



BUSY BEAVERS — Some 50 Pike County scouts recently braved rainy cold weather to plant pines and assist in GAT's reforestation program. In a civic gesture, the scouts planted some 3,000 pines on the hilly terrain around plantsite. Above, Beaver Troop 73 receives instructions from project coordinator Don Rockhold (D-737) and Beaver Troop scoutmaster Roy Manning (D-532). See page 3 for more on the scout outing and GAT's reforestation program.

Personnel Changes Made In Two GAT Divisions

The month of April saw a number of personnel moves announced in both the Plant Engineering and Maintenance and Industrial Relations Divisions.

In Plant Engineering and Maintenance Division, James C. Herrler becomes supervisor, general engineering, Robert B. Casari becomes supervisor of mechanical and project engineering, and Ralph W. Beabout assumes staff responsibilities in the plant engineering subdivision. The above changes are all effective May 1.

Four employees assumed new positions as the result of a reorganization of the Industrial Relations Division, effective April 1.

The changes included the establishment of a new general safety and environment management subdivision. Heading up the new sub-

division is Virgil S. Emler who was named superintendent. In his new assignment, he will oversee the functions of general safety, environmental control, and health physics.

Samuel H. Hulett advanced to the position of supervisor, industrial hygiene. In this new capacity, Hulett is responsible for the administration of the film badge program and routine health protection sampling activities.

D. J. Blanton was named supervisor, employment, to replace W. M. Armstrong who is retiring. Blanton's responsibilities include hourly and salary employment activities, tech-

In Denver, high schools were put on a three-day week in order to conserve fuels.

In West Virginia, Illinois and Mississippi, factories had to be shut down for a time as fuel tanks ran dry.

At the Goodyear Niagara Falls Plant, 50 employees were laid off due to a shortage of petroleum-based raw materials.

In Akron, gasoline shortages forced wholesalers to limit supplies to service stations.

These are all grim reminders so far in 1973 that the talk about an energy crisis in this country is more than just idle gossip. Governmental sources point out that the United

States is consuming more energy than it produces and for the next 12 years will be involved in a real struggle to meet its energy needs.

For the rubber industry, the energy crisis poses more than just a fuel shortage problem. Many chemicals used in manufacturing rubber and plastics products are oil derivatives. At Niagara Falls, an industry-wide shortage of vinyl chloride monomer — a petrochemical used in the production of polyvinyl chloride (PVC) resins — caused a production cut-back and an employee layoff.

How did the nation's fuel shortage come about? What will be its effect upon the consumer and industry?

What will be required to solve the problem?

Agencies of the Federal government and industries such as Goodyear are wrestling with the last two questions. The answer to the first, according to energy experts, can be traced to the basic fact that the nation's appetite for fuel is enormous.

America, with only six per cent of the world's population, consumes 33 per cent of its energy. The number of cars in the U.S. has tripled since World War II and the use of electricity is doubling every 10 years.

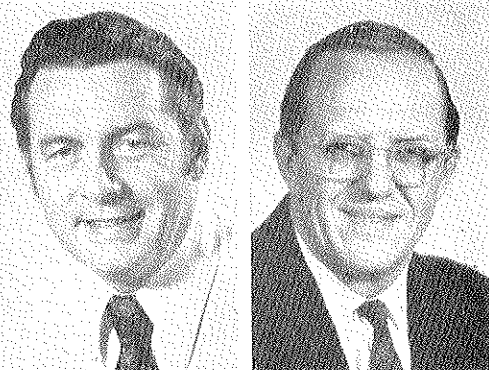
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nical and college recruiting, and the administration of the squadron and co-op programs.

Allen L. Williamson assumed the position of coordinator, public communication, replacing H. G. Johnson who is transferring to the 100 division. Williamson's new duties include editing the "Wingfoot Clan" and serving as the company's representative in the areas of community and public relations.

Other organizational changes as the result of the rearrangement saw Fred E. Pickens named superintendent, labor relations and public communication subdivision. In this position, he will assist L. E. Fuller, manager, industrial relations, in overall planning and direction of the division. Pickens responsibilities include the areas of labor relations, "Wingfoot Clan", community relations and recreation.

