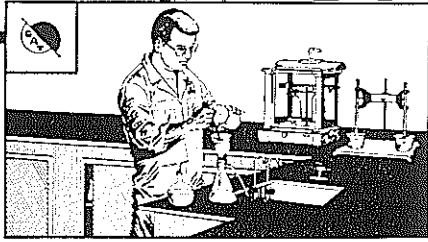


THE WINGFOOT CLAN

GOOD YEAR



ATOMIC EDITION

THE BEST IS YET TO COME

VOLUME IV

PIKE COUNTY, OHIO, WEDNESDAY, OCTOBER 24, 1956

NUMBER 1

EMPLOYEES RESPOND TO FUND RAISING DRIVE; ALL-IN-ONE CAMPAIGN RAISES \$18,000 FOR CHARITY

Review — OF — Labor Relations

The following grievance was filed by Impartial Arbitrator Paul Jozky, head of the industrial engineering department of Ohio State University, on October 11.

Because of the general interest in this case the Clan is deviating from the usual policy of briefed arbitrator decisions in order to report this in its entirety.

Grievance I-176

GRIEVANCE: "Local 10-689 hereby protests the manner in which 48 men from the X-700 Building were disciplined by Goodyear Atomic Corporation for their alleged initiation of the October 3 work stoppage."

"Article VII, Section 3 of the contract says these men were entitled to union representation and received none; Article XV, Section 2 says they will be paid on their last scheduled day before 'pay day' which they were not. We feel there is also a definite discrimination against these men because they happened to work in the X-700 Building where the fracas started. These men were sentenced without the right to participation in their trial."

"Since these things show conclusively that these suspensions are unjustified, we ask that all 48 of the men be reinstated to their former jobs and be compensated for their time lost."

STIPULATION: The parties entered a joint stipulation of facts which were not in dispute as follows:

- "1. On Wednesday, October 3, 1956, there was a work stoppage at the Portsmouth Area Gaseous Diffusion Plant, which ended by 4 p. m., Thursday, October 4, 1956."
- "2. The work stoppage was not authorized by the Union, and Union representatives advised the bargaining unit to continue working in accordance with Article V of the Labor Agreement."
- "3. The Company suspended the 48 aggrieved employees for the two week period of October 8 through October 21."
- "4. The Union and the Company mutually waived the 3-A and 3-B steps of the Grievance procedure to expedite this arbitration hearing."

BACKGROUND: Although the Union contests some of the specific details (that 70 walked off their job, for example), the background is best expressed by quoting from the telegram sent by the Corporation to the Washington headquarters of the International Union. The telegram is dated 6:18 p. m., October 3 and is addressed to Mr. Wilwood D. Swisher, vice president.

"Dear Mr. Swisher at 1230PM October 3rd 1956 approximately 70 members of Local 10-689 walked off their job in violation of Article 5, continuity of operation, of the agreement signed April 6th 1955 between Goodyear Atomic Corp and Oil, Chemical and Atomic workers International Union, CIO and its affiliated Local No. 10-689. The agreement is effective until April 29th 1957."

"By 4PM approximately 300 bargaining unit members, including many production process operators and other employees on continuous operations, had abandoned their jobs."

"Few, if any, of the second shift bargaining unit members have reported for work."

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Hospital Says Over 500 Receive Flu Inoculations

A report from Goodyear Atomic's hospital indicates that nearly one-fourth of GAT employees have received inoculation shots against influenza.

The hospital said that over 500 shots, including boosters as well as first-time inoculations, have been given to employees this month.

The company would like to see all employees take advantage of this service inasmuch as it is offered as a preventative measure. The medical department says the shots, which can be obtained at the hospital any time, will continue to be given throughout the influenza season.

Mrs. J. M. Thom To Work With Crippled Children

The wife of a Goodyear Atomic employee has been appointed as a physical therapist to work with the crippled children at Mount Logan School, Chillicothe and the Chillicothe Chapter of the Crippled Children's Society.

She is Mrs. Joseph M. (Lillian) Thom, of Waverly, whose husband is supervisor of records management.

Mrs. Thom has had several years experience as a therapist in the U. S. Public Health Service, veterans hospitals, and the U. S. Army. She holds BS and MA degrees from New York University.

Mr. and Mrs. Thom have one daughter.

Chillicothe School Teachers Are B-I-E Day Guests Of GAT

Twenty-four school teachers from Chillicothe were guests of Goodyear Atomic Corporation last week during the school system's Business-Industry-Education Day.

The school teachers were given a perimeter road tour, heard various discussions by management, and were luncheon guests in the plant-site cafeteria.

Presents Paper

Dr. L. M. Ziemiak, Department 645, presented a paper before the Ohio Library Association at the Association's October 12, meeting held in Columbus.

