

Goodyear Operating Contract With AEC Extended 5 Years

Goodyear Atomic will continue as operating contractor of the plant for the next five years according to R. J. Hart, manager of AEC's Oak Ridge Operations, and Goodyear Board Chairman Russell DeYoung.

In making the announcement, Hart noted the contract agreement provides for GAT's operation of the plant through June 30, 1978. The current AEC contract runs through June 30, 1973. Goodyear's first operating agreement with the Atomic Energy Commission came in September, 1952, shortly after plans for the plant were announced. Since the initial signing, 20 years ago, the GAT-AEC contract has been extended five times. The newly signed contract is unique in that its

five-year duration is the longest in GAT history.

Commenting about the new contract, general manager C. D. Tabor noted, "As Goodyear Atomic employes, we are extremely proud of our continuing role in the nuclear energy field. We have the satisfaction of knowing that during the 20 years of operation we have worked in harmony with the AEC in carrying out their requirements. The AEC has again shown confidence in GAT and its employes; confidence that we will continue to do the same outstanding job in the future."

Goodyear Board Chairman, Russell DeYoung expressed the feelings of Goodyear and its employes in a recent letter to former AEC Chairman, James Schlesinger.

Dear Mr. Schlesinger:

We have just completed twenty years of operation of the Portsmouth Gaseous Diffusion Plant under contract with the Atomic Energy Commission. Discussion with Mr. Robert J. Hart, Manager of Oak Ridge Operations, and his staff have resulted in ready agreement on a further five-year extension to our operating contract.

In view of this background I thought it appropriate to comment on this long-standing relationship. Twenty years ago we entered the program with nothing but a background of success in our own field and a complete dedication to whatever was necessary to do a similar job in a new field. We have never had cause to regret that decision.

This has been a challenging and rewarding task for Goodyear and we take some pride in our contributions to an effort that has great significance, not only for the United States, but for the entire world. Our feeling about this experience is greatly influenced by the excellent cooperation we have always received from the AEC staff. We have developed great respect for the competence of your people in the planning and direction of a very complex program. Their record of achievement through the operating contract approach demonstrates unusual skill in handling the government-industry interface.

We look forward to continuing participation with the AEC on the many problems that lie ahead, and assure you of our resolve to give you outstanding performance and cooperation in our role as an operating contractor.

GT&R Set New Highs In '72

Sales and earnings set record highs in 1972 according to reports from the parent company top officials. GT&R's net income for the year was \$193,159,000 or \$2.65 a share, up 13.5 per cent from the year-earlier profit of \$170,223,000 or \$2.34 a share, Russell DeYoung, chairman and chief executive officer, and Charles J. Pilliod, Jr., president reported.

Goodyear's sales pushed past the \$4 billion mark last year for the first time, posting a 13 per cent jump from \$3,601,565,000 in 1971 to \$4,071,523,000 they said. The \$469,958,000 increase was the largest year-to-year sales gain in history.

Fourth-quarter sales and earnings were also all-time highs for Goodyear, DeYoung and Pilliod reported.

Net income in last year's fourth quarter was \$56,394,000 or 77 cents a share, up 15.6 per cent from earnings of \$48,784,000 or 67 cents a share in the final period of 1971. It was Goodyear's most profitable quarter ever.

Sales surged in the final three months of 1972 to \$1,085,522,000 an increase of 15.9 per cent or \$148,829,000 over the prior year's

fourth quarter sales of \$936,693,000.

DeYoung and Pilliod pointed out that the new quarterly sales high was the third in company history to top \$1 billion, the other two coming in last year's second and third quarters.

Earnings of Goodyear's foreign subsidiaries in 1972 were a record \$59,036,000 compared to \$57,432,000 in net income the year before, the officers said.

International sales as well as profits set records for the company last year, even though the level of business in many European countries was down, DeYoung and Pilliod said.

