



R. L. DUFFEY
ENGINEERING

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X-100

GAT Management Newsletter

GOODYEAR ATOMIC CORPORATION

a subsidiary of

THE GOODYEAR TIRE & RUBBER COMPANY

July 2, 1969

MAJOR PRIZES at the Company Picnic on July 12 include a 6,000 BTU air-conditioner and a 19" portable TV. There are literally dozens of other prizes to be given away at the grand drawing, or by the Safety Department, or for winning a contest or playing Bingo. Then, of course, there are the free rides, the enjoyment of talking to other GAT employees "off the job" and seeing how much their kids have grown since last year. See you there?

THE DISABLING INJURY on May 20 stopped the plant's total at about 351,600 man-hours. It also stopped the Finance Division's record of never having had a disabling injury (5,985 days). This leaves only the 100 Division with an unmarred record.

NEW MEMBERS OF THE TECH. SQUAD include: FRANCIS J. TREMEL who is a graduate of Bishop Carrol H.S., in Ebensburg, Pa.; just received a B.S.M.E. from Penn. State U. LAMONT E. BEAVER is a graduate of Elgin H.S. in Marion, Ohio; has a B.S. Chem. E. from Case Institute of Technology. BARRY L. SIMONDS graduated from West Essex Regional H.S. in N. Caldwell, N.J., and has a B.S.M.E. from Indiana Institute of Technology. His wife's name is Cathleen. JOHN H. McGEE graduated from Hower Vocational H.S. in Akron and has a B.S.M.E. from the U. of Akron. He and his wife, Pamela have a daughter, Kelly Ann, born on April 27. WAYNE S. COUNTERMAN graduated from E. L. Meyers H.S. in Wilkes-Barre, Pa., and has a B.S. Chem. E. from Buckness U.

AN UNCLEARED AREA has been set up on the second floor of the X-100 bldg. It is across the hall from the Engineering Library; a seven foot opaque partition separates it from the General Engineering Department. There is desk and drawing board space for a maximum of 15 people. Escorts and coordinators are to be provided by the 500 and 700 Divisions.

A WELCOME BACK goes to VIRGINIA CASTEEL, D-331, and CARL YATES, D-514.

NEW SALARY EMPLOYEES include: MICHAEL KOWALCHUK, JR., D-532. He has a B.S. Chem. E. degree, has been working as an engineer for Philco Ford in Philadelphia. His wife's name is Jimmie Lamar. Here for the summer are GEORGE A. HILT, D-810, THOMAS J. STUART, D-710; and JEFFREY S. WISEMAN, D-521. All three are Ohio U. students.

"THE MIGHTY ATOM", a 16mm film which runs 27 minutes is a new addition to the Training Department's Film Library. This is an excellent film for showing to groups in the area.

MANAGEMENT NEWS---ON THE NATIONAL LEVEL

A CROSS-COUNTRY conference between Humble Oil & Refining Co. executives in Houston, Texas, and an investment advisory committee in New York City was held recently by means of videotape and a telephone conference call. Twenty-five minutes of videotape, which included charts, maps, statistics and narration was made in Houston, sent to New York and the conference call time set. Any questions the men in New York had after they had looked and listened to the taped material were answered during the phone call and an agreement was reached without the necessity of either group giving up precious time in travel.

IN ONE PLANT, management decided to offer a \$25 cash award to all employees who offered acceptable suggestions on how the company could save money. One of the first suggestions turned in was that the award be cut to \$10.

PETER DRUCKER, well known author and management consultant has written a new book called "The Age of Discontinuity: Guidelines to Our Changing Society" which one critic (his review is in the February, FORTUNE) calls "a major work of great brilliance." In this book of about 400 pages, the author develops the thesis that the four major areas of discontinuity that are convulsing our society and our lives are: (1) technology, (2) economics, (3) social and political organization, and (4) the role of knowledge as "the central capital, the cost center, and the crucial resource of the economy." Of the last named, Drucker writes that "having created the knowledge society, we are discovering that we know very little about managing it. For knowledge workers, unlike manual workers, are not satisfied with work that simply produces a livelihood. They need to be motivated in quite other ways, perhaps not too dissimilar from what we now regard as the prerogative of professionals. They are likely to tire of their jobs in their middle years. 'Retooling' (or early retirement) is a necessity for them, and for the organization too, if it has any ambitions in the direction of performance."