Dr. Ziemiak discussed written reports at all levels and what is required for them.



PAINTER W. D. THOMPSON, Department 726, records on the Red Feather Thermometer, the first day's report of the 1956 All-In-One Campaign, which reached the six percent figure. But, like the mighty oak of acorn fame, the percentage participation figure climbed as the drive progressed through the week.

Blood Bank Program Is Successful; Plan Assures An Adequate Supply

Forty-eight blood receipt cards have been sent to hospitals since the bloodmobile unit last visited Goodyear Atomic in July.

Community relations reports that more blood was requested in August than the other three months since the visit. Nineteen blood receipts were issued in August.

GAT employees used 14 pints of blood in July, 10 pints in September, and, at the time of this writing, 5 pints had been requested in October.

Under the blood program, every employee is covered whether or not he or she donates blood.

The bloodmobile visits the plant twice a year. The scheduling of blood donors, after employees have signed a card to be a donor, is determined on basis of whether or not the employee gave at the previous semi-annual visit.

This is done in order that employees, unless they have designated otherwise, will not be called upon more than once a year. Thus, if an employee has donated during the January visit he is not scheduled for the July visit unless he has specifically asked to donate during each visit.

There are exceptions to the scheduling made necessary when scheduled

(Continued on page 3)

Money Used By Local Areas To Carry Out Their Annual Program

Employees pledged approximately \$18,000 to the Third Annual All-In-One Campaign.

The money will be distributed to the four-county area based on the designations made by employees on their pledge cards. The area receipts will be reported in the next *Clan* following the final "clean up" of the drive, which was held last week.

The kick-off meeting for this campaign was held the week before the drive at the plantsite. It was attended by GAT's Operating Committee, plant superintendents, union representatives, and representatives of the area Community Chest-United Fund groups.

The money raised from the All-In-One Campaign will be used by the local Community Chest-United Fund organizations to carry out their 1957 health and welfare programs.

At that meeting GAT's General Manager, D. H. Francis, quoted Goodyear President E. J. Thomas:

"The people of Goodyear are good hearted people who want to provide the staff and buildings, equipment and care for the sick and unfortunate. I am sure our people basically are in accord with the principles embraced in this type campaign as the best means of raising money."

Francis said, "It is necessary that we believe and work with the zeal of the missionary. We did a good job last year and can do a better job this year."

Union Statement

Quoting George Meany, president of the AFL-CIO, Francis read a statement by the labor leader in which the union president said: "Union members through their local AFL-CIO community service committee are cooperating with United Fund type drives in their annual campaign."

Meany's endorsement of the United Fund was re-emphasized at the local level by C. A. Romine, president of Local 10-689, Oil, Chemical and Atomic Workers International Union, and R. G. Brewer, president, Local 66, United Plant Guard Workers of America.

"We have cooperated in the past," Romine said, "and will continue to do so now and in the future."

Brewer said that his union also

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GOODYEAR ATOMIC CORPORATION
EDUCATIONAL ASSISTANCE

NAME		DEPT. NO.	BADGE NO.
GENERAL DESCRIPTION OF WORK			
EDUCATIONAL GRADE OR DEGREE ATTAINMENT	WHEN ATTAINED	MAJOR FIELD OF EDUCATION	
COURSES TAKEN DURING PAST YEAR	WHERE	WHEN	EDUCATIONAL ASSISTANCE RECEIVED - IF ANY
SCHOOL PERIOD COVERED BY THIS APPLICATION			ADDITIONAL TOTAL
COURSES TO BE TAKEN THIS SCHOOL PERIOD	WHERE	WHEN	TUITION
REASON FOR TAKING COURSE FOR WHICH EDUCATIONAL ASSISTANCE IS REQUESTED			TOTAL
SIGNATURE OF EMPLOYEE			
SUBV. SUPT.	DATE	RECOMMENDED	NOT RECOMMENDED
DIVISION MANAGER	DATE	SUPERVISOR OF TRAINING OR EDUCATIONAL ASSISTANCE COMM. MEMBER	
APPROVAL GEN. MGR. OR AUTHORIZED REPRESENTATIVE	DATE	DATE	
I HEREBY REQUEST THE COMPANY TO ADVANCE ME THE SUM OF \$ _____ (NOT TO EXCEED \$50.00) FOR THE ABOVE TUITION. I FURTHER MORE AUTHORIZE THE COMPANY TO DEDUCT \$ _____ EACH PAY (NOT LESS THAN \$10.00 PER MONTH FROM MY WAGES OR SALARY UNTIL THE ADVANCE IS REPAID PRIOR TO WHICH IS THE END OF THE QUARTER OR SEMESTER.			
APPROVAL SUPERVISOR TRAINING OR SUPT. PERSONNEL SERVICES		UNDERSIGNED ACKNOWLEDGES RECEIPT OF ABOVE ADVANCE.	
DATE		DATE	
APPROVAL SUPERVISOR TRAINING OR SUPT. PERSONNEL SERVICES		SIGNATURE OF CERTIFYING EMPLOYEE	
DATE		DATE	
DATE		EMPLOYEE'S HOME ADDRESS	

A SAMPLE of the educational tuition refund form is shown above. Forms are available at the training department.

