

Pilliod



DeYoung



Gerstenmaier



Jay



Minter

## DeYoung Retires

# Pilliod Elected Chairman; Gerstenmaier Is President

Charles J. Pilliod, Jr., 55, was elected board chairman of Goodyear, 33 years after he was hired as a trainee, it was announced following a meeting of the board of directors on April 1.

Goodyear president for nearly two years and the company's chief executive since Jan. 1, Pilliod succeeds Russell DeYoung, chairman since

1964. DeYoung, who reached mandatory retirement age of 65 on April 3, stepped down as chief executive on Dec. 31.

Pilliod is succeeded as president by John H. Gerstenmaier, 57, an executive vice president who has headed the company's worldwide manufacturing operations for the past three years. Gerstenmaier also

becomes chief operating officer.

Elected vice chairman of the board is Richard A. Jay, 56, an executive vice president who has directed Goodyear's general products group.

Succeeding Gerstenmaier as executive vice president of manufacturing is Thomas F. Minter, 55, vice president of domestic manufacturing.

The board also elected two new

vice presidents, Colley W. Gilchrist, 58, becomes vice president of domestic tire manufacturing and F. Vincent Prus, 47, becomes vice president of general products manufacturing. Gilchrist has been manager of Goodyear's tire plant in Gadsden, Ala., and Prus has been corporate director of manufacturing services.

DeYoung continues as a director of the company, chairing the board's executive and finance committee. He will serve as a consultant until 1979 at the board's request.

In his 10 years as chairman, DeYoung steered Goodyear to the greatest growth in its 76-year history, the company adding 56 new plants around the world, boosting profits by more than \$100 million and increasing annual sales by nearly \$3 billion.

Pilliod was born in Cuyahoga Falls, Ohio, an Akron suburb. He joined the company in 1941, was a B-29 pilot in World War II and following the war began a string of 19 years in management posts abroad.

He was in Panama, Peru and Colombia before becoming Goodyear's managing director in Brazil in 1959 and became head of the company's operation in Great Britain four years later.

Returning to Akron in 1966 as director of operations for Goodyear

International Corporation (GIC), a subsidiary, he became a GIC vice president a year later and was named president of the subsidiary and a vice president of the parent company in January of 1971.

Elected an executive vice president and a director of Goodyear Tire in September, 1971, he became the company's 11th president in July 1972.

Gerstenmaier has been in production since he began his Goodyear career in 1938 following his graduation from the University of Minnesota.

He worked in industrial rubber products plants in St. Marys, Ohio, and Akron until 1963 when he was appointed manager of the foam products plant in Logan, Ohio.

In 1964, when Goodyear acquired Motor Wheel Corporation, Gerstenmaier was named president of the Lansing, Mich., subsidiary. He was back in Akron three years later as a vice president of Goodyear Tire and was elected executive vice president and a director of the company in 1971.

Jay joined Goodyear in 1939 following his graduation from Iowa State University and worked in the Jackson, Mich., and Akron plants before serving in World War II.

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# The WINGFOOT CLAN

A Subsidiary of  
Goodyear Atomic Corporation      The Goodyear Tire & Rubber Company

Volume 21

Piketon, Ohio May, 1974

Volume 5

## Profit Margin Down

# GT&R Sales, Earnings Set Quarterly Highs

Record first quarter sales and earnings were attained by Goodyear in the three months ended March 31, it was announced by Charles J. Pilliod, Jr., Chairman and Chief Executive Officer and John H. Gerstenmaier, President.

Sales of \$1,175,200,000 represented a 9.9 increase over the previous first quarter record of \$1,069,400,000 set in the corresponding period of 1973. It was the eighth consecutive quarter in which the company's sales topped the billion-dollar level.

Pilliod and Gerstenmaier said that, despite a prolonged strike against a subsidiary and sharply increased costs of raw materials and energy sources, net income rose to \$45,400,000 from last year's first quarter record of \$45,300,000.

Despite the first quarter record, the company made only 3.9 cents profit on each dollar of sales. This is down from 1973's first quarter 4.2 cents profit per sales dollar.

The earnings were equivalent to 63 cents a share compared with 62 cents for the like period of 1973.

A drop in sales and profits in tires and related items supplied to automobile manufacturers was partially offset by a more active U. S. replacement market particularly in large truck and farm tires, the two executives said. But they said the major gain came from the company's foreign operations as well as from domestic industrial products and chemical lines.