Results overall were better in Latin America, and gains also were made in the expanding markets of Asia, Africa, and Australia, they reported. Canadian operations were

at record levels, with Goodyear strengthening its tire market leadership there.

Defense and space program cut-backs adversely affected Goodyear Aerospace, as they did throughout that industry, but the subsidiary made progress in high-resolution radar, advanced computer technology, air transportable shelters and development work on a new Navy anti-submarine defense system.

The chairman and president said other domestic subsidiaries did well with record performances turned in by the Kelly-Springfield Tire Company and Lee Tire & Rubber Company, along with Motor Wheel Company.

The executives anticipate new highs for this year, with free world auto tire sales climbing 5 per cent to 452 million units, they said.

DeYoung and Pilliod said demand for Goodyear products is expected to continue strong throughout 1973.



SPELLBOUND — Science Demonstration Program team member Jim Armstrong (D-542) has Piketon elementary 6th grade student Tim Claytor fascinated with a centrifical force experiment. Each school year some 2000 local students get a refreshing look at science through GAT's community oriented Science Demonstration Program. (More on page 3.)

People On The Move



Hofer



Owens

Two personnel moves were announced during the month. Transferee and 39-year veteran John Hofer was named to the newly created position of Coordinator, Quality Assurance, and Bob Owens (D-761) was promoted to Section Head of Process Engineering. In his new assignment, Hofer will be responsible for GAT's Quality Assurance Program and will act as GAT's quality assurance representative with the AEC. Owens' assignment will be the engineering design and drafting work associated with process equipment.

Owens joined Goodyear Atomic in February 1955 as a draftsman senior. He was promoted to designer in 1956 and made staff engineer in April 1966. In December 1971 he was made engineer senior.

Hofer's first assignment with GT&R was as production worker in Akron Plant #1 in 1934. He was made supervisor in December 1942 and staff foreman in January 1943. His first assignment in quality control came in January 1951 when he was named quality control supervisor in Airfoam Plant C in Akron. He was promoted to quality control group leader in February 1955.

Hofer was assigned as staff technical contact man in Plant C in 1960 and in November 1963 was transferred to Logan as a staff technical service man. Hofer attended Akron University and is a member of the Masonic Lodge.

Review of Labor Relations

The following arbitration awards were received from Marlin M. Volz who acted as arbitrator and heard the cases January 18, 1973.

GRIEVANCE III-11-72

Issue: Did the Company violate the Labor Agreement in the manner in which it administered the overtime provisions in the present case? If so, what shall be the remedy?

Discussion: It seems clear that an employer may correct a procedural error in assigning overtime so long as it uses a contractually proper method to do so. By the nature of the relationship and the general authority of management to direct the working force and to assign work, any reasonable method it chooses must be considered to be contractually proper if it does not offend a limitation found within the total contractual relationship of the parties.

No provision guarantees to an employe eight hours of overtime in such situation. Section 6 of Article X states that there is no guarantee of a minimum number of hours per day. And, management, in the reasonable exercise of its managerial discretion, may find that it has no need for his services where to retain him beyond a certain time would constitute a contractual violation. In such instance no provision of the Labor Agreement prohibits the splitting of the overtime into two, four-hour segments. It is, of course, a familiar principle that, in the absence of specific contractual provision, management decides what overtime will be worked and whether a job vacancy is to be filled. Nor did the Company violate the Contract by charging the three employes on the off-going shift who refused the assignment with four and not eight hours. As a result of the corrective action taken by the Company, not more than sixteen hours difference among employes existed within the overtime list. In this instance, there was good reason for any extra deviation. Under such circumstances, the parties could not have contemplated that the Company be penalized by paying for time not worked to someone who has not been monetarily injured by a contractual violation.

Award: The grievance must be, and is denied.

GRIEVANCE I-6-72

Issue: Did the Company violate Article XV of the Labor Agreement by assigning to Carpenters instead of to Sheet Metal Mechanics the work of installing the sheet metal studs in connection with the building of the partition walls in question?