GAT Educational Assistance Tuition Refund Forms Are Available At Training Office

The forms to secure financial assistance under Goodyear Atomic's Educational Assistance Program are now available at the training department, located on the second floor south wing, X-100 Building.

The tuition refund forms should be submitted to the training department as soon as possible.

The training department says this is necessary so that the form can be expedited and a decision can be reached concerning the individual's eligibility.

The training department reports that employees have evidenced considerable interest in the program. Many employees have returned the preliminary questionnaire carried in the September "Clan" and others have made telephone calls regarding the program.

Many Subjects

Interest has been shown in a multitude of subjects — physics, chemistry, mathematics and engineering.

In addition to this, there has been an expression for some plantsite courses. Under the Educational Assistance Program it takes a minimum of six qualified employees for a plantsite course. As this *Clan* goes to press it appears that plantsite courses in applied statistics and an engineering course (coach for professional engineers' examinations) will get underway.

The educational assistance program is aimed at encouraging employees to further their formal education in the technical field.

Under the program, GAT will provide financial assistance to employees, for tuition, up to a maximum of \$100 in the 12-month period after September 1, 1956, provided the course of study is approved and completed successfully.

walkout, as every man did, and a rather serious move. As a matter of fact, it was my motion that sent the men back to work, at the meeting we held on Thursday afternoon or morning. I rather thought myself that Goodyear wouldn't take an action like that; would attempt to settle the difference, since this difference is not of a two or three weeks' notice; it has repeatedly happened over the past two or three years and has been entirely through the Grievance Procedure I believe as much as three times, with arbitration ruling on it. Since our Contract doesn't satisfactorily cover the situation, I thought it rather arbitrary of Goodyear not to negotiate the point in good faith with the men.

"Now, situations arise out on the job—I have to work for a living; however, the living I get here isn't good enough to cause me to stand up under dictatorial type of management. I fought four years against dictators; I don't have to work for one and I feel that at any time I decide on the job that this job isn't good enough to hold me, I can punch out and go home. However, I would like to work for Goodyear; I have heard before I went to work for Goodyear they were a good Company to work for. Since I have been here, the high-handed manner in which they have dealt with labor has just about convinced me that they are not a very good Company to work for. However, I would still like to stay on a while and see if some of these differences can't be settled."

"I am a good loyal citizen and I realized when I was in training the Company told me—I asked the question when it was brought up about continuity of the operation, of my instructors; I said, 'Do you mean there will be no strikes at this Plant?' Knowing full well that the only power a labor Union has is to strike, when everything else has been exhausted, and they told me that management would be fully capable of running the Plant for a period of two or three weeks in case of a walkout and I will say for myself, and for the men that was on the street, had a critical situation arisen in the Plant, we were ready to come back in and handle it. We merely wanted to bring to the attention of people that we were very, very much dissatisfied with the manner in which we were being treated."

Although they were not officially before us, the grievances to which attention was being called consist of a series of arbitrable questions. Whether or not the rulings would favor the Union we do not know, but it was obvious that the personnel involved places its honest convictions above arbitration or collective bargaining. In brief, the population as a whole has no background of industrial experience. The Company, in our opinion, must realize this because it showed extreme reserve in penalizing the strikers.

We want next to examine the several charges made by the Union. Some of these are general complaints, others are directed to prove discrimination.

(a) The language of the Corporation's letter to each individual, other than the 48, contained a paragraph as follows:

"Although no disciplinary measures have been taken for your action on October 3, 1956, you are hereby advised that any similar action in the future will be cause for immediate discharge."

The employees objected to this paragraph as containing "threatening" language and some even considered it in violation of Postal Regulations. From your arbitrator's point of view, the paragraph is a simple explanation of how the penalty clause in Article V was applied and a further statement to the effect that a recurrence of a violation will result in the application of the penalty in full. This cannot under any condition be considered to be a "threat" since both parties agreed that discharge is an acceptable penalty for those who violated Article V.

The language of the identical letters sent to each of the 48 refers to this matter as follows: "Any further violation of the above contract provisions on your part will result in immediate discharge."

Again, this language cannot be interpreted to be a "threat," but a simple statement of the fact based upon a similar statement to which these employees had agreed to in the first place (Art. V).