One of the factors affecting sales and earnings is a prolonged strike against the main plant of the subsidiary Motor Wheel Corporation in Lansing, Michigan. The strike stretched through the last eight weeks of the first quarter and has continued into the second quarter.

Pilliod and Gerstenmaier said the company and the union bargaining committees have reached agreement on the items at issue but that the union committees have yet to obtain ratification from their membership.

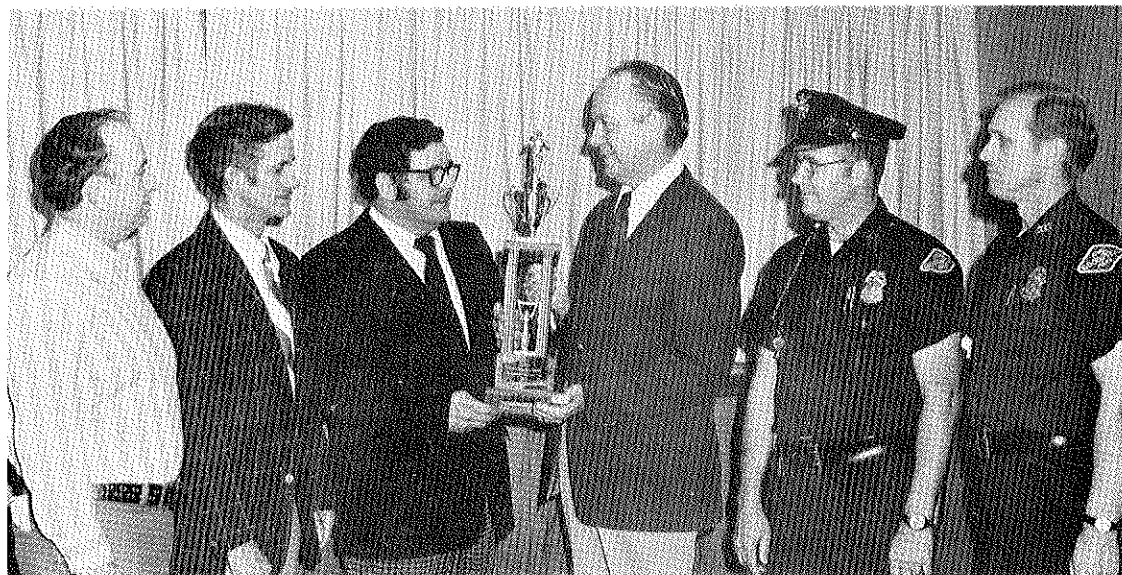
Other factors in the first quarter performance, they said, were sub-

stantially higher interest expense and inability to recover increased costs through adequate prices, a situation which continues in several areas.

They said the good first quarter results reinforce the confidence of Goodyear's management that the Company will perform creditably throughout 1974 in spite of persisting economic uncertainties and rising costs.

## Bulletin

As the Clan goes to press, a strike is in progress at the Goodyear Atomic Corporation gaseous diffusion plant. The Oil, Chemical & Atomic Workers International Union and its affiliated Local 3-689 failed to ratify a final wage offer from the Company, and as a result, an agreement was not reached between the parties by 12:01 a.m., May 2.



**SAFETY TROPHY PRESENTATION** — General Manager C. D. Tabor presents safety trophy to Safety Supervisor, Jim Spriggs. Looking on (l to r) are: Glenn Williams, OCAW safety representative, Dick Dever, president, OCAW, Local 3-689, George Rucker, president, UPGWA, Local 66, and Bill Bright, UPGWA safety representative.

As a part of the Goodyear World-Wide Safety Contest for 1973, GAT was declared the winner in the Chemical Division category. Spriggs, in accepting the trophy, expressed his appreciation for the part played by each GAT employe in making this award a reality. Let's make 1974 an even better year.

## Review of Labor Relations

The following arbitration awards were received from James J. Willingham, who acted as arbitrator and heard the cases on March 19, 1974.

### GRIEVANCE I-49-72

**Issue:** This grievance contends that the Company refused to properly identify the various groups of the Maintenance Mechanics Classification on the sheets provided for the yearly canvass for realignment, and thereby violated Article VIII, Section 10 (a) and (b) of the labor agreement.