Discussion: The starting point in resolving this grievance is the recognition of the Company's authority to make work assignments except to the extent that this right has been circumscribed by some contractual limitation. The burden is upon the grievant to point to one or more of such limitations which gives jurisdiction over the sheet-metal stud work in question to the Sheet Metal Mechanics to the exclusion of the Carpenters. Since the Carpenters did not

fabricate the sheet-metal studs but merely attached them to the supporting frame, most of which was wood, they were not required to exercise and did not exercise, the distinctive skills possessed by the Sheet Metal Mechanics in working with sheet metal. Nor did the Carpenters use any of the tools uniquely associated with sheet metal work. They used their own tools in installing sheet-metal studs fabricated for them by others, including in some instances by the Sheet Metal Mechanics. The listed duty in the job descriptions most nearly resembling the disputed work reads: "Dismantles and erects steel partitions and rails." Such statement is found in the job description of the Carpenters and not of the Sheet Metal Mechanics.

Award: The grievance must be, and is, denied.

GRIEVANCE I-2-72

Issue: Under the relevant circumstances was the Company justified in suspending for three days the grievant, Vermal May, for incidents occurring on November 1, 1972? If not, to what remedy is he entitled?

Discussion: Insubordination is a disciplinary offense and often justifies a severe penalty. The essence of the offense is the showing of willful disrespect to the duly-authorized member of supervision. Such disrespect may be manifested by actions or words, or by both. The Contract does not permit an employe to refuse a work assignment merely because it is late in the shift and the assignment is a major one. That an employe may feel that management handled the particular project poorly also does not give him cause to take issue over the matter with his foreman in a disrespectful manner. By his statements and attitude, the employe provoked the running argument with his foreman, which went on for nearly a half hour. A clear order clearly disobeyed by an improper response is insubordination in the absence of a showing that performance would subject the employe to an unreasonable health or safety hazard not inherent in his job. There is no such showing here. It is also very probable that the grievant used abusive and threatening language toward his foreman during the heat of the verbal exchange. The grievant must be held to have committed the offense of insubordination.

Under normal circumstances a suspension of three days would be a reasonable penalty for such offense. At least it would not fall outside the range of reasonableness so as to permit the arbitrator to substitute his judgment for that of management. However, in this case the mitigating circumstances militate against a penalty of such severity. The grievant had worked for almost 19 years without any disciplinary action having been taken against him. The arbitrator regards insubordination as a very serious matter; but under the circumstances, including

Dr. Dixy Lee Ray Designated As New Chairman of the AEC

On February 6, President Nixon announced the designation of Dr. Dixy Lee Ray to serve as chairman of the Atomic Energy Commission. Dr. Ray has been a member of the AEC since last August and is currently serving a term which expires on June 30, 1977. As chairman of the Atomic Energy Commission, she succeeds James R. Schlesinger who is now director of central intelligence.

In naming Dr. Ray chairman of the AEC, the President stressed the commitment of his administration to resolving the nation's energy problem and to ensuring that the vital consideration of clean nuclear energy receive priority attention. The President also commends the Commission for its attempts to reach a balance between environmental values and the national requirements for energy. He also indicates his confidence that the effort to achieve this optimum balance will continue under Dr. Ray through vigorous research and development activities. Dr. Ray is the first woman chairman of the AEC just as she was the first woman named to a full five-year term on the Commission. Dr. Ray then issued the following statement:

"In designating me to succeed Dr. Schlesinger as chairman of the AEC, President Nixon has paid me a signal honor. I am determined to demonstrate that his confidence is well placed. Together with my colleagues on the Commission, and with a staff that has no peer in government service, we intend to move forward resolutely in all of the programs that lie within the broad arena of AEC responsibility."