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Emler

Herrler



Blanton

Williamson

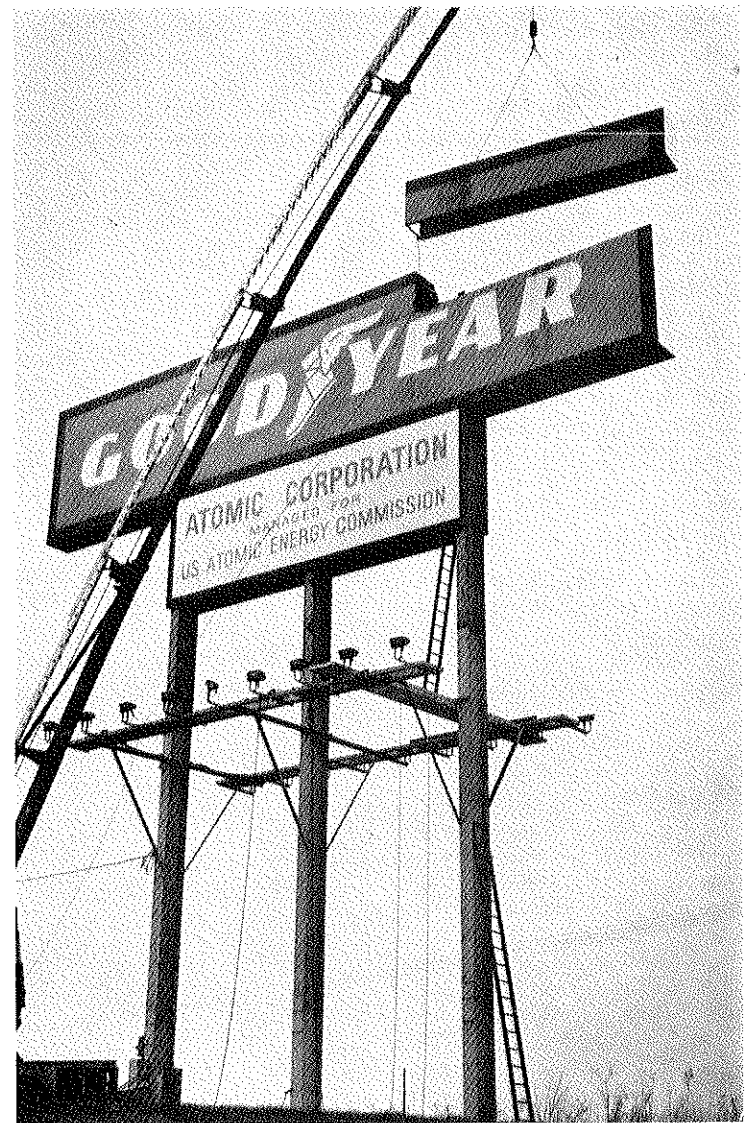
Hulett

Graduate Pictures

Graduating sons and daughters of GAT employees will be featured in the June issue of the Wingfoot Clan.

Employees are requested to submit a pocket-size photo of the senior. Accompanying the photo should be the student's name, school, parent or parents working at GAT and the department where the parent works.

Pictures must be submitted to the Wingfoot Clan office no later than May 7.



NEW FACE. The huge GOODYEAR signboard on Route 23 recently took on a new look. In order to standardize Goodyear identification worldwide, it is down with the diamond and up with the new Goodyear rectangle. Stats on the new sign reveal it stands 62 feet high and the 60x13 foot rectangle is faced with 5.5 foot letters.

Review of Labor Relations

The following arbitration awards were received from John F. Sembower, who acted as arbitrator and heard the cases on April 2.

GRIEVANCE II-14-72

Issue: Grievant claims that he should have been advanced from the top rate in Grade 8 to the bottom rate in Grade 15 at the end of a normal 13-week progression, but the Company regarded him as a "trainee" unqualified for the bottom of Grade 15 until successful completion of his training in 39 weeks.

Union's Position: The Union's position is that the parties knew very well when they drafted Article XI, Section 3, how to provide for exclusions from the normal 13-week advancement under Appendix D of the Agreement and that these included such things as the taking of a leave of absence or unsatisfactory work performance, none of which applied to the Grievant.