**Union Position:** In December, 1973, the Company presented the canvass sheets to the Maintenance Mechanics which showed the department number, shift, foreman and the groups. No specific information as to specific duties or the general type of work normally performed by such group was on the list and the Union signed under protest awaiting outcome of this arbitration.

**Company Position:** It appears that for many years the Union has sought to delimit certain work performance to certain job classifications and that the Company has steadfastly refused the exclusive work jurisdiction concept.

**Discussion:** The Union contends that the canvass sheet furnished its members gives no information whereby a man can determine the function of the group or its primary duties and that the intent of the contract was to enable the more senior men in the classification to choose their work group for the year.

The contract requires only a list of all the groups within the classification and their respective department, shift, foreman and current working schedule. In this case as in prior years canvass sheets received in evidence the contractual information was all that was contained as respects the Maintenance Mechan-

ics classification. Whether or not added information was contained in other classifications is immaterial as the question here is what does the contract require.

**Award:** Grievance I-49-72 is denied as no violation of the contract occurred. All that is required on canvass lists by contract is the classification, department, shift, foreman and current working schedule. All of such items appeared on the canvass lists in December, 1973, as they had in prior years.

### GRIEVANCE II-69-72

**Issue:** The real issue here is what method of computing regular rate for payment of overtime is proper.

**Union Position:** This grievance alleges a violation of Article X, Section 9 (a) and any other that may apply when grievant worked two 8-hour shifts over and above his regular 40 hours in the workweek. Both of the overtime situations were of the "more than 8 hours in a 24 hour period." The Company paid the employe 56 hours at his regular base rate and two four hour periods at his regular rate.

**Company Position:** The Company relies upon its consistent practice from 1958 based upon an opinion from its parent corporate legal staff and its comptroller's staff.

**Discussion:** Regular rate, as judicially defined, is the actual rate per hour received for straight time work. This restatement does not abuse the Courts' determination since all premium is excluded in such consideration.

"Regular rate" is the actual amount of money per hour received by the employe, and excludes premium for overtime. It is, then the amount arrived at by multiplying the base rate times total hours worked plus applicable shift differential divided by total hours.

**Award:** Grievance II-69-72 is denied. The Company has followed the contractual method of computing overtime in accordance with wage-hour directives and judicial definition of "regular rate."

### GRIEVANCE II-75-72

**Issue:** The instant case involves the interpretation and application of Article X, Section 9, 12 and 13, in the computation and payment for vacation days falling on the sixth consecutive day.

**Union Position:** In this case grievant worked his regular schedule, "C" shift — 1600-2400, on Monday, Tuesday and Wednesday. On Thursday, his scheduled day off, he worked eight hours to cover a "D" shift absentee. Friday was a scheduled day off and Saturday and Sunday were taken as vacation days.

He received 48 hours pay for the week, 16 hours of which were for vacation. The Union claims that its intent in negotiating 13 (a) and (b) was to provide premium or overtime pay for hours worked by an employe outside of this regular scheduled workweek. It claims that such was accomplished by treating jury duty, funeral leave, Union time (code 100), vacation and unworked holidays as hours actually worked.

**Company Position:** The Company contends that the whole matter is clearly answered by the Contract. Here no hours were worked on the sixth consecutive day of the workweek nor had grievant worked or received credit for a minimum of four hours in each of the preceding five work days. Since the vacation hours here were taken at the end of the workweek they cannot be audited as hours worked for overtime pay calculations for days worked earlier in the week.

**Discussion:** In the instant case there is a situation wherein the days of the workweek taken as vacation can affect the monies received. Here the contract says time and one-half his base hourly rate and time and one-half any applicable shift differential for all hours worked on the sixth (6th) consecutive day worked in the workweek, provided he has worked or is credited with a minimum of four hours in each of the preceding five workdays of the workweek.

Here grievant worked Monday, Tuesday, Wednesday and Thursday. He did not work Friday which was a scheduled day off and as scheduled days are not credited for premium or overtime pay calculation it is patent that he has failed to meet the condition precedent for premium in Section 12 (a). He did not qualify under Section 12 (c) as he did not work a holiday as a part of his first 40 hours.

