more polite. They always let girls wearing miniskirts get ahead of them, particularly when it comes to getting on buses.

--Today's Chuckle

MOST PEOPLE do not have any conception of how much money \$1 billion is. Maybe this illustration will help: If 40 young men were hired when they were 25 years old to count \$1 billion in one dollar bills and they each counted one bill per second every second of an eight-hour day, five days a week, 40 weeks per year for 40 years, when they all retired at age 65, there would be \$78,400,000 left to count.

COURTSHIP is the period during which the girl decides whether or not she can do any better.

--Brooklyn Record and Advertiser

WHO'S WHO IN MANAGEMENT

JOHN H. McGEE, staff engineer in the 720 subdivision, is responsible for programming all numerical control equipment on plantsite. He is a member of the Plant Energy Conservation Committee and is the 700 Division representative on the conservation of energy. His duties include writing justifications for new equipment, evaluating cost savings ideas, developing computer applications for maintenance and instructing machinist apprentices. He reports to J. N. BUCKNER, superintendent of Shops Maintenance.



Mr. McGee graduated from Hower Vocational H.S. in Akron and he has a B.S. degree in Mechanical Engineering from the University of Akron. He worked as a draftsman for a firm in Akron (1/64-1/65) and was a student trainee (co-op) with the National Aeronautics and Space Administration in Hampton, Va. (1/67-5/69). GAT employed him on July 1, 1969 as a technical squad trainee, promoted him to engineer on August 1, 1969, and to his present position on December 16, 1971.

John, his wife Pamela, daughter Kelly (5), and son Mark (2), live at 234 Florence Avenue in Jackson. The McGees are members of the First Apostolic Church in Athens. He is a member of the American Society of Mechanical Engineers, GAT Foreman's Club, Jackson PTA, Smoke-Rise Property Owners Association (a recreational area near Murray, O.), and is vice president of the Jackson GAT Mixed Doubles Bowling League. He enjoys tennis, bowling, softball, football, camping, fishing, and other recreational activities.

GAT NAMES AND FACES IN THE NEWS



R. A. PILNEY



J. V. ANZELMO



J. C. HICKEY



G. J. SMITH

R. A. PILNEY is to attend Unit II of the three-unit Management Development Program at Wittenberg University the week of September 23. Each unit is a five-day program which starts at 8:00 a.m. on Monday.

J. V. ANZELMO and J. C. HICKEY have been selected to attend Unit I of the Wittenberg University's Management Development Program. They will both attend the week of September 30.

G. J. SMITH is in the cast of the Chillicothe Civic Theatre production of "Can Can" which will be presented in the Chillicothe H.S. auditorium the nights of September 25-26-27-28.

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