



R. L. DUFFEY  
ENGINEERING

D-761  
X-100

*Employment*

# GAT Management Newsletter

GOODYEAR ATOMIC CORPORATION

a subsidiary of

THE GOODYEAR TIRE & RUBBER COMPANY

October 2, 1968

A 15-INCH mass spectrometer, the only one of its kind in the country, is being constructed here for installation in the X-710 building. Components include a 4' x 5' x 14" thick granite surface plate which with a welded steel stand weigh more than 5200 pounds. The tube collector and source chamber are made of a non-magnetic stainless steel to tolerances of 1/1000 of an inch. An important feature of the completed unit will be the fact that the operator will be able to move the 2½' x 2½' x 4' high electromagnet, weighing more than 5400 pounds, with his finger tips by activating a compressed air device which literally floats the heavy object. In operation, the instrument will be used primarily for UF<sub>6</sub> assay analysis and will provide precise isotopic measurement of sample pairs having extremely small differences.

THE COST SAVINGS "Idea" Program has produced 43 ideas, so far, and 35 of these have been evaluated and answered by the committee. Twenty-five were approved and either have been implemented or are in process. The remaining eight are being evaluated.

THE IN-VIVO counting trailer is on plantsite during the next two weeks for further testing and re-testing of personnel.

MEMBERS of GAT management, from our general manager on down, do many things for employees and their families -- and for that matter, the communities in which we live -- which receive little or no publicity. For example, the children of two employees who died recently, have been sent "lifetime passes" to the GAT plantwide annual picnic.

HAVE YOU had your flu shot yet?

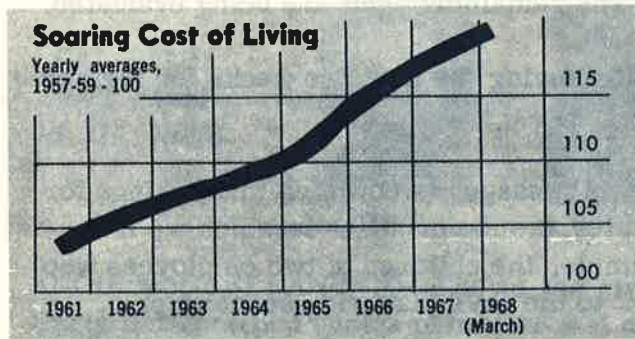
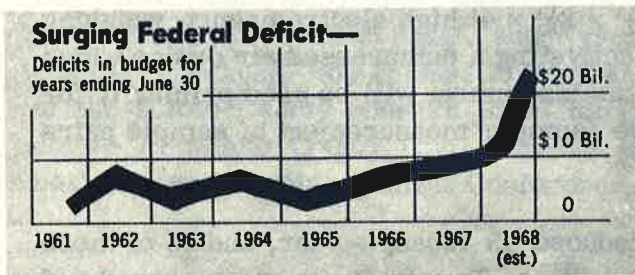
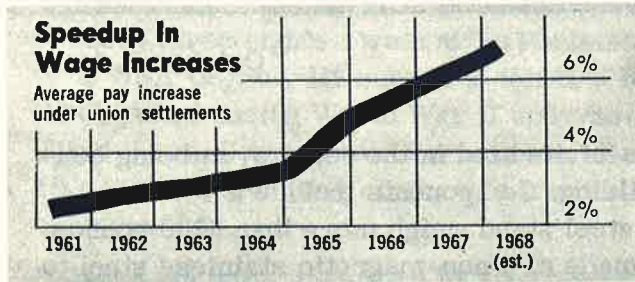
AGAIN THIS FALL a sizable number of employees are taking advantage of our Educational Assistance Program. One hundred different people are taking a total of 133 courses (59 for master's degree credit) at five different locations.

TIMOTHY L. CRAWFORD, Co-op from the University of Cincinnati, is here for his first work assignment. He graduated from Chillicothe High School and is working toward a degree in Electrical Engineering.

IF YOU WOULD like to know more about such far away places as India and Sweden and you didn't attend the seminar presented by L. E. FULLER, the full one-hour tape of his talk is available from the Training Office.



"INFLATION can kill America." That's the opening sentence in the four-page August issue of the National Education Program Newsletter, which is entirely devoted to citing facts and figures on the dangers of inflation. Excerpts which follow include three graphs and part of a statement by the president of N.E.P.



"Wage earners, whose jobs and high wages more directly depend on the competitive position and the profit-making capacity of American industry, are the first to suffer when things go wrong with our economy. For their sake and for our entire citizenry we must keep prices of our goods competitive so that the U.S. can continue to expand its markets around the world, and so that "cost-push" inflation can be controlled. For the sake of everybody's future economic well-being, we must all actively oppose deficit spending -- in our own budgets and in the budgets at every level of government. . . Misguided leadership can destroy these advantages, which indeed are already seriously threatened."