**Award:** Grievance II-75-72 is denied as no contractual violation occurred. Article X, Sections 12 and 13 provide methods for calculation of overtime and premium pay and such has contractual conditions precedent which must be met to enable a person to entitlement. The Company's calculations are in complete accord with the contract.

(Continued on page 4)



**TECHNICAL RECRUITMENT** — Jim Delong (r), technical writer, receives last minute instructions from Del Prickett before reporting to assigned department.

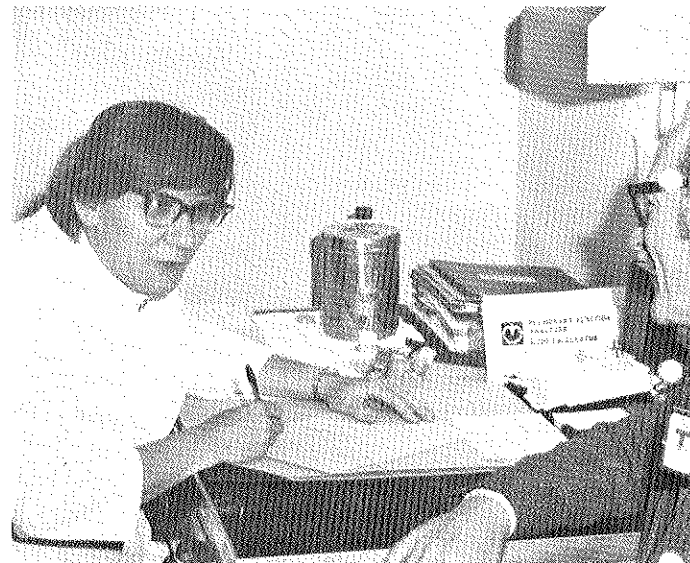
# Emp



**INTERVIEW** — Bill Churchill (l) reviews reporting-to-work procedures newly-hired Scott Thompson, sheet metal mechanic.



**EDWARD BAILEY, AEC-ORO,** observes Ray Cosby perform inspection on a compressor component in the environmental gauge lab. Bailey recently conducted an audit of GAT's Quality Assurance Program.





**RECORD KEEPING** — Personnel Records plays an important role. Sharon Williams (r) answers inquiry by telephone as Debby Dobbins (l) types PSQ and Sharon Dwyer (c) files department transfer papers. This section is the focal point for all changes that are made on employe records.



## oyment Is A Busy Place These Days

Statistics often tell a story and in the case of GAT'S Employment Department this is certainly true.

With the current personnel build-up, Employment has been the center of much activity in recent months. Bringing just one new employe onto the payroll involves preparing and processing 26 different forms. Since the first of the year, 120 employes have been added. In the same period over 3,000 personal interviews have been conducted.

D. J. Blanton, who directs the activities of the department, puts it this way: "Our mission is to attract qualified people to fill openings as they occur. This means using all of the sources that are available including college recruiting, direct technical recruiting, employe referrals, employment agencies and walk-ins. We are working as a team to meet this challenge."

What is involved in hiring a new employe? First there is the completion of an

application and the interviews which follow. If an offer of employment is made, then there is the processing of a PSQ for security clearance, reference checks, finger printing, and the scheduling of a pre-employment physical examination, among other things. This involves typing the PSQ and letters for interview, job offer, and reporting date.

One of the groups that plays an important part in the overall effort is the Personnel Records Section. Here, the various forms are initiated. Employe records are maintained on a current basis including interdepartment transfers, address changes, family changes, and additional education completed. Other activities include employe tire purchase refunds, issuing service pin awards, preparation of seniority lists, credit checks, and exit processing.

Technical and college recruiting is another important phase. This year 24 colleges or universities were visited with close to 200 applicants being interviewed. As the

