



# GAT Management NEWSLETTER

Editor - H. McClelland

December 6, 1972

GAT WAS HONORED by a visit on November 28 of Mr. R. DeYoung, chairman of the board and chief executive officer of the parent company; Mr. C. J. Pilliod, president; and Dr. C. R. Milone, vice president. It was the first time any Goodyear executive above the vice president level had been here for several years.

RECENT TRANSFERS include EUGENE DALTON from welder l/c, D-735, to foreman-maintenance, D-723; WILLIAM E. CONLEY from instrument man l/c to foreman-maintenance, D-712; WILLIAM E. COLLINS from maintenance mechanic l/c to foreman-maintenance, D-732; DIANA RYAN from stenographer, D-532, to library assistant, D-553; PATRICK M. DONINI from data processing operator to programmer, trainee, D-542; GARNET L. BROWN from stenographer in the steno pool to D-532 and DIANNE W. THOMPSON from clerk-typist in the steno pool to D-211.

56 "I"DEAS for cost reduction were submitted by employees during the first 10 months of this calendar year. Making November "I"dea month proved to be a good "idea" because 83 more were submitted.

NEW SALARY EMPLOYEES include FLOYD E. STEPHENSON, equipment and parts inspector, D-729. He is a graduate of South Portsmouth (Kentucky) High School, and has worked for Hooker, Chemical Corporation the past four years. His wife's name is Wilma. They have two grown children. NORMA LEWIS is a clerk in D-301. She is single, has completed one year of computer programming instruction at Northern State College in Akron. Her brother is KEITH LEWIS, III, D-761.

PLANTSITE REGISTRATION for graduate work at the Chillicothe Branch of O.U. will be held on Wednesday, December 13, at 1:00 p.m. in the (Management) Conference Room, in the X-100 building. Courses to be offered during Winter Quarter include: Acct. 630, Organization Planning and Control (4); Mgt. 694, Management Research; ISE 544, Applications of Mathematical Programming; ChE 503, Advanced Kinetics; Psy 711, Perception. The schedule of days, times and professors is posted in the General Training Department.

OUR CAFETERIA will celebrate Christmas on December 20 with the same turkey or ham dinner for \$1.25 (with free relish bowl) that brought the largest crowd of the year out on November 22. Extra added attraction this time will be the drawing at which some lucky customer will win a 20-lb turkey.

## MANAGEMENT NEWS---ON THE NATIONAL LEVEL

BAD campaigns to cut costs have been conducted at a number of plants lately. BAD stands for Buck A Day, and employees are each asked to reduce costs that much--which amounts to \$250 a year. Employees who submit ideas don't get money, they get rubber bucks or a BAD guy coffee mug. At one plant 471 out of 700 employees sent in winning suggestions. Insley Manufacturing, Indianapolis, claims \$160,000 in savings as a result of their BAD campaign.

THE TEXAS REFINERY CORP., for quite a few years, has employed older people--people over 65 who had to retire from other companies. This policy has proven most successful for them, and this year, company profits will set records.

INSTEAD of burying garbage and trash, DuPage County, Illinois, just west of Chicago, piled it up and made a hill 120 feet high (the highest elevation in the county) which has six toboggan runs and five ski slopes. To build the hill, each day's collection of garbage and trash was spread evenly, tamped firmly, and covered by a six-inch layer of gravel and clay which controlled decomposition and unpleasant odors. When the hill reached the desired height, it was capped with more clay and soil and then grass seed was sown.

THE U.S. ranks fourth in area (behind the USSR, Canada, and China) and fourth in population (after China, India, and the Soviet Union).

HYATT REGENCY is a new hotel chain which has already built new hotels in Atlanta, Acapulco, Toronto, Knoxville, and at O'Hare Airport in Chicago. Before the end of next year, there will be six more. Two of them will be in San Francisco, the others in Houston, Los Angeles, Chicago, and Vancouver. The smallest three average about 500 rooms each, the two largest have 1,000 rooms or more. Most are architecturally different with lobbies you can see from glass enclosed elevators as you go up maybe 30 stories to revolving restaurants on top. Makes you wonder where all those millions of dollars come from, doesn't it?

