



GAT Management Newsletter

GOODYEAR ATOMIC CORPORATION

a subsidiary of

THE GOODYEAR TIRE & RUBBER COMPANY

Editor - H. McClelland

January 20, 1971

THE GOODYEAR Worldwide Safety Contest has been changed to the "Serious Injury Index" method of reporting safety statistics. Note: The AEC has required that GAT (and other contractors) use this method, for the last 5 years, so our Safety Department is familiar with it. Each Goodyear plant started with a zero Serious Injury Frequency Rate on January 1. No longer will there be only one annual winner (GAT was the winner in 1961 and 1967). Each plant will compete only with the plants in its division. GAT is one of nine in the Chemical Division.

ABOUT 10% of the 2,200 members of the Atomic Employees' Credit Union are expected to attend the annual meeting in the Waverly High School Auditorium at 2:30 p.m. on Sunday afternoon, January 31. There will be door prizes and refreshments. Four members of the Board of Directors and two members of the Credit Committee are to be elected at this meeting.

"MANAGING and Motivating Employees" is the name of a seminar program which will be presented at the Chillicothe Campus of Ohio U by the Ross County Industrial Management Club. Dr. Paul Hersey, nationally known educator, author, lecturer, and conference leader, will handle seminars from 7:00 to 9:00 p.m. on three Thursday evenings -- February 18, March 4 and 11. The entire cost is only \$10 to IMC members, \$12 to anyone else. Employees interested in attending should contact either J. W. WESNER, extension 2582, or F. W. GEYER, extension 2278, by February 4.

EIGHT EMPLOYEES are scheduled to receive 20-or-more years Goodyear service emblems during 1971 (three men receive 20-year, two 25-year, and three 30-year awards). Forty-four other salaried employees are scheduled to receive their 15-year emblems.

ON OR ABOUT January 20 (today), you should have your IBM "GAT Safety Award Ballot." Samples of the 12 items from which you are to make your selection will be on display for approximately two weeks at five different locations: X-100 Building Lobby, the Cafeteria, X-108 A Portal, X-108 B Portal, and C Portal. The 12 items are: electric soldering iron, travel alarm clock, electric cornpopper, transistor radio, three-piece Revere mixing bowl set, ladies' billfold, men's billfold, ladies' umbrella, men's umbrella, bathroom scales, indoor-outdoor thermometer, and electric kitchen wall clock.

MANAGEMENT NEWS---ON THE NATIONAL LEVEL

AT THE South Charleston, W. Va., plant of Union Carbide, a telephonic tape-recording system, originally used as a downward-communication technique, is also serving as an upward-communication medium. Originally, when employees picked up a phone and dialed "7," they would hear a message from top management. But in order to get employee ideas on plant improvement, certain days are set aside when employees can dial and record one-minute messages.

THE MAINE Yankee Atomic Power Company found it necessary to get the approval of 29 regulatory agencies before it could start to build its nuclear power plant.

WHO SAID, "Crime doesn't pay"? In his new book, "Crime in America," Ramsey Clark points out that the odds are four to one that a crime will not result in an arrest, fifty to one it will not result in a conviction, and two hundred to one it will not result in a jail term. He says that white-collar crooks get away with more loot than all the street bandits, prostitutes, pushers, and kindred types put together. The U.S. system of justice, having been contrived by the upper crust, takes care of its own: in some federal judicial districts, there has never been a tax fraud conviction. Clark also says that the FBI quarterly statistics are often misleading. It is true that the murder rate is up compared to 1960, but it is down as compared to 1933. Likewise, the use of opium derivatives is up since 1965, but it is way down if compared with 1900.

THE NUMBER of working women, presently about 32 million, is growing four times as fast as the number of men in the work force.

WELL-KNOWN SAYINGS, changed in meaning by the substitution of a single letter and submitted by readers, appeared in NEW YORK MAGAZINE recently. Here are some of them: Parking in such sweet sorrow . . . Nobody knows the trouble I've been . . . You shall know the truth and the truth shall make you flee . . . In the spring a young man's fancy nightly turns to love . . . It's a sin so tell a lie . . . We have pet the enemy and he is ours . . . It is better to light one candle than to stumble in the park . . . Beware the ices of March.