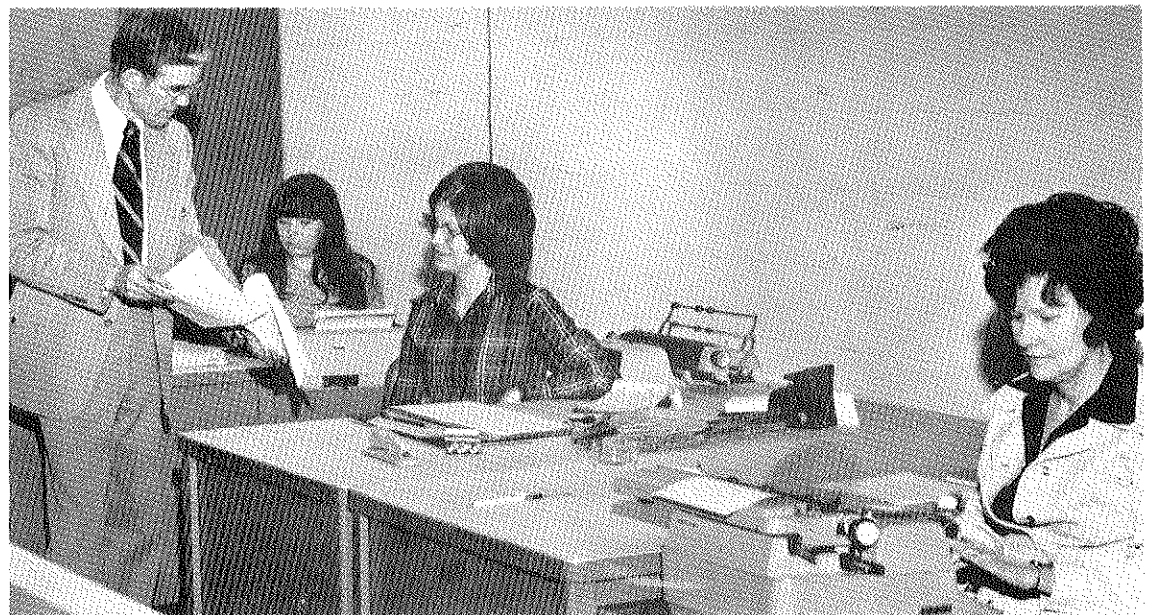
result of these interviews, over 60 plant visits were scheduled. Technical recruitment involves contacts with college alumni groups, employment agencies, and advertising in trade journals, magazines, and newspapers.

A stenographic pool is an important part of the program. Here, stenographers, clerks, and clerk-typists perform work assignments for requesting departments. Once a vacancy in these classifications occurs, then a transfer is made from the Steno Pool.

Where do we stand today on meeting our goals? We have over 100 open requisitions presently. These include requirements for chemical, electrical, and mechanical engineers, including those just out of college and those with prior work experience. In the skilled crafts, for instance, there is a need for welders, maintenance mechanics, instrument men, electricians, machinists, and others. If you know of any persons possessing these qualifications, be sure to notify Employment.



**PRE-EMPLOYMENT PHYSICAL** — Nurse Betty McMullen obtains medical history from Harold Johnson, engineering cost estimator.



**STENO-POOL** — D. J. Blanton gives instructions to Donna Montler as Diane Rumfield (l) and Pauline Whisnant (r) carry out assignments.

# Scouts In Tree Planting Project

Over 75 scouts and cub scouts from Scioto, Pike, Jackson and Ross Counties descended on plantsite Saturday, March 30, to participate in a tree-planting project. This marked the second successive year that local area scouts undertook this conservation project to assist in GAT's reforestation program.

Nine scouting units in the four-county area were involved with 12 adult leaders overseeing the boys' efforts.

By the day's end the scouts had hand planted over 2,000 pine seedlings. GAT's building and grounds forces are planting 22,000 more seedlings. The major planting is being accomplished with tree planting equipment with some hand planting.

Said project coordinator Don Rockhold, "The scouts did a great job again this year. We certainly appreciate their help."



**HERE'S HOW** — Troop 73 scouts from Beaver are instructed in seedling planting by project coordinator Don Rockhold (D-730) (lower right) as scoutmaster Roy Manning (D-532) looks on.

## Nuclear Power On Upswing

*EDITOR'S NOTE: The following status report on the U. S. civilian nuclear power program was recently released by the U. S. Atomic Energy Commission, Washington, D. C.*

During the first quarter of this year electric utilities made known plans for 15 nuclear power generating plants with a total capacity of 18,050,000 kilowatts to be located at eight power stations. Reactor suppliers were selected for seven of these units and for one unit announced in 1973.

In the first quarter of 1973, utilities made known plans for nine nuclear power generating units with a total capacity of 9, 910,000 kilowatts for location at seven power stations. Reactor suppliers were selected for one of these units in the quarter, and for six units announced in 1972.

Status of nuclear generating units in the United States as of March 31, 1974.