- Dr. George S. Benson

ON NOVEMBER 5, Ohioans will vote on a proposed amendment to the state constitution which, if a majority of those voting approve, would grant the legislature the authority to set up a \$500 million revolving highway bond issue, and a one-time, \$259 million bond issue for other capital improvements. Not more than \$100 million of the \$500 million could be issued in any one calendar year. As bonds are retired, more could be issued, but the time limit on all bonds is 30 years. Fifty percent of the first \$500 million would be used for urban extensions of state highways. The \$259 million would be divided with \$120 million for water pollution control and water management; \$100 million for higher education, technical and vocational education, juvenile correction, training and rehabilitation; \$20 million for parks and recreation; and \$19 million for airports and for building, modernizing and equipping of state buildings. Lawmakers say they are confident the bonds could be authorized without a tax increase.

A BRANCH of the University of Kentucky is being built in Ashland, Kentucky.

A CHAIN STORE firm in the East recently ran three "Career Days" at its New York offices in which applicants for management positions submitted no resumes, took no tests, didn't even fill out applications. Instead, they were interviewed by top executives. If, afterwards, an individual was truly interested in the company and the company in him, he was invited to make formal application.

NORELCO, in advertising the advanced features of its present dictator/transcriber, predicts that in 1978 "you will dictate to a machine that will record and automatically transcribe letters and memos from the sound of your voice."

PRUDENTIAL INSURANCE CO. encourages overweight employees to reduce by paying the membership in a weight reducing club for anyone who goes for at least 16 weeks. Since the company first made the offer, about nine months ago, 200 employees have shed over 1,400 pounds.

EDGCOMB STEEL Company's 800 employees -- executives, salaried personnel and wage earners -- annually work one Saturday morning, receive premium pay, and contribute all of it to a special charity fund.

**STANDARD PRACTICE SHEET**

**GOODYEAR ATOMIC CORPORATION**

DATE September 30, 1968

DELIVER TO

*R. L. Duffey*  
Employment "Cleveland Area"

General Notice #34-68

Post until October 14, 1968

**SUBJECT ALL-IN-ONE-CAMPAIGN**

Our annual in-plant solicitation for the 1969 All-In-One Campaign is scheduled to be conducted from October 7 through October 14, 1968.

This year, as in past years, the All-In-One effort is shared jointly by labor and management. The Committee is composed of Co-chairmen, F. S. Valentine, representing the O.C.A.W.I.U., Local 3-689 and H. G. Johnson, Community Relations Coordinator.

A meeting of solicitors is scheduled for 10 a.m. Friday, October 4, in Room 310, X-710 Building. A representative for the United Fund will speak in behalf of all United Fund drives in our four-county area. It is most important that all solicitors be present at this meeting.

Our goal is 100% participation with particular emphasis being placed on payroll deduction contributions. My sincere wish is that each of you will "give till it helps" and make this campaign our most successful one.

*G. H. Reynolds*  
G. H. Reynolds  
General Manager

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GENERAL MANAGER	TECHNICAL	PRODUCTION	PLANT ENGINEERING & MAINTENANCE	INDUSTRIAL RELATIONS	PURCHASING & MATERIALS	FINANCE



## THOUGHTS ON MANAGEMENT

EIGHT RULES for executive success: (1) Acquire the art of kindness and persuasion. Kindness is an attribute of the strong. (2) Put consideration of human dignity above pay, promotion, or environment. (3) Get rid of double standards of behavior -- one for workers and another for management. (4) Start a request to subordinates with "please." Proper words and actions inspire confidence. (5) Give credit where credit is due. Praise generously. If you must tell somebody off, never do it in front of others. Most people's self-esteem can't take it. (6) In handling grievances, let the employee tell his full story without interruption. A kind word will help. (7) Learn to listen. The occupational disease of a poor executive is inability to listen. (8) Don't be afraid to make changes. If something has been done in a particular way for a number of years, that alone is often a sign that it is being done wrong.

- Dr. L. Giberson

THE PACE of technology escalates problems to catastrophic levels. As pace accelerates, leadtime to correct mistakes diminishes. So managers must learn to manage by preventing rather than correcting.

- Dr. Frederick Herzberg

WE HAVE HAD, since time immemorial, two basic theories about learning. The behaviorists asserted that learning is a mechanical process of drill and repetition forming a mental habit. The cognitive school, on the other hand, taught that learning is understanding, meaning, insight. On one point, however, both schools have agreed: learning would have to be either behavioral or cognitive. This we now know to be wrong. The two are complementary. They are different only in that they deal with different things. We need both.