THE COST of a dictated letter, according to a GE adv., is now \$3.00. And every time it's retyped, it's an extra \$2.05.

AN ELEVEN-YR.-old girl won an essay contest recently. The title was "Children Need More LSD." But she wasn't referring to drugs; she meant "love, security, and discipline."

A LARGE BLACKBOARD positioned at the end of each production line is given credit for increasing daily production from 600 to 2,200 units at a Texas plant. A goal is entered on each board at the start of the shift. Then each hour, the production is recorded so the employees can see their progress in relation to the daily goal.

CINCINNATI MILACRON is the largest producer of machine tools in the U.S.

SHAKY, the first "electronic person," is the creation of the Stanford Research Institute. Shaky's "brain" is a programmed computer with a capacity of more than seven million "bits" of information. He (or is it it?) is made up of five major systems of circuitry that correspond quite closely to basic human faculties -- sensation, reason, language, memory, ego -- and these faculties cooperate harmoniously to produce something that actually does behave very much like a rudimentary person. Further information about Shaky and the research being conducted to achieve Artificial Intelligence were described in a recent issue of LIFE magazine.

ONE OUT OF every eight blind people is a victim of glaucoma (pronounced glaw-koma). It strikes adults 35 and older. The best defense against glaucoma is an eye examination at least once every two years.

O.S.U. now has an Advanced Professional Program in Electrical Engineering which they believe is more desirable for many engineers, because of the engineering emphasis, than is the research oriented Master of Science curriculum. An undergraduate degree in Electrical Engineering from an accredited school satisfies the admission requirements. A minimum of 45 quarter credit hours with a minimum point average of 2.5 is required for the degree. More information is available from the Training Department.

A SURVEY in Japan found that heavy smokers who also drank alcoholic beverages regularly died of cancer at the rate of 27.1 per 100,000. The death rate among non-drinking smokers was 5.1 per 100,000.

THOUGHTS ON MANAGEMENT

FOR THIS FISCAL YEAR the three gaseous diffusion plants will be powered at an average of about 2,140 megawatts and will produce about 6,750 metric tons of separative work. The requirements for this fiscal year are about 5,200 metric tons of separative work so that we will add to our preproduction inventory about 1,500 tons to carry forward to meet future requirements for enriched uranium. There is no doubt that the 6,750 metric tons of separative work that we will produce this year will have to be increased very substantially over the next several years if we are to meet the sharply rising demand curve, and in point of fact, by about 1976, the full capacity of the existing plants would essentially be saturated by the then current demand. However, our stocks of preproduced enriched uranium will permit us to continue to meet demand for a few more years. Should we have to operate the plants at a higher tails assay, the need to increase capacity of existing plants or to build new ones could be deferred. Variations in defense requirements could also have an effect.

-- part of a speech by Wilfrid E. Johnson, AEC commissioner, during the Atomic Industrial Forum in Washington.

YOU MUST NOT LOSE faith in humanity. Humanity is an ocean; if a few drops of the ocean are dirty, the ocean does not become dirty.

-- Gandhi (1869-1948)

IN FROM THREE to eight years we will have a machine with the general intelligence of an average human being. I mean a machine that will be able to read Shakespeare, grease a car, play office politics, tell a joke, have a fight. At that point the machine will begin to educate itself with fantastic speed. In a few months it will be at genius level, and a few months after that its powers will be incalculable.

-- Marvin Minsky of MIT's Project Mac

THE TIME TO RETIRE is when the Lord retires you and not before.

-- William Randolph Hearst (1863-1951)

YOUR LIFE, once filled with rays of light, is now a darkened tomb. No gleam of hope or happiness can pierce the dismal gloom. And so you sit, a saddened soul, bereft and all alone. Because you've learned to your despair your picture tube has blown.

