



GAT Management Newsletter

GOODYEAR ATOMIC CORPORATION

a subsidiary of

THE GOODYEAR TIRE & RUBBER COMPANY

Editor - H. McClelland

November 4, 1970

EIGHT TEAMS, a total of 42 men (40 GAT and 2 AEC), were trained in Value Engineering techniques by Jack Huetter from Sandia the week of October 19. Each team selected a leader and a recorder and then used V.E. techniques as they tackled an assigned project. During the last half day of the 4½-day workshop, one man from each team used visual aids as he reported the results of their investigations to top management (Rm. 310, X-710 bldg.). One team recommended no change -- they were checking the cleaning of 2,000 hp motors. Another team pointed out possible future savings in the disposal of lime softening sludge, but it was not their job to negotiate a contract with a vendor, etc. The other six teams reported possible cost savings or cost avoidances totaling \$431,969!

THE AVERAGE GIFT in this year's All-In-One Drive was \$15.97 -- this was more than in any previous year. Total contributions were up 8.2% over those in the 1969 campaign.

NEW SALARY EMPLOYEES include RALPH M. NOLFI, engineering cost estimator, D-761. He is a transferee with Goodyear service since 6-24-57. He comes here from Goodyear-Logan where he has been doing similar work since January, 1964. Ralph graduated from Hower Vocational H.S. in Akron and from Goodyear's Apprentice Program. He and his wife, Rose, have three small children. ROBERT BURGETT is a technical writer, sr., D-761. He graduated from high school in Hamilton, Ohio; studied Mechanical Engineering at the University of Cincinnati; studied Industrial Design at Carnegie Institute of Technology; and received a BFA in Commercial Art from O.S.U. in 1950. He has been technical editor at National Lead Co. of Ohio since 12-60. KEITH LEWIS, III, draftsman apprentice, D-761, graduated from Chillicothe H.S.; attended Columbus Drafting College; has taken courses at Ohio University, Chillicothe; and worked for the Mead Corporation for the last four years. He and his wife, Judith, have a two-year-old son.

"SAFE HANDLING of Enriched Uranium" is the newest addition to our film library. It is in color, is 22 minutes long, and is designed to introduce new employees in nuclear production plants to the concept of nuclear fission and criticality. It can be understood by viewers who have no technical background, and we will use it both for training and to show to groups off plantsite.

COLLEGE RECRUITING started in October and won't end until March, 1971. Some 34 schools (10 of which are minority) will be visited one or more times (five different recruiters).

THE EFFECTIVENESS of motion pictures for getting across facts and concepts is usually taken for granted. However, the value of certain techniques in connection with the use of films and/or video tapes has been proven by research. For example, the announcement to Army trainees of a test to follow a film increased learning by 23 percent. Directing the viewers to look for specific things before showing them a film increased learning 28 percent. Stopping a film to either discuss what has already been seen or to answer questions from members of the group resulted in significantly greater learning compared with non-stop film showings. One study combined film showings in six different ways and found superior the method that: (1) introduced the film, (2) showed it, (3) discussed it immediately, and (4) showed it again the next day.

SURVEYS by two consulting firms, McKinsey & Co. and Brandon Applied Systems, show that 35 percent to 50 percent of all business computer installations cost more than they save in manual operations.

SIGN OF THE TIMES: Two British doctors say that mini skirts have been a safety factor. Modesty has required that girls squat when they pick something up. The doctors are afraid the new, longer skirts will lead to more back injuries because the girls will probably stoop instead of squatting.

MARYLAND CASUALTY COMPANY doubles the medical payment coverage of any of its policyholders who are injured in auto accidents while wearing seat belts.

MEMBERS of the Pre-Supervisory Group recently took an 80-statement quiz entitled "Supervisory Inventory on Communication." After reading each statement, they were to mark either "A," agree or "DA," disagree. Scores of the 23 men present were above average, but there was one statement that everyone missed and one statement that all but one man missed. How would you have answered them? One of them was, "Correct spelling is essential to effective written communication." The other was, "'Verbal' means the same as 'oral'."