(b) The 48 who were suspended received their letters by special messenger. Much direct testimony was presented which indicated that the employees objected to the manner in which the delivery was made and to the time of the delivery. We agree that the special messenger

Goodyear One Of 11 Firms Bidding For FIR Contract

The Goodyear Tire & Rubber Company was one of 11 firms submitting a proposal to participate in the design, development and construction of a food irradiation reactor (FIR) for the U. S. Army Ionizing Radiation Center.

The Atomic Energy Commission said the proposals which are now being evaluated were submitted in response to a general AEC invitation to qualified engineering and manufacturing concerns.

The reactor will provide an intense source of gamma radiation for use in the food irradiation and preservation program of the Quartermaster Corps, and in experiments with other materials. It will be water-moderated and will be fueled with solid fuel elements. A preliminary design concept is being completed for the Commission by the Internuclear Company of Clayton, Missouri.

Site Selection

A site for the center, which is to be operated under direction of the Army Quartermaster Research and Development Command, will be selected soon by the Department of the Army on the Basis of recommendations of a joint Department of Defense-Atomic Energy Commission site selection review committee.

The other firms submitting proposals were: ACF Industries, Inc., Washington, D. C.; AMF Atomics, Inc., New York, New York; Atomics International, Conoga Park, California; Bell Aircraft Corporation, Buffalo, New York; Blaw-Knox Company, Pittsburgh, Pennsylvania; Burns and Roe, Inc., New York, New York; Ebasco Engineering Company, New York, New York; H. K. Ferguson Company, Cleveland, Ohio; Kaiser Engineers, Oakland, California; and Rust Engineering Company, Pittsburgh, Pennsylvania.

gers may not have used good judgment in some cases and that the method used in the case of Mr. . . . (call-in-pay) was perhaps preferable, but, when one looks at the picture as a whole, this particular item becomes of very minor significance and tends to indicate that the Union is reaching out far and beyond the issue proper in setting up its defense.

(c) A similarly minor claim is based upon the Union's objection to the manner in which the employees were paid. The objection here is based upon an alleged violation of XV/2:

"The Company shall continue the present practice of paying those employees who are not scheduled to work on 'pay day' at the end of their last regular work day prior to the day designated as 'pay day'."

The Company indicated that this practice of handling pay checks applies to shift workers, to vacation and to other arrangements but has never applied to suspended employees. Here again, the procedure can be changed by mutual agreement arising out of collective bargaining.

(d) The Union charged the Company with a violation of Article VII, Section 3, applicable parts of which read:

"When an employee is directed by supervision to appear in the office, there to be reprimanded for a matter likely to result in discharge or suspension, the employee will be reminded of his right to bring his Union representative into the discussion at that time and the Union representative will be informed of the action taken."

The clause, in our opinion, is a



Karl E. Beu

Beu Named Chairman Of Technical Session At National Meeting

A Goodyear Atomic employee has been named a chairman for one of the sessions of the Pittsburgh Diffraction Conference.

He is Karl E. Beu, supervisor, physical measurements. He will handle the session on instrumentation and methods.

The conference, which is the Fourteenth Annual Conference, will run from October 31 to November 2, at the Mellon Institute, Pittsburgh, Pennsylvania.

The instrumentation and methods session will be at 2 p. m. Wednesday, October 31.

Papers will be presented by representatives from Pennsylvania State University, du Pont, the Edsel B. Ford Institute for Medical Research, the Armour Research Foundation, the American Viscose Corporation, and the Battelle Memorial Institute.

protective clause to prevent the possibility of undue pressures being placed upon an employee without counsel. It does not state that employees must be called into an office to be reprimanded. Whether or not the article was violated in the case of Mr. . . . would depend largely upon what took place in the office. Aside from the fact that Mr. . . . is perfectly able to take care of himself, it is our understanding that he was called into the office because this was the only way in which the Company could deliver his "letter" having failed to find him at his home. In brief, VII/3 did not come into play at this point; it would however apply in cases where the Company is questioning the employee in order to establish his guilt and determine his penalty.

Let us next examine the major charge: discrimination. The Union claims that the 48 were discriminated against because they were punished differently than were the others who also took part in the strike; that no proof exists to the effect that these men were the instigators of the walkout; that time clocks are not synchronized and therefore clock card times do not necessarily prove which group left its job first; that these 48 were convicted without a trial.

The Company states in effect that it could have discharged all striker, but—

"In view of the fact that this was the first incident of this type, the Company has decided at this time to discipline only those employees in the X-700 Building who initiated the walk-out, such discipline to be much less severe than might be expected."

In order to apply some measure of disciplinary action to act as a deterrent to any recurrence of the event, it decided to apply a lay-off penalty to the first major group that walked off the job.