"The Atomic Energy Commission is an agency that is unique in the annals of federal government. It has had a long and honorable history of accomplishment. For the past 18 months we have enjoyed the leadership of a remarkable and forceful man. In moving on to other responsibilities, James Schlesinger leaves an indelible mark on this agency. The measure of our success will be how well we maintain the momentum and continue the forward progress that he fostered and for which he provided such able leadership. It is now up to us to get on with the job."

Dr. Ray was sworn in as a member of the Atomic Energy Commission on August 8, 1972. Prior to her appointment she was director of the Pacific Science Center at Seattle and associate professor of zoology at the University of Washington. A life-long resident of the Northwest, she was born in Tacoma, Washington on September 3, 1914.

She received two degrees in zoology from Mills College, a B.A. in 1937 and a Masters in 1938. In 1945 she was awarded a PhD in biology from Stanford University and the same year joined the faculty of the University of Washington where she has taught since. Dr. Ray has spent 27 years in the Department of Zoology, teaching marine invertebrate zoology, conducting research, and supervising graduate students.



From 1938 to 1942, she was a teacher in Oakland Public Schools in California. She did graduate work at Stanford as a John Switzer Fellow in 1942 and 1943 and as a Van Sicken Fellow from 1943 to 1945.

Dr. Ray has continually held other science responsibilities along with her University affiliation. From 1945 to 1960 she was a member of the Executive Committee of the Friday Harbor Laboratories. From 1960 to 1962 she served as special consultant in biological oceanography to the National Science Foundation. In 1963 she was named director of the Pacific Science Center in Seattle. Dedicated to improved public understanding of science, the PSF actively develops exhibits, displays, demonstrations and participation programs in many fields of science.

In 1964 Dr. Ray was chief scientist and visiting professor on the Stanford University ship *TE VEGA* in the International Indian Ocean Expedition. In 1969 she served on the Presidential Task Force on Oceanography. Dr. Ray is the author of numerous scientific papers on marine biology.

At the time of her nomination she was a member of the Advisory Council for the National Museum, Smithsonian Institution; the Committee on Public Understanding of Science, American Association for the Advancement of Science; Board of Trustees, Virginia Mason Research Center at Seattle; and the North American Committee of the Commission on Education, International Union for Conservation of Nature.

Other memberships included the Washington State Oceanography Commission, the Pacific Region of the Marshall Scholarships Programs, and the Smithsonian Research Awards Committee. She also served as a member of the Committee of Corresponding Consultants for the World Report on the Environment.

The WINGFOOT CLAN

GOODYEAR ATOMIC CORPORATION
A DIVISION OF THE GOODYEAR TIRE & RUBBER COMPANY
4230 UNIVERSITY AVENUE, CINCINNATI, OHIO 45224

Published monthly in the interest of
employees of the
Goodyear Atomic Corporation
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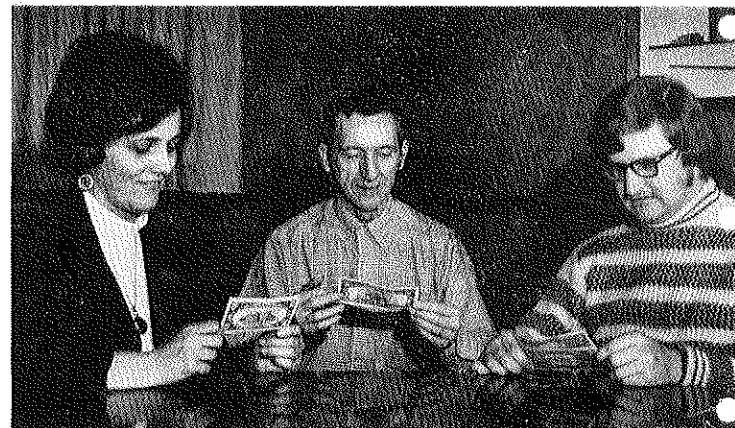
Industrial Relations Division
X-100 Bldg.
P. O. Box 628
Piquette, Ohio 45661

Editor: Gordon Johnson Telephone: 289-2331

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the conflict in testimony, he finds that the suspension should be reduced to a written warning.