GDYR'S ST. MARYS' PLANT has an annual "Turkey Plant Contest" to stimulate employees to submit suggestions. Between October 30 and November 20 last year, 125 suggestions were submitted. Six employees won Thanksgiving turkeys.

MAYO CLINIC doctors say that, as we age, most of us gain fat at the expense of muscle. A weight of 170 at 30 years may be hazardous excess at age 60. We should reduce our weight each year. The 170 pounder at age 30 should weigh 155 at age 60.

UNION CARBIDE, in cooperation with Oak Ridge Associated Universities, has a very successful TAT training program for previously unemployed or underemployed persons, 40 percent of whom are black or members of other minority groups. The most recent graduates had three job offers and were placed in jobs paying an average of \$3.25 an hour (more than \$6,000 a year). Before being trained, they had incomes averaging less than \$1,000 annually. TAT stands for Training and Technology. The length of the training varies with the individual but it is usually about six months. It is designed to bring the trainees up to the entry level for jobs in six areas -- machining, drafting, electronics, welding, physical testing, and mechanical operations. Trainees receive a training allowance which ranges from \$38 to \$83 a week, the variation because of such factors as number of dependents, whether or not they commute, etc. TAT started its fifth year on October 5 with 181 new trainees. It has, to date, graduated more than 1,225 persons. Approximately 425 are now employed by Union Carbide in Oak Ridge.

AVAILABLE to Detroit Steel, Portsmouth Division employees is a "swapboard" in their credit union area. On it are posted items which employees want to buy, sell, or trade.

WOULD YOU LIKE to spend a week or more in England, Scotland, Wales, or Ireland and spend every night in a different historic castle or grand mansion? Charges for two per night (including a bedroom which may overlook a spacious garden; drinks with the host, who may be a duke or have some other title; a dinner with all the gracious trimmings; and a substantial breakfast the next morning) are as low as \$38, a maximum of \$78. A 39-year-old English banker named David Morse has made the program, called "Country Homes and Castles in Great Britain" (300 hospitable and historic homes), possible.

THE LARGEST mushroom farm in the world is in a disused limestone mine near West Winfield, Pa. More than 400 employees work there and they produce 14 million pounds of mushrooms a year.

THOUGHTS ON MANAGEMENT

CARS KILL over 50,000 Americans annually -- and that's the way it is normally put: cars kill. But man is the owner, the driver, the brain that controls the car. Or does he? Does he actually control the car? Perhaps he did when cars were few. Today, however, on a bumper-to-bumper city street or on a jammed freeway, machine-kind, not mankind, is in control. The number of other cars in front, behind, and at either side of the driver determines what he can and cannot do. He must subordinate his control to the other cars that surround him. This lack of control over machines is evident everywhere. Computers handle our letters and checks. Various types of motors pollute our air and water and even deafen us. Red and green lights, alarms, sirens, elevator buttons, telephones, walkie-talkies, buzzers and bells, clocks -- in short, dozens of mechanical devices control us. Maybe machines have already taken over . . .

-- from G&W Electric Specialty Company's monthly periodical

A COMMITTEE is a group of people who individually can do nothing but who as a group can meet and decide that nothing can be done.

-- Rev. W. A. Nance, chaplain, Holiday Inns, Inc.

THE TWENTIETH CENTURY is the century of the knowledge explosion. The two most important disciplines of the first half of this century were mathematics and physics; beyond reasonable doubt industrial relations (IR) is the most important discipline of the second half.

-- Herbert G. Heneman, Jr., director, IR Center, University of Minnesota

SOME PEOPLE see things as they are, and ask why. I dream things that never were, and ask why not.

-- George B. Shaw

THE CREATIVE THINKER must be free to communicate with others having useful knowledge and ideas of their own. He needs the professional status, transcending business interests, acquired through identification with an elite. Thus the scientist tends to spend considerable time in non-company activities -- professional societies, community events, attendance at conventions, and so on. Many firms mistakenly discourage these activities not realizing that a creative man's professional needs cannot be wholly satisfied within any company.

-- M. R. Feinberg, Research Management

IT COMES as a shock when you go to visit old friends and find that one of their children has grown a foot -- and the other a beard.