Any even cursory analysis of the "clock-out" times clearly shows that the walkout started in X-700 Building, that it was initiated by 724 personnel and followed up by 723

(Continued on page 3)

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Published monthly in the interest of employees of the Goodyear Atomic Corporation.

Office: X-100 Building, Second Floor, South Wing
Telephone 2165

IT'S YOUR RESPONSIBILITY

Next month is election time.

On November 6, eligible voters, including Goodyear Atomic employees, will go to the poles to vote for the men they want to be president and vice president of the United States. Many other contests — for U. S. Congressmen, state and local officials, — will be decided, as will many bond issues.

If you don't vote, don't complain on the morning of November 7. All too often this is the pattern.

"What good is my little vote?" many individuals ask. "It won't do any good."

This simply is not true. If every voter took that attitude, a handful of people could rule this country. It takes everybody's vote to insure a real functioning system of government such as we have. Democracy is the privilege and responsibility of every man and woman in the United States.

One vote added to another vote soon totals a lot of votes and determines a winner. Inform yourself on the issues and when the time comes, November 6, exercise your prerogative and vote.

BLOOD PROGRAM

(Continued from page 1)

employees are unable to give due to colds, etc. In order to fill-out the donor list it then becomes necessary to select other donors, some of whom may have given during the previous visit.

The Blood Bank System has worked out quite well inasmuch as several hundred members of employees' families have benefited from the GAT Blood Bank. There is no charge for the blood drawn from the Bank and employees have access to whatever amounts their physicians request.

There has been some misunderstanding on this point due to the fact that the hospital generally has a service charge for handling the blood and taking care of the transfusions, etc. This charge varies with the hospital, but generally the charge is \$7.50. The charge should never include the cost of blood.

If any employee pays for blood drawn from the Blood Bank, exclusive of the administering cost, community relations should be informed as quickly as possible.

The GAT Blood Bank, as now organized, covers the possible blood needs of approximately 20,000 persons — the employees, their immediate families, parents of employees and parents of employees' wives.

Shift Bowling Leagues Are Organized

This year for the first time shift bowling leagues have been organized. To date, seven shift leagues have been formed in the area.

In Waverly a four team A Shift league, a four team B Shift league, a six team C Shift league, and a six team D Shift league have been formed.

A Shift league officers are: Bill Harbert, Department 815, president; H. D. Hewitt, Department 824, vice-president, and J. R. McClure, Department 813, secretary-treasurer.

B Shift league officers are: J. F. Bruno, Department 813, president; G. L. McGee, Department 731, vice-president, and Norb Vulgamore, Department 812, secretary-treasurer.

C Shift league officers are: J. C. Simpkins, Department 424, president, and C. T. Quinlan, Department 812, secretary-treasurer.

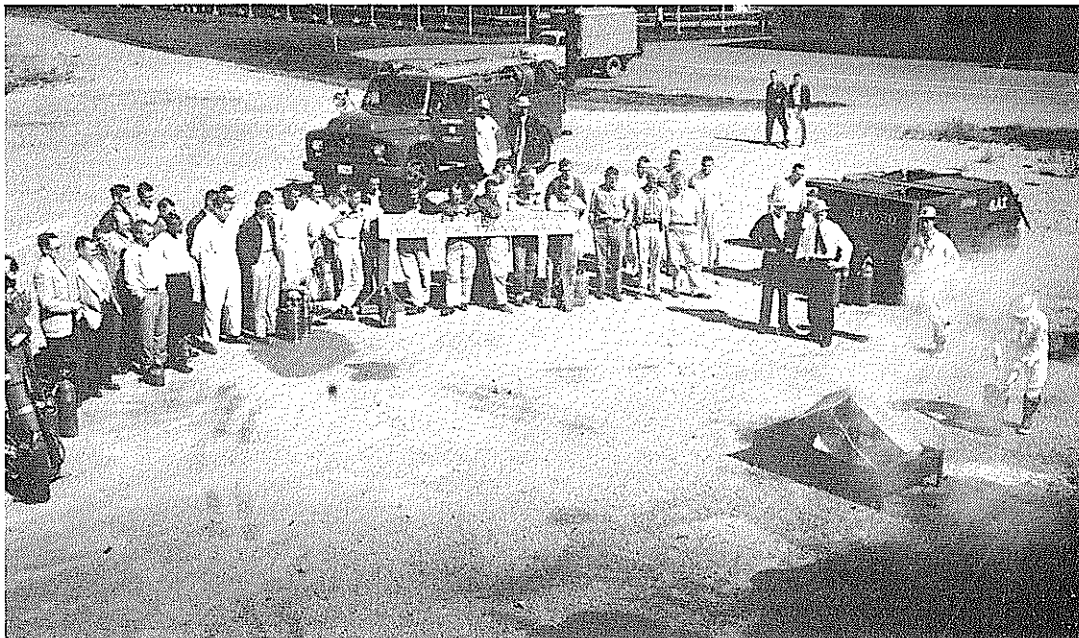
D Shift league officers are to be elected.