The Union contends that the parties fully contemplated that the normal progression would apply to trainees when they negotiated the clauses in the current Agreement, and that when there were exceptions to this principle, they were spelled out. None of these "exceptions" applies to the Grievant, says the Union. Therefore, he should have been advanced at the end of the 13 weeks—like anybody else.

Company's Position: The Company contends that the Grievant simply was not qualified for advancement until he completed the 39-week training course, and that he was a trainee in every sense of the word and fully understood this at the start of his transfer to Grade 8. In the Company's view, the Grievant actually received a "stipend" of 26 weeks' credit in being slotted into the top rate of Grade 8 when he undertook to improve himself through training.

Decision: There is much to recommend the Company's position herein. It is true that the Grievant was a trainee in a *bona fide* training program for 39 weeks after he bid into Labor Grade 8 at the top level, and that he was not fully qualified as an operator in Labor Grade 15 until he completed the training.

In light of the persuasive logic of the Company in this matter, it is all the more surprising that the language in all the applicable clauses of Article XI, Sections 2 and 3, is utterly devoid of any reference to the training concept which the Company urges herein. However, there is a legal maxim that states, "The expression in a contract of one or more things of a class implies the exclusion of all not expressed." It is a doctrine which the courts have followed for centuries, and whenever contract clauses are silent, as they are in this instance with respect to the trainee situation, the Arbitrator must follow this doctrine. Therefore, since the training situation was not

among the specific exclusions in Article XI, Section 2, it must be inferred that the parties intended for it not to be treated in any exclusionary fashion.

Award: Grievance sustained. The Grievant shall be paid the sum of \$769.60 representing the differential between what he was paid and what he would have been paid if he had advanced in the normal contract progression rate.

GRIEVANCE I-10-72

Issue: This is the latest in a long series of disputes resulting in two prior arbitration awards and a number of grievance settlements concerning assignments of certain work by the Company to Electrician First Class or Instrument Man First Class.

Union's Position: Panel wiring, says the Union, is a basic task which does not change regardless of the different configuration or modifications of the components mounted on a panel. In the settlement of Grievance No. I-108, the Company accepted and instituted the policy of assigning to the Electrician classification all wiring external to the instrument itself. Accordingly, the Union asks that the grievance be sustained, the work identified as that of the Electrician classification, and that the next Electricians in line for overtime be paid at the rate of one and one-half base rate for all time spent by the Instrument Men doing electrical work on this panel.

Company's Position: The Company contends, on the other hand, that the Instrument Maintenance Department is responsible for the maintenance and repair of electrical, electronic, pneumatic and hydraulic instruments connected with radiation or instrument systems, as well as the plant radio system, plant televisions, computers, mass spectrometers, gas analyzers, water treatment instruments, and chemical feeders. These various instruments normally

measure or control time, temperature, density, specific gravity, pressure, rate flow, or PH factor; while the Electrical Maintenance Department is responsible for the maintenance and testing of electrical equipment such as transformers, motors, switchgear, electrical relay systems, electrical control systems, electrical metering systems, communications, and alarm systems. Thus, says the Company, the division between the two classifications is distinct.

Decision: The Union correctly emphasizes that the parties have established "past practice" as the criterion for assignment of jobs such as this between two classifications. However, careful study of the two prior arbitration awards in this field and the several grievance settlements fails to disclose a standard pattern. A concept that the Instrument Man is confined to the area within the instruments themselves and may not operate to connect them together seems strange.

Unfortunately, the indicated "past practices" of the parties do not establish clear guidelines. Such a decision becomes what baseball followers know as a "judgment call" by the umpire at the scene who must call it one way or another, and as everyone knows, the Commissioner's Office steadfastly refuses to reverse such a call by one of the umpires. This having been, therefore, a "judgment call" on the part of the Company, the Arbitrator cannot overturn it on the basis of this record.

Award: Grievance overruled.