EVEN THOUGH the National Research Council has pointed out repeatedly that vitamins and minerals do not need to be added to standard foods, packagers have found that "fortified" foods can be sold at a handsome profit. For example, ordinary cornflakes cost about three cents an ounce. By adding cheap, chemically-produced vitamins, the price jumps to about six cents an ounce.

SUDDEN MOVES between cold and warm climates can be extremely hazardous for elderly people and people with heart disease. An editorial in a recent issue of the American Heart Journal pointed out the physiological difficulties these people have wherever they are involved in acute changes in environmental temperatures.

AFTER A COMMITTEE at AEC's Savannah River Plant studied their primary road system, recommendations were adopted which will result in savings of over \$50,000 annually.

FIRST NATIONAL City Bank of New York has added term life insurance to the list of lures financial institutions are using to get new savings accounts. For example, if you are 25 years old and have \$2,100 in savings at FNCBNY, you can buy \$15,000 of insurance for \$44 a year.

WITHIN THE NEXT 12 months, according to the U.S. Dept. of Commerce, some 50,000 new technical publications will be issued by the more than 225 Federal agencies.

DISNEY WORLD is luring hundreds of thousands of visitors to Florida but it hasn't displaced the flow to older attractions. Check of motorists at Welcome Stations shows Disney World ranks 10th in destinations. Pinellas County (Tampa, St. Petersburg), Broward (Fort Lauderdale, Hollywood), and Dade (Greater Miami), are still top three choices.

HOLIDAY INN Trav-L-Parks now total more than 35. The first one opened at Destin, Florida, in the summer of 1970.

THE NUMBER OF PEOPLE over the age of 75 is increasing at two and one-half times the growth rate of the total population. G. N. Calvert, director of personnel coverage, Alexander & Alexander, New York insurance broker, believes this fact could result in a serious imbalance in our economy. The emphasis now is to get workers to retire early. This "dependent" population could place an even greater burden on those whose labors provide the standard of living enjoyed by all. Put another way: on a reduced income we may be living longer but enjoying it less.

TOTAL PRECIPITATION at Hillsboro, in 1971, with 45.87 inches was the most of any place in Ohio. Chillicothe had 39.89, Jackson 40.73, Waverly 42.21, and Portsmouth 38.54. A weather station in Toledo had the least--23.18 inches.

## THOUGHTS ON MANAGEMENT

BECAUSE of the flood tide of change and its revolutionary forces, the manager of tomorrow probably will have to retool his skills one or more times in his career. To do so, he cannot rely entirely upon the organization to provide the mechanism or school for him. He must develop the ability to learn by himself and on his own. In other words, he must learn to learn. However, new inventions and innovations will soon permit the average executive to have a learning studio in his own home . . . Tomorrow's manager realizes learning has become more of a game, and enjoyment can assist greatly in his learning.

-- Richard W. Brunson, Sr., "Perceptual Skills in the Corporate Jungle"

WE CAN NO LONGER forecast the future by inspecting the past.

-- O. M. Sherman, Goodyear v.p.

DID YOU EVER stop to think about the fact that when a youngster enters high school, his or her whole life is affected by which of three major curriculum options he or she decides to pursue? If the student is bright, comes from a middle or upper class white family, there is rarely any question--the choice will be the college preparatory curriculum (even though a college degree no longer guarantees a person a profitable career). If the student is a member of a minority group, comes from a ghetto area, or has not received good grades in elementary school, he or she will probably be urged to enroll in the general or vocational curriculum. The general curriculum doesn't train for a career. The vocational curriculum, depending on the school and the student's ability and interest, may lead to a lifetime of profitable employment.

-- part of an editorial in Technical Ed. News

THE HARDEST THING living down is time spent living it up.

-- Troy Gordon

WE THROW AWAY a far larger part of the nutritiously valuable plant (about 80%) or animal than we eat. It has been estimated that if human beings ate the produce cultivated in the world today in their entirety, there would be enough produce available to feed more than 10 times our current world population. There is no valid reason, for example, why people can't be educated to eat the stems, leaves and roots of wheat as well as the seed.