In Portsmouth, a four team A Shift league, a six team B Shift league, and a six team C Shift league have been rolling since the third week of September.

Officers of the A Shift league are: Hal Colcord, Department 712, president, and W. T. Durbin, Department 810, secretary-treasurer.

Officers of the B Shift league are: Edgar Bibbey, Department 811, president; Don Gastelle, Department 821, vice-president, and J. E. Brown, Department 815, secretary-treasurer.

Officers of the C Shift league are: J. C. Salisbury, Department 826, president; G. W. Parks, Department 731, vice-president, and Orin Schellenger, Department 823, secretary-treasurer.



LECTURES, MOVIES, AND FIRE FIGHTING demonstrations highlighted Fire Prevention Week, October 7-13, for employees. During the week employees had an opportunity to learn what to do in case of a fire. The demonstration in the picture above shows firemen

extinguishing a Class A fire (combustible material — wood, paper, etc.). In addition to this many fire safety meetings were held and a letter was sent to all employees advising them what to look for in the way of fire hazards in the home.

CAMPAIGN

(Continued from page 1)

had cooperated in past drives and would continue to support the All-In-One Campaign.

The union presidents introduced union members, D. W. Clithero and J. T. Rhea, who represent, respectively, Local 10-689, and Local 66.

Area Representatives

Area representatives were present at the kick-off campaign and spoke briefly of their needs and plans. Representing the areas were Walter Grubb, Portsmouth and Scioto County; Robert Vallery, Pike County; J. Donald Ratcliff, Chillicothe and Ross County; and Charles M. Gaskill, Jackson County.

P. F. Bliss, community relations coordinator, who is chairman of this year's campaign, said, "The 1956 drive will, as in the past, emphasize a percentage participation goal of all employees."

The money raised by the campaign was sent to the four-county area in accord with the donor's choice. The corporate gift is distributed among the areas on a percentage basis which is determined by dividing the employee area contributions into the total pledged.

Employees were able to check the daily progress of the campaign by watching the Red Feather type thermometers, which were erected at the two main plant portals. The accumulative percentage participation figure was filled in each day.

IN MEMORIAM

Mrs. Grace H. Taylor, 89, of Boston, died October 9. A son, W. H. Taylor, is in Department 530.

George Roscoe Tomlison, 71, of Lucasville Route 3, died September 18. A daughter, Mrs. Minnie Leist, is in Department 426.

Champions Awarded Trophies

Trophies were presented to individual champions and to the captains of the various team championships:

BOWLING—WOMEN'S LEAGUE

Jackson: League Champion, Hot Shots, Faye McPherson, Captain.
Waverly: League Champion, Lucky Strikes, Anita Brower, Captain; Tournament Champion, Pin Splitters, Virginia McDonald, Captain.
Portsmouth: League Champion, Finance, Nellie Ferrante, Captain; Tournament Champion, Safety, Barbara Howell, Captain.

BOWLING—MEN'S LEAGUES

Jackson: League Champion, Short Circuits, Emil Bocz, Captain.
Waverly: Monday Night League Champion, Laboratory, Frank Voss, Captain; Wednesday Night League Champion, Laboratory, Howard Galloway, Captain; Tournament Champion, Power, H. McClelland, Captain.
Chillicothe: League Champion, Stores, Bert Ulrich, Captain; Tournament Champion, Finance, Lou Parker, Captain.
Portsmouth: League Champion, Bloopers, Bob Adams, Captain.

COMPANY BOWLING TOURNAMENT WINNERS

Women: High Team (1), Training, Portsmouth; High Team (2), Strikers, Jackson; High Doubles (1), Jean Bluebaum and Nellie Farmer; High Doubles (2), Phyllis Lallow and Jo Arnold; High Singles (1), Nelle Farmer, Jackson; High Singles (2), Vicki Goodrich, Waverly.
Men: High Team (1), Stores, Chillicothe; High Team (2), Finance, Chillicothe; High Doubles (1), Perry Dalouis and Bill Levier; High Doubles (2), George Abraham and Bob Gillespie; High Singles (1), Len Fisher, Chillicothe; High Singles (2), Perry Dalouis, Waverly; Company Champion, Dick Schneider, Chillicothe; Runner-Up, Bob Gillespie, Jackson.

INDIVIDUAL BOWLING AWARDS

Women: Highest Single Game, Cynthia Schrier; Highest Three Game Series, Phyllis Lallow.
Men: Highest Single Game, Vince Montavon; Highest Three Game Series, Vince Montavon.