DUN'S REVIEW, June issue, has an article entitled "Is the Policy (Standard Practice) Manual Obsolete?" The author cites the experience of several companies as he stresses the danger of sticking to old-line policies when changing conditions demand new ones. The author concludes by quoting one company's financial vice-president as having said, "We'll probably discover before long that the best policy manual of them all is the Ten Commandments."

LOCKHEED AIRCRAFT held an "MT DAY" (empty desks, cabinets, files of unnecessary or surplus supplies, and paper). In that one day \$10,000 worth of office paper and supplies were returned to Stationery Stores, more than 300 file drawers emptied.

BOTH Consumer Reports and the auto editor of Popular Mechanics say that the more expensive cars are not worth their higher price tags. Consumer Reports says that you can save yourself some money and get more in the way of niceties and optional accessories by buying at the top of the low-priced line than at the bottom of the medium priced line. Popular Science says that this year's Union/Pure Oil Performance Trials prove that, on performance alone, all you get for the \$300 to \$750 extra the deluxe models cost is faster acceleration--and \$50 or more extra expense per every 10,000 miles driven.

THE BOSS of a Japanese electronics firm paid a world-famous Paris designer \$12,500 to design two uniforms--one for winter, one for summer--for his female employees, plus \$36 for each dress. It was a good investment. He had trouble getting enough help before, now women beg for jobs and can hardly wait to get to work each morning.

DID YOU KNOW that a cold drink on a hot day will cause your body temperature to rise? A hot drink may cause you to perspire but it won't raise your body temperature. In other words, a hot drink will cool you off more than an iced drink.

SUNSTRAND AVIATION'S new plant at Rockford, Illinois, picked as one of "Manufacturing" magazine's top 10 plants of 1969, has a complete physical fitness center for its 1,979 employees. During their lunch period or after work, employees can play basketball, volleyball, handball, squash, or table tennis. They can relax in a sauna bath or keep in shape in an exercise room. Company management personnel are aware that lack of proper exercise has become an important factor in death from heart disease. They are convinced that a daily workout is the healthiest way to counteract the effects of a sedentary life. They believe a ball game or calisthenics at noon or after hours may also relieve nervous tension, anxiety or emotional strain.

A U.S. BUREAU of Labor Statistics deputy commissioner predicts that, by 1975, labor shortages will make it necessary to redesign jobs so that more women, older people, part-time and teenage workers can handle them.

THOUGHTS ON MANAGEMENT

PRESENT DAY (University) admissions policies are nothing less than a travesty on education. They assure that a minimum of learning (individual human change) will take place between graduation from high school and graduation from college. The "best" universities admit only those students who already can score high on verbal-rational tests. The students continue scoring well on such tests or are dropped. . . Those truly committed to education, to the full development of human possibilities, might argue for a different kind of "best" college, one that would admit the bottom ten percent of high school graduates, then help them develop. But this may be extreme. Perhaps we should now ask only that the best college use not test scores, but a simple lottery to decide who gets in. . . Deprived of pretested students who are apt to pass exams in spite of inadequate teaching, it would be forced at last to learn something about learning.

- George B. Leonard, in "Look "

EGOTISM is that certain something which enables a man who's in a rut to think he's in the groove.

- Today's Chuckle

THE BOLL WEEVIL proved to be a blessing in disguise to cotton growers. After their fields were devastated, southern land owners were forced to turn to a new crop in order to survive. Most of them started raising peanuts, and have since experienced the greatest prosperity they have ever known. . . The next time it seems that calamity has struck, remember the story about the boll weevils. What may appear to be a terrible reverse may be the best thing that could possibly happen.

- Earl Nightingale

THIRTY is the dangerous age. If life begins to be too comfortable at 30, a man can quit learning and get old before his time.

- Jenkin L. Jones, Pres., U.S. Chamber of Commerce

THE FULL RESOURCES and total capabilities of the senior working force is often lost and no one knows to how great an extent or at how much cost. The organizational structure is so engrossed in moving young men up the ladder that they lose sight of the fact that they are misusing the best resources they have--the experience, knowledge and understanding of their older men.

- Howard A. Floyd, management consultant

THE BEATEN PATH can easily become the path of the beaten.

THERE ARE TWO WAYS to persuade people. Fight it out, or talk it out. If you fight it out, even if you win you lose something; no one really wins. If you talk it out there is one chance in three that you will come out the winner.