Four Promoted To Foreman

Recent announcements were made of the promotion of four employees from hourly classifications to foremen. Those named to new positions are: R. M. Hinton, Jr. — foreman, electrical maintenance (D-711); P. M. Callihan — foreman, instrument maintenance (D-712); G. E. Henne-man — foreman, converter and condenser maintenance (D-724); and C. L. Hill — foreman, process area (D-811).



Goodyear Veterans, Wise And Armstrong Retire

Leonard Wise (D-811), and Bill Armstrong (D-224), are closing out long careers the end of April as members of the Goodyear family. Leonard has elected "early retirement" May 1. Bill will be on vacation in May with a June 1 retirement date under "normal retirement" provisions.

Wise joined Goodyear in 1935 as a member of the production squadron. He was later assigned to the air foam division and transferred to GAT in February, 1953. With nearly 38 years of service, he was a general foreman, process area, at the time of his retirement.

Leonard resides at Lake White with his wife, Harriet. They plan to relocate to the Dayton, Ohio area to be near their family. Said Leonard, "We plan to travel this summer in our Airstream trailer and spend the winters in a warm climate."

Armstrong became associated with Goodyear in 1942 after spending 13 years in the Panama Canal Zone. Bill spent three years in Akron and



Armstrong

Wise

was then assigned to the Goodyear Toppeka plant as manager of the labor department. He returned to Akron in 1948 and transferred to GAT in 1953. Armstrong has over 31 years service with Goodyear, including 20 with GAT in a supervisory capacity. At the time of his retirement, he was supervisor, employment services.

Bill lives in Portsmouth with his wife, Carolyn. The Armstrongs plan to remain in the Portsmouth area with their plans indefinite at this time.

Personnel Changes Made

(Continued from page 1)

Joseph J. Eyre was named superintendent, personnel services and affirmative action subdivision. Eyre heads up the activities of employment, equal employment opportunity, administrative services, and training.

Dr. Harold B. Lehman was named director-medical and industrial hygiene subdivision with responsibility for the functions of medical services and industrial hygiene.

Hertler joined Goodyear Atomic in January, 1969. Prior to that, he was associated with U. S. S. Chemical in Pittsburgh, Pa., a subsidiary of U. S. Steel Corporation. A graduate of Ohio State University with a B. S. degree in mechanical engineering, Jim was a senior engineer in the general engineering depart-

ment at the time of his promotion.

A graduate of Carnegie-Mellon University, where he received a B.S. degree in metallurgical engineering, Emler also holds a M.A. degree in English from Ohio University. Immediately prior to assuming his new position, he served as supervisor, environmental control. Emler began employment with GAT in April, 1953 and served as supervisor, development laboratory, for twelve years before transferring to the Industrial Relations Division in 1971.

Hulett joined forces with GAT in February, 1966 and held the position of health physicist for over seven years. He attended Wayne University Junior College and the University of Michigan.

Blanton was employed by GAT in August, 1954 as a production process operator in training and in June, 1955 was made a production process operator. In November, 1955 he was named coordinator-plant records and remained in that position until August, 1962 when he transferred to the Industrial Relations Division as an industrial engineer in the standard practice department (now administrative services). Blanton moved to the employment department in March, 1968. He is a graduate of Ohio University.

A graduate of Ohio State University with a B. S. degree in business administration, Williamson came with GAT in May, 1954 as an industrial engineer in the standard practice department and next served on the staff of the manager, industrial relations, for twelve years. In January, 1966, he was named section head, employment services and in March, 1968 transferred to the administrative services department.

CHECK PRESENTATION — Mrs. Joseph (Helen) Hale, Chairman — Charities Liaison Committee, Goodyear Women's Club of Portsmouth, presents a check for \$300 to Marcella Green, Treasurer of Portsmouth Area Milk Bank. The donation will be used toward the purchase of a commercial freezer recently installed at Mercy Hospital at a cost of \$1300. The idea of the Portsmouth Area Milk Bank was conceived by Laura Taylor, wife of Jim Taylor (D-351), and Mona Roberson, wife of Dan Roberson (D-301). This volunteer work of providing a supply of natural mother's milk for sick infants is fulfilling a much needed service in Southern Ohio.