TELEGRAPHIC BOWLING

Goodyear-Wide Telegraphic Champions; Martin Collier, Captain, Clay Burkholder, Frank Berry, Warren Gilliland, and Burdell Hoffman. (Fifty teams from 14 Goodyear plants participated in this tournament.)

Recognition Award: Bob Gillespie, Captain, Dick Schneider, Gene Bozell, Steve George, and Chuck Trivisonno. (This team represented the company at the Midwest Bowling Tournament at Pontiac, Michigan.)

TOUCH FOOTBALL

Portsmouth: League Champion, Inspectors, Sonny Ross, Captain.

BASKETBALL

Waverly: League and Tournament Champion, "A" Shift, Bill Harbert, Captain.

Portsmouth: League and Tournament Champion, Inspectors, Gordon Williams, Captain.

SOFTBALL

Company Champion: Old Pros, Bim Walder, Manager.
Waverly: League Champion, Old Pros, Bim Walder, Manager.
Portsmouth: League Champion, Finance, John Gemperline, Manager.

GOLF

Company Champion: Roy Gustavson.
Circleville Men's League Champion: Akronites, Vince DeVito, Captain.
Portsmouth Men's League Champion: Sandbaggers, Chuck Trivisonno, Captain.
Jackson Men's League Champion: Hookers, Dean Miller, Captain.
Jackson Women's League Champion: Meredith Evans.

GRIEVANCE

(Continued from page 2)

personnel in X-700 and X-720. In brief, the data shows that a large group of employees (38) clocked out at Station 37 all within the period 12.4 to 12.6 and that 10 others clocked out at Station 11 between 12.6 and 12.7. It is possible that these people were under the mistaken impression that other groups were also quitting at the same time throughout the Plant. Thus, this group of 48 who rang out between 12.4 and 12.7 are in fact the initiators of the walkout. Had other groups also moved at or about this time, the question of whether or not all clocks were synchronized might be raised provided the other groups had not been penalized.

The only other question remaining concerns itself with whether or not the Company's action in penalizing the initiators was discriminatory. We believe not. First, the Company was clearly forced to take action and it was forced to take this action on a small group basis else the Plant would have to shut down. How many of the employees would have walked off the job without having been preceded by the 48 in question, will never be known. We believe however that the initiators bear a heavier burden of responsibility for what happened than do those who followed and therefore must uphold the Company's judgment in selecting this particular group in applying its penalty.

As to the severity of the penalty there can be only one comment. Considering the nature of the operation, the physical consequences of a shut down, effects of the shut down upon the community, the effect upon costs and related matters, the punishment given these employees can at best be characterized as extremely mild.

AWARD: We find that the suspensions given 48 employees were fully justified and therefore must reject the Union's request made in Grievance 1-176.

The quickest way to make yourself miserable is to start wondering whether you are as happy as you could be.

ATHLETES HONORED AT SECOND ANNUAL BANQUET OF CHAMPIONS AT LAKE WHITE

Edmund Gives Main Talk; 150 Attend, Get Individual Trophies

"The things you do with your working hours determine what you have; the things you do with your leisure hours determine what you are," declared W. H. "Bid" Edmund, at the Second Annual Goodyear Atomic Banquet of Champions.

Edmund, who is director of recreation for The Goodyear Tire & Rubber Company, delivered the principal address at the banquet held earlier this month at Lake White.

Approximately 150 men and women employees, all of whom were champions in their respective sports during the past year, were presented trophies and recognized for their athletic prowess.

Trophy presentations were made by members of GAT's Operating Committee, or their designated representatives.

R. F. Jones, supervisor of recreation, told the athletes and guests of the recreation department's future plans. The athletic events discussed were football, bowling, basketball, softball, and golf.

F. D. Hyland, recreation department staffman, thanked the group of athletes for their cooperation in carrying out the recreation program.

Edmund, in explaining his leisure time statement, said that the community groups in which employees participated were the determining factors in what they made of themselves.

Community Groups

He mentioned working in community groups, not only as an individual but as a family. He cited such things as the church choir, PTA, school board, and city council.

"You have an unique organization at Goodyear Atomic Corporation," the speaker said, "in that you are representatives of all the many nearby communities."

"The use you make of your leisure time will determine what you are and how you will work with these groups."

Edmund told the group that their presence at the banquet indicated that they had put a little "extra something" into their activity to come out on top.

"You also have gained something from those who are not here tonight," Edmund said, "and that is, it takes all of the participants to make the sports in which you people compete possible."

L. E. Fuller, superintendent, personnel services, introduced Edmund.

Trophy presentations were made by D. H. Francis, G. H. Reynolds, W. A. Brown, H. H. Kenny, D. W. Doner, J. S. Dysart, C. L. Jenkins, and J. R. Shoemaker.