-- Mickey Porter

I THINK it's interesting to remember that in the first century, when Julius Caesar devised his calendar, he named the first month in honor of Janus, the Roman god of gates and doors, the keeper of the gates of heaven and earth. And since most doors lead both in and out, Janus is pictured with two faces, one looking back to the old year, one looking forward to the new.

-- G. W. Schludenburg

THERE ARE two times in a man's life when he should not speculate: when he can't afford it and when he can.

-- Mark Twain (1835-1910)

THE THOUGHTFUL industrial and business leader today recognizes that the whole future of his enterprise is inevitably and inextricably involved with the world about him -- and with the nature of the revolutionary times in which we live.

-- S. M. Linowitz, in the October issue of S.A.M. Advanced Management Journal

DON'T WORRY about the future, the present is all thou hast; the future will soon be present, and the present will soon be past.

-- Postscript

A LARGE and significant group of young people have begun to leave the campus and enter the world of work. This group may have a greater impact than any similar group which has already entered the work force . . . They bring with them attitudes, experiences, and a general outlook much different than that of previous generations . . . Perhaps the most important characteristic of the young employee is his attitudinal outlook. His attitude, values systems, and patterns of behavior will be the factors which will present the greatest challenges to the work organization . . . For example, he has a great need and a great desire to be considered as an individual, not as a type, or in a certain category, or as part of a group . . . He is looking for a work environment which will put a minimum amount of pressure on him to change his life style and conform with the customs and traditions of the work organization. On the most obvious levels, this includes the question of appearance, length of hair, and style of dress . . . The young employee is also looking for a challenge, a chance to prove himself and show he is capable of performing well . . .

-- Dave Nader, student, Graduate School of Business, Harvard University

WHO'S WHO IN MANAGEMENT

JOSEPH J. EYRE, superintendent of Equal Opportunity Activities, D-101, is responsible for implementing equal opportunity activities at GAT. Consulting with management, he initiates affirmative action plans and reports progress for GAT. He also maintains contact with local, state and federal agencies and organizations relating to equal employment opportunity. Reporting to him are two salaried employees, and he reports to C. D. TABOR, general manager, and indirectly to L. E. FULLER, manager of Industrial Relations.



Mr. Eyre graduated from high school in Akron and received his BS-BA and MBA in Business Administration from Kent State University. He began work with Goodyear in 1951 as an apprentice and received the Litchfield Award (outstanding apprentice). He then advanced to the Engineering Squadron. After this training, he was promoted to engineering supervisor, instructor, and then to manager of Apprentice Engineering Training until his transfer to GAT in 1969.

Joe, his wife, Patricia, and five children, Joseph, Jr. (14), James (12), Jeffrey (9), John (7), and Jane (5), live at 16 Club Drive in Chillicothe and attend the First Presbyterian Church. He is past president (1968-70) of the American Apprenticeship Round Table and the Akron Area Vocational Guidance Association. He is a member of the Ross County Industrial Management Club, ASTD, GAT Men's Golf League, GAT Foremen's Club, and Chief Logan Council, BSA. Spare time activities include do-it-yourself projects around the house and activities with his family.

GAT NAMES AND FACES IN THE NEWS



S. W. DIRMEYER



M. W. POWELL



J. M. MILAM



E. C. GEARHART



J. E. THOMPSON

S. W. DIRMEYER is now GAT's "senior" employee in terms of service. Sam still has several years before he reaches normal retirement age, but he passed his 41st anniversary last September.

M. W. POWELL talked to both the Waynesburg Chamber of Commerce (luncheon - 30 present) and to members of Masonic Lodge #153 F&AM (evening - 50 present) one day last month. His subject was "The Gaseous Diffusion Industry: Past, Present, and Future."

J. M. MILAM was chairman for the Waverly Jaycees Christmas Homelighting Contest. Decorations were judged by a committee and winner's plaques awarded in five classes.

E. C. GEARHART and J. E. THOMPSON were consultants for a Career Day Program at Minford High School on January 13. Each consultant talked to three groups (about 40 minutes per group). John also served as a consultant in their last program, two years ago.