Scout Tree Planting Program Aids Plant Beautification Effort

CUB SCOUT PACK 82 from Pike-ton (top left) get a short course in dibble bar planting from Shawnee District Scout Representative Nelson Slayton. Adult packleaders at left rear are Harold Kunkle (D-761) and scoutleader Richard Pence. (Top right) GAT building and grounds forces planted the major portion of the 16,000 seedlings using a mechanical planter. Building and grounds personnel planting are (l to r) Dave Goode, Bob Humphries, and Harold Prall.

Rain failed to dampen the spirit and enthusiasm of some fifty scouts and cub scouts from Pike County as they arrived on plantsite Saturday morning, March 31, to participate in GAT's reforestation program.

The local area scouts had volunteered to hand-plant pine tree seedlings as a scouting conservation project. Don Rockhold, supervisor-maintenance services, and Nelson Slayton, Shawnee District Camping and Activities chairman, coordinated the scouts' efforts. The boys brought sack lunches with them and soft drinks were furnished. By the day's end, over three thousand seedlings had been planted. Said Rockhold, "The scouts did a whale of a job, and we certainly are appreciative of their contribution."

The overall GAT reforestation project will involve the planting of some sixteen thousand seedlings over an approximate eleven hundred acres on plantsite which have a potential under the reforestation program. A new tree planting machine has been obtained, and most of the planting will be by this method. The major planting is being accomplished by Goodyear's building and grounds

forces. A three-man crew is involved. The tree planter is pulled by a farm tractor. Besides the driver, the equipment requires a man to ride and drop the seedlings in the ground at whatever spacing is used. The third man walks behind the equipment making sure the ground around the seedlings is packed firmly.

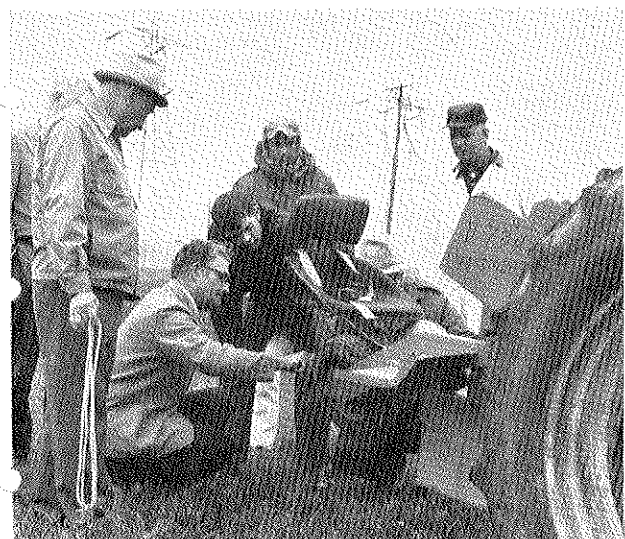
Not all of the acres on plantsite can be planted by machine. At this point, hand planting must be substituted. It is in this phase of the program that the scouts took part. The hand planting was accomplished by the "Dibble" method, which involved the use of a planting bar.

Due to enthusiasm demonstrated by the scouts, it is planned to invite them in future years to participate in this type project.

Goodyear employees are now enjoying the beauty of the many trees, shrubs and plants that have been planted in recent years as a part of plant beautification projects. It will be interesting to be here five years from now to see the scouts' reactions when they will be able to see the results of their efforts.



SCOUT LEADER — Dave Maple (D-712), his son Dave, Jr. (l), and Greg Anderson, son of employe Norm Anderson (D-812) select the spot for a new row of seedlings.



PLANTING KNOW HOW — (Above left) GAT employes gather around the tree planting machinery to listen to the instructions of State Service Forester, Clyde Heazlit (behind planter). Interested employes are (l to r) Don Jones (D-730), Dale Massie (D-732), Guy Parks (D-732), Don Rockhold (D-737), Harold Prall (D-734), and Bob Humphries (D-736). Pictured

(center) Roger Jackson (D-551) and members of Troop 71 became real experts with tree planting bar called a "dibble." Roger is scoutmaster of the Stockdale troop. (At right) Scouts from Beaver Troop 73, scoutmaster Roy Manning, and project coordinator Don Rockhold do a "good deed" which will last for years to come.