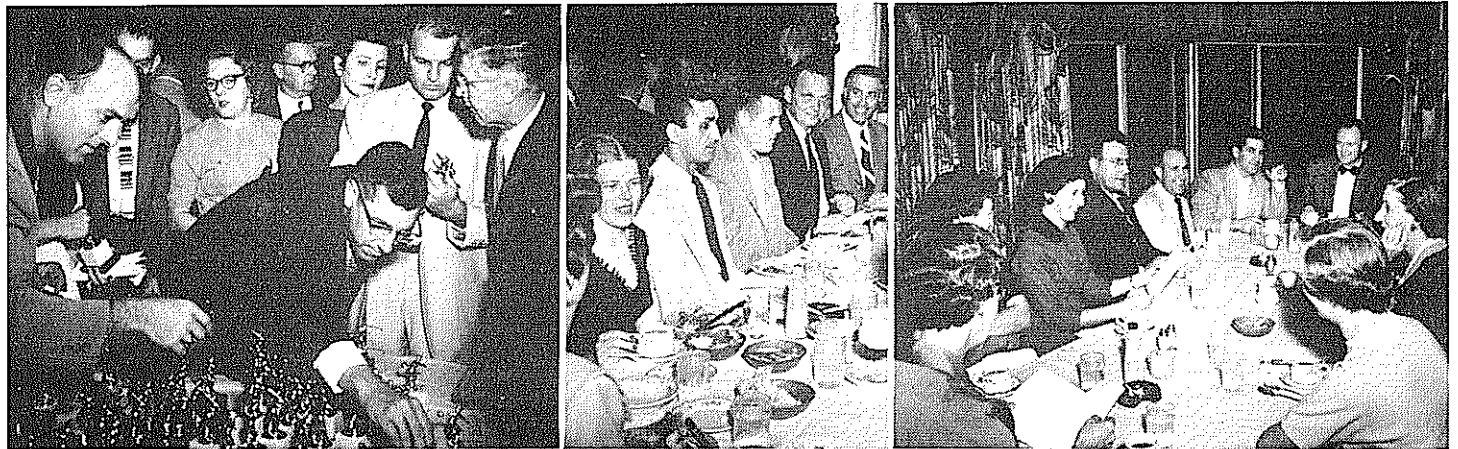
P. F. Bliss, community relations coordinator, delivered the invocation.

The banquet concluded with the showing of a color film of the 1956 Sugar Bowl Football Game between Georgia Tech and the University of Pittsburgh.



APPROXIMATELY 150 EMPLOYEES attended Goodyear Atomic's Second Annual Banquet of Champions. The pictures on this page record the event, which was held this month at Lake White. Dick Schneider, company champion, received his trophy and congratulations, picture top left, from GAT's general manager, D. H. Francis. The cameraman "caught" some champion members of the distaff side, upper right. They

are, from left, Pat Hawkins, Barbara Howell, Retha Massie, and Betty Stroth. From left at speakers table, lower left, are J. R. Shoemaker, H. H. Kenny, G. H. Reynolds, W. H. "Bid" Edmund, R. F. Jones, and D. H. Francis. Golfer Ed Tepper, lower right, looks over the championship golf trophy won by Roy Gustavson, center. Many other individual trophies were awarded to other champions.



CHAMPION ATHLETES pick up their individual trophies, above left, from R. F. Jones. From left are Steve George, Lou Donini, Mrs. Carl Crawford, Bernie Haas, Mrs. William Clements, Jerry Wiseman, and Millard Line. Guests are shown in the other two pictures. In the center photograph, from left, are Mr. and Mrs. Warren Farmer, Dick Grow,

Bob Gillespie, and George Abraham. From left to right, third picture, are Muriel Rector, Vickie Goodrich, Mary Frances Swick, Bob Adams, Jack Webb, Lemoin Elliott, Bill Hammond, Virginia McDonald, and Cynthia Schrier. This was the first time that the women were present at the Banquet of Champions.

Hardwood Action Begins End Of November For GAT

The Goodyear Atomic basketball season will open the last week of November. The recreation department says all leagues must be organized by November 1. Team captains should submit a team roster to the recreation department as soon as possible.

It is anticipated that leagues will be formed in Waverly and Portsmouth. If there is sufficient interest in other areas, leagues will be organized.

All team rosters must be submitted

on an official team application blank. These application blanks are available at the recreation department.

Clean Gardens

Employees who were assigned a garden lot should remove all stakes and poles immediately. All lots will be plowed and disced by November 1.

Named To PTA Board

Jerry Ross, Department 644, has been named to the executive board of the Friendship PTA. Ross, who has been active in PTA work, is also treasurer of the association.

Goodyear Atomic Corporation
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Portsmouth, Ohio

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