Award: The suspension of three days is reduced to a written warning. The grievant is to be made whole for any loss of wages less any earnings from jobs obtained during such three-day period.



IT'S MONEY IN THE BANK for the first monthly winners of GAT's Safety Puzzle Quiz. L to R Herma Mills (D-110) displays her \$10 for winning first prize. Picking up \$5 for second and \$2.50 for third were Oscar Mershon (D-858) and Bob Winegard (D-222). Give yourself a chance to win some \$\$\$ by completing the latest safety puzzler on page 4.

Community Oriented Program Shows

Learning Science Is Fun

Rewarding to the students, excellent teaching aid, a real interest builder — are a few of the comments received by coordinator Roger Jackson and the dozen scientists who represent GAT's Science Demonstration Program.

Goodyear Atomic Corporation in cooperation with local school systems has successfully presented its Science Demonstration Program to thousands of students during the past fifteen years. GAT offers the Science Demonstration Program as a free community service to help educators create and stimulate our young people's interest in scientific fields. School administrators have found the program so popular with the teachers and students that it is in constant demand. In 15 years of operation, over 200 presentations have been made to approximately 30,000 students in some 50 local schools.

Basically, the community oriented program is designed to acquaint the student with a variety of scientific fields and to stimulate their interest in science. Much of the program's success seems to stem from the informal, lighthearted presentation of the experiments. This common touch makes the student realize most science is "down to earth" and within the grasp of the average student.

Programs are conducted by a science team composed of two employees who have a thorough science background. Planning and coordination are required for each school visit. Program details are planned and experiments scheduled to blend with the audience and current school curriculum. Experimental equipment is taken to the school, set up by the team, and presented to student groups ranging in size from 50 to 200.

Programs presented are flexible and the actual subject matter of the presentations vary according to the audience and the science team presenting the program. A wide variety of presentations can be made, but normally the programs include experiments and demonstrations based on physics, chemistry and physical chemistry.

The experiments are intended to demonstrate scientific principles. Dramatic experiments are selected to "whet the appetite" of the students for scientific studies so that the teachers can promote the study of science more easily. Three experiments receiving the most acclaim are the liquid nitrogen, high voltage, and water to wine (acid base) demonstration.

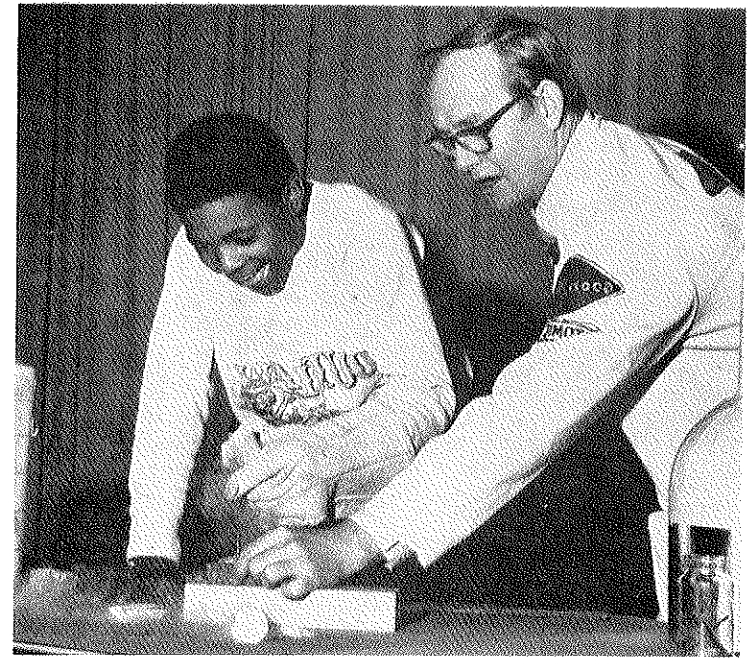
The success of GAT's Science Demonstration Program was probably best expressed in a letter from Wheelersburg High School —