-- Kathy Hyland, writer for Kaiser News

MY INTEREST is in the future. I'm going to spend the rest of my life there.

-- Charles Kettering (1876-1946)

MANY PESSIMISTS believe that the letter "E" is the most unfortunate letter in the alphabet. They say it is always out of "cash," forever in "debt," never out of "danger" and in "torment" all the time. But those same people forget that it is never in "war," always in "peace," and always in something to "eat." It is the beginning of "encouragement" and "endeavor" and the end of "failure." It is in the midst of "friends" and "neighbors," and without it "home" would not be complete. It is never in "injury," "pain," "fatality," "doctor," or "hospital," but is forever present in "health," "wealth," "happiness," "wife," "children," and "relatives."

-- Allied Chemical Corporation periodical

WOULDN'T IT BE WONDERFUL if we could forget our troubles as quickly as we forget our blessings.

-- Rev. W. A. Nance

IF TRUE PROGRESS against auto theft (total costs more than \$1 billion annually) is to be achieved, this nation must find ways of penalizing car owners who are careless and irresponsible about the security of their automobiles. Similar problems exist in safety, where most occupants refuse to use equipment to protect themselves, and in emission control, where a well-maintained car is vital to low emissions.

-- Edward N. Cole, president of Gen. Motors

THE TROUBLE with good advice is that it usually interferes with our plans.

-- Short Circuits

NEVER BEFORE in history has a people accomplished so much, given so much and asked for so little . . . Our society is far from perfect, but it also is far and away the most enlightened, most unselfish, most compassionate in the world's history . . . Let those apostles of despair who preach hate and disorder ask themselves what they have done and are doing for the good of their loved ones, their nation and the world.

-- Charles Gould, publisher, San Francisco Examiner

THE ONLY EXERCISE some people get is jumping to conclusions, side stepping responsibilities, and pushing their luck.

-- Dr. Jesse Steinfeld, U.S. surgeon general

## WHO'S WHO IN MANAGEMENT

PAUL E. PHIPPS is "C" shift, foreman, D-812. He is responsible for the activities of several process operators in monitoring equipment, correcting any disturbances in cascade operations, and preparing equipment to be taken in or out of service. He also sees that the X-330 building is maintained in good order by notifying proper authorities of anything that needs to be corrected. He reports to A.L. BAUGHMAN, general foreman.



Mr. Phipps graduated from Portsmouth High School, and then completed three years of a four-year program at Ohio University. He has worked as an inspector for the Frigidaire Division of G. M. in Dayton, and was an assistant operator for AirCo Air Reduction in New Boston. He served (Jan. 1945-July 1946) in the U.S. Navy as a radar striker and as a fireman 1/c. He came to GAT as a production process operator-in-training in October, 1953; became a process operator in November, 1954, and was promoted to his present position in March, 1956.

Paul, his wife, Doris Jean, and their son Paul K. (16), live at 1219 24th Street in Portsmouth. The Phipps have two other children: Gina L. (18), lives and works in Los Angeles, California; and Mrs. George (Paula J.) Staggs lives in Grand Forks, North Dakota where her husband is serving in the U.S. Air Force. Paul is a member of the National Rifle Association and the GAT Foremen's Club. His hobbies include hunting, trap shooting and target shooting with a rifle. He loads his own ammunition.

## GAT NAMES AND FACES IN THE NEWS



C. D. TABOR



P. M. CALLIHAN



N. H. HURT, JR.



W. T. SCHWEINSBURG



C. A. SECREST

C. D. TABOR is president of the Ohio School Boards Association for 1973. Election of officers took place at an annual meeting at Veterans Memorial Auditorium in Columbus November 14-16.

P. M. CALLIHAN has been granted an Associate in Arts Degree by Ohio University.

N. H. HURT, JR. was reelected a vice president of Chief Logan Council, BSA, during the council executive board's annual business meeting in November.

W. T. SCHWEINSBURG was general chairman and C. A. SECREST was program chairman for a recent three-day Scioto Area Council Boy Scout Camporee attended by 250 scouts and 55 leaders.

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