-- Today's Chuckle

LIBERTE, EGALITE, SORORITE is the cry of the women's liberation movement. Whatever inequities exist socially and politically against the female of the species, biologically the deck is stacked against the male. Actuarial statistics show that in the first 30 - 35 years, accidents take the greatest toll of life, predominantly among males. Later on, when coronary disease takes over as a prime killer, it is the male that is hit the harder; until after the menopause, women are practically immune. A man has to live to age 50 before he can expect to survive to age 75, whereas a female is endowed with a life expectancy of 75 years at birth. How does man go about demanding and/or getting biological equality?

-- Medical Tribune

MOST OF US still manage to live within our means, even if we have to borrow money to do it.

-- Changing Times

MANAGERS are too often afraid to get rid of marginal reports, to avoid unnecessary meetings, and other unimportant but time-consuming activities. A manager's effectiveness will really improve only when he spends his time on the high-leverage activities and, most important, has the courage to eliminate or delegate responsibility for marginal activities and opportunities.

-- Robert P. Neuschel, director, McKinsey & Co.

CAN WE BRIDGE the generation gap? The chances are but scant, while the younger do not want it and the older can't.

-- A. S. Flaumenhaft

THE EFFORT made by industry and the AEC to make the nuclear industry safe strongly suggests that a similarly strong and talented effort to achieve safety could bring our society substantial benefits if applied to other areas. Their success warrants emulation.

-- Joseph Marrone, general manager, Nuclear Energy Liability Insurance Association

IF YOU don't get all of the things you want, think of all the things that you get that you don't want.

-- Oscar Wilde (1856-1900)

WHO'S WHO IN MANAGEMENT

ROBERT B. BOEYE, D-101, is administrative assistant to the general manager. Reporting to him are the superintendents of Security and Management Control and the supervisor of Internal Audit. As his title would indicate, his responsibilities also include the successful completion of many special assignments. He reports to C. D. TABOR.

Mr. Boeye graduated from Lincoln High School in Webster City, Iowa. He then attended Webster Junior College for two years before going to the University of Iowa where he earned both a B.A. in Liberal Arts and an LLB in Law. He served as a 1st lieutenant in the USAF during World War II (1942-45). Afterwards he was an insurance adjuster in Des Moines; a special agent for the FBI in Tennessee, Washington, D.C., and Norfolk, Va.; and supervisor of Plant Protection at Union Carbide in Oak Ridge. He came here as superintendent of Security in 1957 and was promoted to his present position in 1966.



Bob, his wife, Frances, and daughters, Marilyn (14) and Cynthia (12), live at 18 Tecumseh Drive in Brewer Heights, Chillicothe. A son, Brian (21), is a senior at Georgia Tech. Another son, John, is a doctor serving in Viet Nam, and a daughter, Mrs. Barbara Kauffman, is supervisor of Pediatrics at Christ Hospital in Cincinnati. The Boeyes are members of the First Presbyterian Church and the Chillicothe Country Club. Bob is also a member of the GAT Foremen's Club.

GAT NAMES AND FACES IN THE NEWS



M. F. LINE



L. G. SWOPE



R. A. PILNEY



L. J. SHY

M. F. LINE retires November 30 after almost 17 years of service here (he was hired on December 16, 1953). He and his wife Esther expect to continue to live in Waverly. Millard says he will be available as a substitute teacher and to help in the church and community wherever he can. He also expects to "dig a fishing worm or two" when he has some spare time.

L. G. SWOPE was at Twin Elementary School in Bourneville on October 21. He gave about a two-hour science demonstration on "The Structure of the Atom" to 28 fifth-grade students and then spent another hour answering questions.

R. A. PILNEY is to be on Ohio U's Athens campus November 13 to talk to and answer questions from students in a Technical Writing course there. This is the second year in a row that Bob has been asked to perform this service.

L. J. SHY, D-858, is district advancement chairman for the Shawnee District, Boy Scouts of America, and the only GAT employee who is a member of the Board of Directors of Veterans Western Memorial Center in Portsmouth.