Gentlemen:

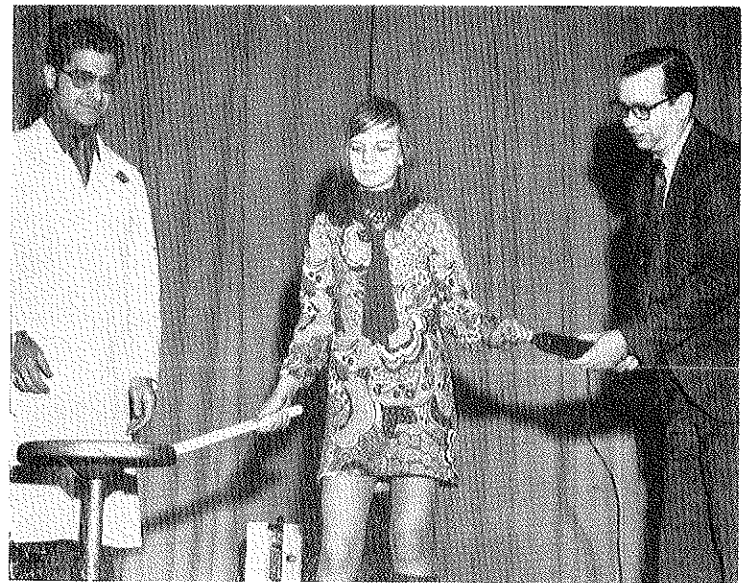
We wish to express our deep appreciation for the fine program you gave us. Not only was it educational but very interesting and amazing to watch. We thoroughly enjoyed it and hope you will come again.

Sincerely,

Freshman Class at Wheelersburg High School



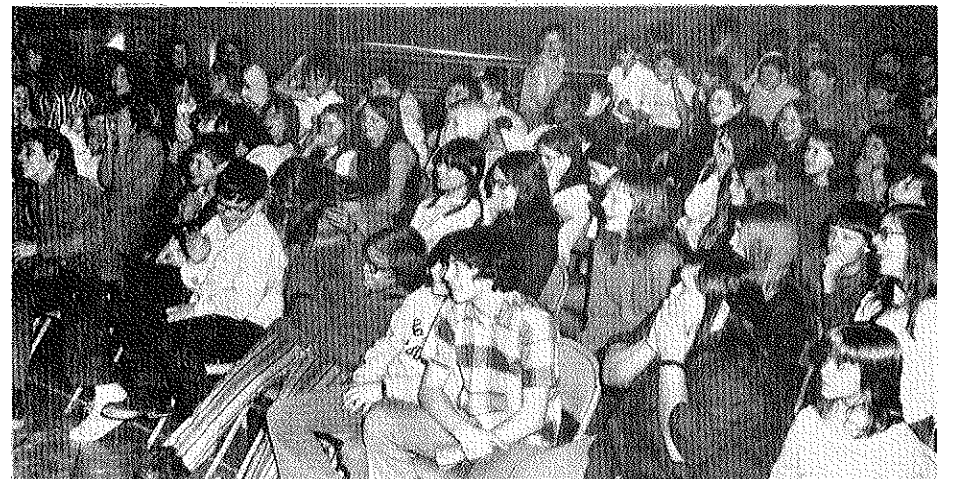
DRIVING HOME THE POINT — 7th grader Ray Nelson will long remember what happens when you expose a ripe banana to liquid nitrogen, and as Jim Armstrong noted, "sometimes the results are hilarious."



HIGH VOLTAGE EXPERIMENT — Student Cathy Burnside is not sure she can trust either the experiment or science team members, Sam Maroudis and Roger Jackson. The experiment is a dramatic way of showing how voltage can travel on the skin's surface without any ill effects.



