



R. L. DUFFEY  
ENGINEERING

D-761  
X-100

# GAT Management NEWSLETTER

Editor - H. McClelland

October 4, 1972

IN CASE you didn't know it, we recently had an anniversary. GAT is now 20-years-old. Our birthday was September 18.

THOSE OF YOU who did not attend the recent seminars on the CIP-CUP programs will be interested in the following information unless, of course, you already know it. The Cascade Improvement Program is expected to increase plant capacity 35% at a cost of \$195 million. The Cascade Upgrading Program would cost an additional \$62 million but plant capacity would increase 63% after both programs were completed. The original cost of our plant plus the cost of both improvement programs total about \$1.132 billion. A new plant would cost at least \$1.9 billion. At the present time we are operating on a 900 MW power load (at a cost of about \$110,000 a day). In four years as C. D. TABOR pointed out recently, the product we produce is sufficient to sustain nuclear power reactors that will generate 28 times the power we use.

RECENT TRANSFERS include: PATRICIA A. WILLIAMSON from Steno Pool, D-224 to Purchasing, D-411, as stenographer; W. A. KELLEY from tech. asst. I, D-554, to Process Lab technician, sr., D-858; J. D. DELABAR, from foreman-power coordinator, D-851, to foreman, Auxiliary Operations, D-852; J. E. BROWN from hourly production process operator, D-817, to salary draftsman, D-761.

NEW SALARY EMPLOYEES include: ROBERT F. GRAHAM, engineer, sr., in D-533. He has a MSME degree from the University of Kentucky, has been working as an engineer for the Northrop Corp., in Huntsville, Alabama. He and his wife Hildreth have two young sons, the oldest is three. LEWIS E. DEACON is a technical assistant, III, in D-551. He graduated from Chillicothe High School and lives in Waverly. He and his wife Wilma have a two-year-old son.

R. L. CRAUMER was one of the 15 AEC or contractor personnel who attended an intensive five-day course on "Earthquake Engineering for Buildings" at the University of Tennessee in Knoxville recently.

DR. H. H. THOMAS is general chairman for the Pike County United Fund Drive which runs from October 2-31. R. E. McNAUGHTON is vice chairman.

TWENTY-FOUR colleges and universities are to be visited by GAT representatives, starting October 16. The schedule calls for five schools in October, three in November, three in January and 13 next February.

## MANAGEMENT NEWS---ON THE NATIONAL LEVEL

SS BENEFITS INCREASE - A 20% increase in social security benefits became effective September 1. The tables give examples of the amount of benefits payable under the new law to those who have always earned the maximum amount subject to social security tax:

| Present Age | <u>MEN'S BENEFITS</u> |                  |
|-------------|-----------------------|------------------|
|             | Retirement at 65      | Retirement at 62 |
| 60          | \$300.60              | \$196.40         |
| 55          | 334.10                | 228.00           |
| 50          | 347.30                | 252.80           |
| 45          | 355.50                | 268.30           |
| 40          | 368.50                | 286.80           |
| 35          | 384.50                | 300.40           |

A nonworking wife receives a benefit that is 50% of the amount of her husband's benefit if she starts collecting when she is 65; 37-1/2% at age 62. (Both of these percentages are based on the full benefit he would be entitled to receive if he waited until he is 65 before drawing the pension.) And, of course, a wife who has worked will receive a benefit based on her own earnings if that comes to a higher amount, according to the table below.

| Present Age | <u>WOMEN'S BENEFITS</u> |                  |
|-------------|-------------------------|------------------|
|             | Retirement at 65        | Retirement at 62 |
| 60          | \$317.40                | \$219.70         |
| 55          | 343.40                  | 254.00           |
| 50          | 355.50                  | 271.20           |
| 45          | 363.50                  | 280.80           |
| 40          | 375.50                  | 292.40           |
| 35          | 392.50                  | 306.00           |

NUCLEAR POWER PLANTS are 10 times as safe as oil-fired plants according to a study recently completed by the University of California for the state Resources Agency.