- Dr. Ralph Nicholas

THE PRICE of ignorance is considerably higher than the cost of education.

- Phil Pastoret

IN EVERY CENTURY the generals and the rulers. . . have smiled at the philosophers' timid dislike of war. In the military interpretation of history war is the final arbiter, and is accepted as natural and necessary by all but cowards and simpletons. . . We laugh at generals who die in bed (forgetting that they are more valuable alive than dead), but we build statues to them when they turn back a Hitler or a Genghis Khan. It is pitiful (say the generals) that so many young men die in battle, but more of them die in automobile accidents than in war, and many of them riot and rot for lack of discipline. They need an outlet for their combativeness, their adventurousness, their weariness with prosaic routine; if they must die sooner or later why not let them die for their country in the anesthesia of battle and the aura of glory? Even a philosopher, if he knows history, will admit that a long peace may fatally weaken the martial muscles of a nation. In the present inadequacy of international law and sentiment a nation must be ready at any moment to defend itself; and when its essential interests are involved it must be allowed to use any means it considers necessary to its survival. The Ten Commandments must be silent when self-preservation is a stake.

- Will and Ariel Durant, "The Lessons of History"

PEOPLE used to want to be rich, but now they seem satisfied just to live as if they were.

- The Carbide Courier

WHEN I WAS a student, I was quiet. I didn't protest, I didn't riot. I wasn't unwashed, I wasn't obscene, I made no demands of prexy or dean. I sat in no sit-in, I heckled no speaker, I broke not a window, few students were meeker. I'm forced to admit, with some hesitation, all I got out of school was an education.

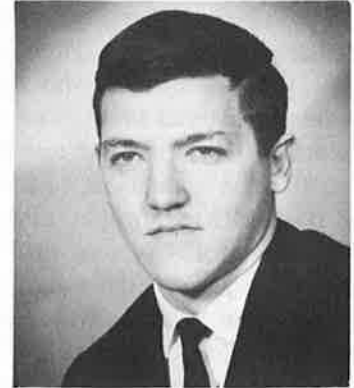
- Richard Armour

THERE aren't any hard-and-fast rules for getting ahead in the world--just hard ones.

WHO'S WHO IN MANAGEMENT

WILLIAM J. LEMMON, is general foreman of D-858, Chemical Operations. Reporting to him are four foremen, who in turn supervise the activities of 43 chemical operators. They handle the decontamination and chemical cleaning of equipment, uranium recovery, the Oxide Conversion Facility (which converts uranium oxide to UF_6 for the Cascade), the Process Lab., and the Laundry. He reports to J. G. CRAWFORD, supervisor.

Mr. Lemmon is a graduate of Latrobe (Pa.) High School. He graduated from Grove City College in 1965 with a B.S. in Metallurgical Engineering and then came to work here as a member of our Tech. Squad. He was promoted to technical man in D-521, in 1966; transferred to his present department the following year, and promoted to his present classification in 1968.



Bill and his wife, Winifred (Winnie) and their son, Lee (6 months old), live at 799 Cliffside Drive, Chillicothe. They are members of the First Presbyterian Church there, and Bill is treasurer and a member of the Board of Directors of the Chillicothe Jaycees and the Board for the golf course which that organization operates. He also belongs to the GAT Foremen's Club; plays softball and bowls in the Chillicothe leagues.

GAT NAMES AND FACES IN THE NEWS



MRS. G. GUNDLAH



W. F. POTTS



A. J. BLAIR



A. H. CLARY'S



R. P. HOLLAND

MRS. GENEVIEVE GUNDLAH is currently corresponding secretary for the Buckeye Chapter (Portsmouth) of the National Secretaries Association. She has been a chapter member since 1954; was vice-president one year, recording secretary another. She has also served on a state committee.

WILLIAM F. POTTS is treasurer of the Portsmouth Shrine Club and was a member of the committee that arranged the parade and the first Shrine ceremonial (50 candidates initiated, June 21) ever held in Portsmouth.

ALEX J. BLAIR was the speaker at a 50th anniversary banquet of Merritt Post #142 of the American Legion in Waverly on June 27.

A. H. CLARY'S picture was inadvertently left out of the last Newsletter. Art is a member of a committee named to recommend the best type of government for Waverly.

R. P. HOLLAND is co-chairman, along with H. G. JOHNSON, of this year's Company Picnic at Camden Park on July 12.