SCIENCE DEMONSTRATION TEAM Members must possess a broad scientific background to cope with the endless barrage of questions and inquiries from interested students. Team members checking out experiments are: Seated (l to r) Roy O'Doherty (D-761); Hal Spring (D-552); Carl Walker (D-552); Bill Johnson (D-551); Jim Armstrong (D-551). Standing: Dick Sparks (D-552); Charles Knauff (D-532); Roger Jackson (D-551); Larry Swope (D-521); and Sam Maroudis (D-532).



LAUGHING WHILE LEARNING is one of the secrets of our Science Demonstration Program. Science team members feel that student reaction, like that pictured above, stimulates the students and encourages their interest in scientific fields. During an average year some 20 programs will be presented as a community service to some 2500 students in local schools in the surrounding area.



DISTINGUISHED AND OUTSTANDING SERVICE were the words of praise heaped upon Harold Rouff (I) (D-532) and Louis Shy (D-858). Waverly Jaycees honored Harold with their "Citizen of the Year" Award for outstanding service to the community. Louis was singled out by the Scioto Area Council of Boy Scouts for years of devoted service. He received their highest honor, The Silver Beaver Award.

Credit Union Holds Annual Meeting

The Atomic Employees Credit Union held their 18th Annual Meeting January 28, 1973 in the Waverly High School Auditorium. Credit Union members heard President Frank Voss report 1972 as the best in the organization's history.

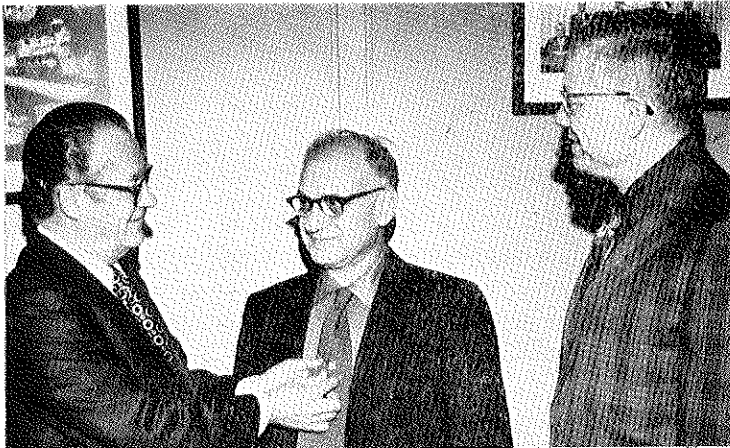
Continued growth of the Credit Union was reflected in the reports given by Treasurer Jay Furbay, Voss and Credit Committee member Bob Holland. Share values reached a new high of \$2,512,734, outstanding loans \$1,641,394, and total assets \$2,698,999. A total of 1,289 loans for \$1,307,000 were disbursed during 1972. This amount represents approximately 60% more than the amount disbursed in 1971. Voss commented that this is the first time

in many years that the amount of money loaned exceeded the amount of savings.

During 1972, members received \$124,361.15 in dividends and \$11,201.35 in interest rebate. There were no loans charged off during the year, but almost \$600 was recovered on loans previously charged off. The membership increased to almost 2500 members, including family members.

Bill Lemmon and Joe Parker were newly elected to the Board of Directors, while Jim Brandt and Art Bennett were re-elected. Hold-over members on the Board are Frank Voss, Jay Furbay, Cliff Work, Gerry Komlos, and Mauri Trowbridge. Bob Holland was re-elected to the Credit Committee. Other members are Jim Spriggs and Bill Farley. All officers were re-elected: Frank Voss, president; Cliff Work, vice president; Jay Furbay, treasurer; and Jim Brandt, secretary. Ray McNaughton was re-appointed to the Audit Committee, while Shirley Schachtele and Dick Cormany are hold-over members.