- Peter F. Drucker

THE TROUBLE with some self-made men is that they insist on giving everybody their recipe.

- Michael St. Clair

TODAY, the world is, in fact, a Siamese twin, made of a union between the sophisticated, industrialized nations and the unsophisticated, poverty-ridden, under-developed nations. The analogy can be carried further. If one twin of a Siamese set becomes ill, so does the other.

- J. P. Austin, president of Coca-Cola Company

RECREATION is the art of knocking yourself out on your own time.

- Garry Owens

THE EMPHASIS we now place on science and technology sometimes leads us to overlook the fact that the personal qualities necessary to success in life are no different today than they were 50 or 100 years ago.

- Henry B. du Pont

ALL THE THINGS we know -- the land, and oceans, stars and nebulae, the things that creep or crawl, walk, swim or fly -- are patterns made up from less than 100 natural elements, and these in turn are composed of only two phenomena -- matter and energy. All the literature that has ever been written in the modern English language consists of patterns of only 26 letters. All the paintings ever made are patterns of only three primary colors. All the music ever written consists of patterns of no more than 12 notes. All the arithmetical expressions we know of consist of only 10 symbols, and for the vast computations of digital computers, everything is made up of patterns of only two components, 0 and 1. All pieces of sculpture and mechanical inventions (which are essentially pieces of sculpture) are patterns combined to only three spatial dimensions, plus duration. Thus, whenever we speak of something as being "new" we are really talking about original patterns of already existing components . . . Thus the materials for the creative product lie all about us, equally accessible to everyone.

- Don Fabun, "You and Creativity"

I KEEP CORRECTING people who tell me about rising prices and taxes. I tell them the value of goods and services is not going up; that it's only the value of dollars going down which accounts for rising prices. In simpler words -- inflation.

- Truman Twill, "Purely Personal"

COMMUNIST: A fellow who has given up all hopes of becoming a capitalist.

IT IS CLEAR that to become educated we must discover how to systematize and interrelate what we know, learn how to structure it. The structure of a subject is the interrelation of the concepts or principles which compose it. If these concepts are discrete, separate, lacking in unity, then there is no organized structure, no string on which to put the beads of experience, no cement to hold ideas together.

- Edgar Dale

THE AVERAGE AGE of the world's great civilizations is 200 years. This nation's 200th anniversary is only nine years away.

- Miles Wasson, Goodyear-Houston

## WHO'S WHO IN MANAGEMENT

ROBERT C. KRAMER, Industrial Relations staffman, D-224, is responsible for scheduling and conducting orientation, re-orientation, management, and other training programs. He also helps write the Management Newsletter and administer the Educational Assistance program. He arranges for both plantsite and off-plantsite film showings. He reports to H. McCLELLAND, training director.

Kramer graduated from Portsmouth High School and has an Associate in Arts degree from Ohio U. He is presently taking courses three nights a week at the Portsmouth Campus leading to a BBA degree. He served in the U. S. Navy "Seabees" for three years during World War II and was then manager of the Time Loan Company in Portsmouth. He was hired here in 1954 as an accounting clerk; was transferred to the Training office in 1966.



Bob and his wife, Jean, live at 1133 Coles Boulevard in Portsmouth and are members of the First Lutheran Church, where he is a trustee. They have two daughters, Lynn, who is married (Mrs. Glenn King), and Kaye, who is single. Both are presently students at Ohio U in Athens. Bob belongs to York and Scottish Rites of Masonry, is past president of the Scioto County Scottish Rite Club (about 400 members). He holds an office and is active in Scioto County Civil Defense and is on the Arrangements Committee for the next Portsmouth Management Conference.

### GAT NAMES AND FACES IN THE NEWS



ANGIE McCLELLAND



A. H. WERNECKE



L. A. SIMON



O. A. VITA

ANGIE McCLELLAND, D-411, is the first female employee to take advantage of our Early Retirement Pension plan. Her last day of work is October 15.

A. H. WERNECKE is to be the guest speaker at the October 8th meeting of the Portsmouth Area Management Club. His subject will be "The Future of Atomic Energy."

L. A. SIMON, 1st vice president of the GAT Foremen's Club, is in charge (J. S. MURRELL, president, attending a 13-week AEC seminar) during a particularly busy time. Besides the Smoker-Poker last Saturday night, the Club's calendar of events includes the Fall Outing later this month, the Football Excursion in November, and co-sponsor of the Portsmouth Management Conference in December.

O. A. VITA is speaking in Dayton on October 15 at the monthly meeting of the Ohio Valley Section of the Society for Applied Spectroscopy. His subject is "Application of Atomic Absorption Analysis at Goodyear Atomic Corporation."