EMPLOYEES who wear beards or long hair and/or unusual dress may be trying to tell management that they want to be recognized as individuals--but aren't--says a University of California professor. Accompanying these things may be more serious symptoms: lack of commitment, general inefficiency and loss of personal drive or enthusiasm. The solution, says the professor, is effective internal communication by management in defining goals, directions, and values with the employee.

H. L. BULLARD who transferred from GAT to Good-year-Akron in 1957 was recently awarded a patent as a result of chemical research.

DuPONT, the safest, large company in the country set a company safety record during the first six months of 1972 by working more than eight million injury-free man-hours for every disabling or lost-time injury suffered by one of their nearly 100,000 employees. During part of that period, they worked about 29 million man-hours without a lost-time injury. DuPont had 0.12 disabling injuries per million man-hours worked, compared with GAT's 2.33 or 4.28 for the chemical industry, 8.87 for all industries.

FATHER'S DAY is celebrated on the first Sunday in September in Australia.

DURING 1971, Children's Hospital in Columbus treated 158,000 patients. This included 14,970 admissions (more than any other children's hospital in the country). Ground breaking for another six-story building is scheduled for late November. When completed, it will provide new facilities for patient care and many important supportive services.

INDUSTRY WEEK reports that, during 1969, Chrysler Corporation had to hire 44,000 people to maintain an hourly work force of 100,000.

MANY FIRST-AID manuals still recommend giving salt solutions to induce vomiting if young children have swallowed or are suspected of having swallowed something believed harmful. However, Moneysworth reports that a two-year-old boy who had swallowed four capsules died, not from the contents of the capsules, but from sodium poisoning which came from the four glasses of salt water his mother made him drink in an effort to get him to vomit. Far more effective and safer than salt solutions, they say, is syrup of ipecac which can be obtained in any drug store and kept on hand (in a safe place) for just such emergencies.

OF THE 2,445 people who took the CPS (Certified Professional Secretaries) exam this year, 529 (including Connie Eckhart) were certified.

RETIREMENT LIVING (August '72) has an article about whether or not anyone should retire before age 65. The experts agree the answer depends on income, health, and what you plan to do with your time. They say you should have at least \$5,000 income a year (and proportionately more later, to take care of inflation); at least \$10,000 in savings or other assets; own your home (no mortgage); and either an engrossing hobby or a second career.

## THOUGHTS ON MANAGEMENT

THE CLASSIC DEFINITION of a manager as a person who gets things done through people might, in a modern setting, be amended to state that a manager is someone who gets things done through people by motivating them.

--Vincent W. Kafka, in "Personnel"

MIDDLE MANAGEMENT members usually hear rumors, but are not high enough to know if they're true.

--The Last Laugh

URBAN NOISE, scientists have found, is now twice what it was in 1955. If it keeps up at its present alarming rate, we will all be stone deaf by 2000. Rats in laboratories, exposed to prolonged noise, have reacted by losing their fertility, turning homosexual and eating their young...

--Jane Howard, author of "Quiet Please"

THEY SAY love makes the world go round. Maybe so, but if it does, then friendship is the cement that holds the world together.

--Mickey Porter

OUR RESEARCH shows that employees usually reflect the view management has of them. In those shows where the boss presumes that people dislike work and avoid it, there is tight supervision over every activity and the results are disastrous, both in terms of individual behavior and business success.

--George S. Odiorne, author, lecturer

THE PERSON who really wants responsibility usually gets it. The person who merely wants authority usually loses it.

--The Hasket Booster

UP UNTIL NOW progress has been measured by things, by the creation of new things, by the better organization of old ones. Progress has been a matter of mathematics: adding this or that improvement--writing, the wheel, the lever, mass production; or multiplying--strength by machines, vision by telescopes, voice by telephone and radio. But the revolution in which we now find ourselves is beyond mathematics. Numbers fail as a measure of its nature and direction, for it is a matter not of quantity at all, but of quality. Mankind is dissatisfied with many things the way they are and is demanding higher quality in his environment, in consumer products, in education, in medical services, in transportation, to name a few.

--Thomas R. Reid, Ford Motor Co.