A total of 243 members registered for the meeting. After the meeting, drawings were held for the door prizes. Mrs. John Doerr (D-732) won the color TV set, and fifteen \$10 bills were distributed to other lucky winners.



First GAT 20 Year Pins Awarded

With a total of 362 employes completing 20 years service 1973 will be a banner year for 20-year pins. Presentation began last month when the first GAT hired employes received their pins. At top Ben Kalmon is "pinned" by IRD manager Lloyd Fuller and Dr. Harold Lehman. Below, Virginia McDonald is honored by Fuller and General Manager C. D. Tabor.

Four Employes Take Retirement

An increasing number of GAT retirees are finding early retirement attractive. Three of four recent retirees took advantage of GAT's early retirement provisions. Employees selecting early retirement included Ed Allen (D-426) February 1; Merrell Devol (D-734) March 1; and Ralph Norman (D-731) March 1. The fourth retiree was Floyd Powell (D-726) who retired February 1 under disability retirement provisions.



Did you hear about the girl in the office who is so thin that she's now receiving federal aid for underdeveloped areas?

Marriage is the only sport where the animal that gets caught has to buy the license.

The traffic is so bad in most downtown areas, that you can hardly find a place to double park.

Safety Puzzler

THERE ARE 30 WORDS ASSOCIATED WITH SAFETY HIDDEN IN THESE LETTERS. DRAW A CIRCLE AROUND THE WORDS AS YOU FIND THEM. HORIZONTALLY-VERTICALLY-DIAGONALLY-FRONTWARDS OR BACKWARDS.



- | | | |
|--------------|----------------|----------------|
| 1. SAFETY | 11. SERIOUS | 21. ATTENTION |
| 2. FIRST AID | 12. DISABLING | 22. UNSAFE |
| 3. ACCIDENT | 13. GOODYEAR | 23. GUARD |
| 4. SECURITY | 14. ATOMIC | 24. PREVENTION |
| 5. CARELESS | 15. AWARD | 25. IMPROPER |
| 6. ATTITUDE | 16. INCENTIVE | 26. GOGGLES |
| 7. THINK | 17. SLOGANS | 27. RESPIRATOR |
| 8. GAT | 18. POSTERS | 28. MASK |
| 9. GREEN | 19. PROTECTION | 29. GLOVES |
| 10. INJURY | 20. MEETINGS | 30. YOU |

NAME	BADGE NO.	DEPT.	DATE
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MAIL TO SAFETY DEPARTMENT

The above Safety Puzzler is the third in a series of quizzes sponsored by your Safety Department. To be eligible, simply fill out the puzzle, cut it out, puzzles will be placed in a box; on the first "O" shift workday of each month, three names will be drawn. The first name drawn will entitle that employe to \$10; second — \$5; third — \$2.50.

Classifieds

FOR SALE

1971 Pontiac Catalina for sale, 4-door, air conditioning, good condition. \$2350. Phone Wheelersburg 574-5202.

A 23" Zenith Color TV. Three years old, one year on new tube. \$225. Call 289-4100.

Poodle puppies for sale — silver, black, champagne. \$75. Phone Iron-ton 533-0444.

Oblong wrought-iron glass top table and four chairs with two sets of slip covers. \$70. Call Portsmouth 353-0672.

Two H78 x 14 Snow Tires on wheels. Used one season, reasonable. Call Portsmouth 353-3014 after 5:00 p.m.

Two bathroom wash basins for sale, acid resistant; one blue and one white, faucets included. Good condition. Phone Portsmouth 354-2562.

Station Wagon, 1964 Pontiac, Catalina, Air, Power Steering and Brakes, Snow Tires. Chillicothe 772-4974.

1968 Chevrolet 1/2 ton Pickup Truck — 6 cyl. standard, fleetside bed, 43,000 actual miles, one driver. \$1295. Phone 820-2415 after 4 p.m.

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