	Kilowatts
44 licensed to operate	26,389,400
54 being built	51,669,000
109 ordered	119,481,000
207	197,539,400



**ED SMALLEY, D-810**, really believes in gasoline conservation. Ed commutes six miles from home to work and return daily using a three-speed bicycle with a generator headlight and tail light. The vehicle also has a built-in reflector for safety purposes.

Says Smalley, "I play basketball regularly and cycling helps keep me trim and in shape."

## CLASSIFIEDS

### FOR SALE

**Garrard Changer Knight Multiplex** radio and amps — needs repair — two large speakers — 5 speakers each. \$50.00. Phone 353-3740.

**Girl's 20" Huffy Bicycle.** Like new — \$25.00. Phone Portsmouth 456-2518.

**Minolta 7S 35 mm Camera.** Brand new. Phone: Portsmouth 456-4518.

**18' Arrowglass Tri-Hull boat.** 85 hp Johnson outboard engine. \$3,000. Phone Waverly 947-5946 after 5 p.m.

## GT&R Changes

(Continued from page 1)

Named manager of the power transmission products plant at Lincoln, Neb., in 1948, he returned to Akron in 1956 as manager of the engineering department.

He was appointed assistant to the president in 1958 with responsibility for coordinating the general products group, was named vice president of general products in 1964 and was elected an executive vice president and a director in 1971.

Minter is a native of Akron and a graduate of the University of Akron. He had been director of manufacturing services for nearly five years before he became vice president of domestic manufacturing in 1971.

Earlier, he had managed Good-year tire plants in Glasgow, Scotland, and Jackson, Mich.

## In Sympathy

Mrs. Henry L. (Ruth) Brown, mother of W. T. Brown, D-502, died April 9 at Westford, Massachusetts.

Arthur W. Welch, father of Raymond V. Welch, D-761, died April 13 at Seymour, Missouri.

## Arbitration Awards

(Continued from Page 2)

### GRIEVANCE II-81-72

**Issue:** Basically the Union contends that overtime lists are negotiated items and as such cannot be unilaterally discontinued by the Company.

**Union Position:** The Union claims that the Company cannot believe that overtime lists ended with the 1957 contract as it used such in an arbitration case to Mr. Seinsheimer in 1966 (III-35-63).

**Company Position:** The Company contends that it can create or eliminate overtime lists as operations require if in the judgement of the Company it is deemed necessary. The Company claims it has never used such position to circumvent its responsibility to offer overtime contractually. It contends that its purpose is to establish proper overtime lists according to a classification department's, or group's working conditions. Under Article X, Section 1 (J) the Company has the right to establish new groups and eliminate them with just cause.

**Discussion:** The last quotation is, apparently, true today as well as in 1966. Basically, what is developed as fact is that the Union has claimed that overtime lists were negotiated items — which, except for 1957, is not correct. What is fact is that such has been discussed in negotiations but no formalized agreement has re-

sulted from such discussions or negotiations.

There is no contractual provision between these parties, whether written or established by constant practice that requires the Company to keep an overtime list in an inactive classification nor to have Union concurrence in elimination of such list.

**Award:** Grievance II-81-72 is denied as no contractual violation occurred. The overtime lists, per se, are not negotiated items under the current labor agreement.

## Grads

The June issue of the Wingfoot Clan will feature graduating sons and daughters of GAT employees.

Pictures submitted should be pocket size and preferably black and white. Accompanying photo should be the student's name, school, parent or parents working at GAT, and the department number of the parent.

The deadline for submitting pictures to the Wingfoot Clan office is May 15.

## People On The Move



Weeter

Miller

Click

Newman

Promotions and transfers in two divisions resulted in several changes in personnel assignments.

Three of the moves were in the Production Division. Floyd J. Weeter, Jr. assumed responsibilities as foreman, fluorine generation (D-821) and feed vaporization (D-822). He also has lateral responsibilities in Uranium Materials Handling (D-829). Weeter was a foreman in Cascade Coordination (D-817). Carl Miller was promoted from power operator 1st class to power coordinator-foreman (D-851) and Jonathan Click was advanced to foreman, uranium materials handling (D-829). Click was formerly in the Process Technology Department (D-521).

In the Plant Engineering and Maintenance Division, James I. Newman was promoted from instrument man 1st class to foreman, instrument maintenance (D-712).

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