TIMES CHANGE, and change--in education, industry, government, anywhere--demands great storehouses of information and the men who need to know. Information is the least expensive commodity in the world today. We can get more facts, more concepts, and more information of every kind for less money than anything else, including clean water and clean air. Our problem and our task is to find a way to bring people and information together into a dynamic, evolving relationship which will honor the integrity of man, the concerns of society, and the nature of knowledge itself. The primary focus, though, must always be on man. Man is the end. Subject matter is the means. Society is the result. Knowledge is power. Man needs to know.

--Jack R. Frymier, "Stimulation and the Need to Know"

EACH MAN is a kind of creator, who creates his own world in his own image. If he doesn't like the world he's in, he must come to realize that it cannot change--until he does.

--Earl Nightingale

CARE OF THE HEALTH should be a required course for everyone. After all our bodies are what we eat, plus what our ancestors ate. Be careful not to allow restaurants to lure you; for most of them are vampires of the stomach. They are likely to burden your flesh in proportion as they lighten your purse. Perhaps one of the great errors of our time is that we live sedentary lives while eating a diet that served to provide muscle and heat for our forebearers. The hospitals overflow with people who have put too great a strain on their internal organs and have allowed an excess of imports over exports.

--Will Durant, noted historian

IT'S HARD to keep a secret unless there are some folks you can share it with.

--The Country Parson

NOT MANY THINGS today are free. I think of maybe two or three. Like air in tires, view from a mountain, and water in a drinking fountain. I think I know the reasons why: free things, you see, much fun deny, because, as bargain hunters wail, they're not marked down or put on sale.

--Richard Armour

IN AFRICA, native tribes beat the ground with clubs and utter blood-curdling yells. In this country, golfers do the same things.

--The Last Laugh

## WHO'S WHO IN MANAGEMENT

MARION T. SPARKS, D-720, is a foreman in the Machine Shop. He shares the responsibility for supervising the activities of 23 machinists and seven apprentices who construct and/or re-pair machines and equipment. His duties include assisting in estimating costs. He reports to E. C. GEARHART, general foreman.



Mr. Sparks attended Senior High School and NYA Trade (machinist) School at Ashland, Kentucky and completed the first division of an Industrial Engineering Program offered by International Correspondence Schools. His former work includes machinist for Henrite Products Corporation in Ironton, Ohio (6/43 to 11/52 and 11/53 to 1/55) and pump repairman for Ashland Oil and Refining Co. (11/52-11/53). GAT employed him as a machinist AA (1/31/55) and promoted him to his present position in September, 1957.

"Sparky," his wife, Virginia Fay, and daughter, Karen Sue (16), live on Route 124 near Beaver. They also have two sons; Gary Lee (29), is an Ohio State Highway Inspector, is married, has one son and lives nearby; Daniel Marion (26), is a press operator at the Good-year Jackson plant, is married, has a son and two daughters and lives in Jackson. The Sparks attend the Beaver Valley United Baptist Church. His hobbies are many and include football, fishing, TV and auto repair, home construction and remodeling.

## GAT NAMES AND FACES IN THE NEWS



C. R. McNish



J. V. Anzelmo



J. H. McGee



D. E. Rockhold



W. J. Lemmon



R. D. McDermott

C. R. McNish, president of the Ross County Heart Association, was recently presented a bronze medallion award by the American Heart Association in appreciation for his 10 years of service with the association.

J. V. Anzelmo, J. H. McGee and D. E. Rockhold are all authors of papers which they will present during a conference sponsored by the American Society of Mechanical Engineering in Baton Rouge, October 15-18. Anzelmo's paper is entitled, "The Decisions Maintenance Faces in Maintaining Computers and N/C Control Equipment." McGee's paper is entitled, "Application of Critical Path Scheduling to Plant Engineering and Maintenance-A Computerized Approach" and Rockhold's is "Computerized Preventive Maintenance-A Functioning Computerized P.M. System." N. H. HURT will also attend the conference.

W. J. Lemmon and R. D. McDermott are to attend Unit II of the Management Development Program at Wittenberg University the week of October 16.

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