



GAT Management NEWSLETTER

Editor - H. McClelland

September 6, 1972

SOME OF YOU may have noticed a contractor's van near the Water Treatment plant. It is there because a pipeline is to be laid to carry sludge from the plant to the lagoon. The same contract calls for the installation of a Sewage Plant tie-line to make sure that all raw sewage is properly treated. The cost of Environmental Control projects now under construction or in Plant Engineering totals \$3,446,000.

RECENT TRANSFERS and/or promotions include: JUDITH RAY from secretary-division manager to secretary-general manager, D-101; WILMA REDDEN from secretary-steno, D-760; to secretary-division manager, D-701; BARBARA COOLEY from clerk, sr., D-421, to secretary-steno, D-120; EDNA BRACKEY from Steno Pool to clerk, D-421; BRENDA THOMAS from the Steno Pool to stenographer, D-550; D. C. LONG promoted from chemical operator to foreman in training; R. H. WALTERS from technical assistant I, D-521, to foreman, Nuclear Materials Handling, D-512; J. P. ROSENZWEIG from machinist AA to salary inspector-equipment and parts.

THE PIKE COUNTY Chamber of Commerce held its monthly luncheon at the Lake White Club on August 9. C. D. TABOR is a member and was the speaker. C. A. MENTGES is vice president and M. W. HARTLE a member of the Board of Directors; V. J. DEVITO and H. G. JOHNSON are also PCCC members.

NEW SALARY EMPLOYEES include: GORDON L. SANDERS, an engineer in D-729. He is a graduate of South Portsmouth, Ky., High School; attended Morehead State for one year, has a certificate of completion from Hobart Welding School. His most recent employer was Chrysler Airtemp at Bowling Green, Ky. He and his wife Victoria have a daughter and three sons. MRS. PATRICIA A. WILLIAMSON, stenographer in D-224, graduated from high school in Toronto, Ohio. She has worked for the Van Zandt Supply Company. Her husband's name is John. They live in Waverly. BEVERLY K. WEBB is a co-op at West Virginia Institute of Technology and ROBERT L. WINEGAR a co-op at Tennessee Tech. Both are single and here for their first work assignments.

IF YOU ARE INTERESTED in a graduate level course in the Russian language at Ohio U., Chillicothe Campus, during the Winter Quarter, contact R. J. SLOUGH, Ext. 2430. Six GAT employees are already interested; more are needed to get a course taught.

MANAGEMENT NEWS---ON THE NATIONAL LEVEL

AT YELLOW FREIGHT Systems, Inc., decision-making groups involve all individuals immediately related to a problem. All must have a voice in the decision, and all must agree on the course of action to be taken. Decision making by concensus has been practiced there for about 20 years. It takes place within various work groups from the four top company officers down to the dock foreman and his crew. They say getting 100 percent agreement may take more time but it results in better decisions and everyone works hard to follow through and make the course of action succeed.

THE UAW, second largest union in the country, has between 150,000 and 200,000 women members.

GDYR-TOPEKA employees on the safest shifts in the three production divisions get ice-cold popsicles. Popsicles, dinners-for-two and safety shoes are being awarded weekly in the six-months contest which continues through the remainder of 1972. There are monthly awards for employees outside the three production divisions. In a six-months contest that ended in June, five supervisors were selected at random each month, from among those whose employees had no injuries during the month, for a weekend vacation for two at an exclusive resort at the Lake of the Ozarks.

DID YOU KNOW that anyone whose name is Funk or Zink qualifies for honorary citizen of Fink (Texas) ?

WESTINGHOUSE ELECTRIC CORP'S Management Policy Committee--their top seven men--has announced a policy of stepping aside at age 60 to become "officer-directors" with a cut of 1/3 in hours and pay. Mandatory retirement age remains 65.

EASTMAN KODAK, during the last three months of 1971, offered a "temporary special early retirement program." Employees age 55 with 30 years of service were eligible, and for each year above the 55, the service requirement was reduced by two years. Early retirees got \$200 a month supplement to their pensions, lasting until Social Security payments begin. The program enabled Eastman to reduce its payroll by 1,700 employees without the necessity of any layoffs.

THE MAILING recently of nearly 800 test letters by six Associated Press Bureaus, in as many cities nationwide, showed that eight out of 10 letters without zip codes reached their destinations as fast or faster than zip-coded letters mailed at the same time and place.

A MAN at Gdyr-Canada's Collingwood Hose Plant had a 65-foot-long 1,870 pound steel pole fall on his foot. He was wearing safety shoes but the shoe was crushed and the foot was numb, so he was afraid to take off the shoe to look at the damage. When he finally looked, he found the foot was uninjured, and the numbness soon went away.

BY USING the left-over coffee grounds from making soluble coffee as fuel, three U. S. plants of Maxwell House generate one-third of the steam they need.

THE 80 EMPLOYEES at a new Gaines dog food plant in Topeka, Kansas, are divided into three work teams: one to process products, one to package and ship, and one to handle supporting office services. Team members rotate through everyone of the team's various jobs. Teams make all the decisions on how they're going to meet their responsibilities, including how to fill in for someone who is absent; schedule workbreaks; establish and change work rules, operating decisions, and policies; even interview job applicants and hire new team members. Each team has a leader, who is not a boss but more a coach and resource person. The plant manager's office has the same carpeting and other appointments as the production workers' locker room. His office is completely visible through large windows in the corridor that everyone uses to enter the plant, and any employee can get in to see him without going through channels. Product quality is unusually high, controllable costs from 10 to 40 percent less than in other comparable plants even though approximately 30 percent of every employee's time is scheduled for job training, communications, and rest breaks.

PERSONS 62 years of age, and the occupants of the same car, can now enter any U. S. Park or Park Service recreation area free. However, he or she will still have to pay special user fees for equipment and special facilities.

ROCK MUSIC is even repulsive to fish. Several months ago we reported it will kill plants; now, in a test in a small pond, which had 12 powerful underwater speakers to a radio tuned to a 24-hrs-a-day rock music station, the fish were found to be as far from the blaring music as possible. The experiment was tried because of the need to keep fish away from the condenser coolant intake channel of a nuclear power plant when it goes into operation on the James River.

THOUGHTS ON MANAGEMENT

THE STARS AND STRIPES forever? Don't bet on it. The Grand Old Flag, and the country for which it stands, could be in more trouble now than at any time since the Civil War. Our nation is locked in mortal combat with an adversary as dangerous as any foreign power--Ourselves. We're the guys who are sitting back on our fat salaries, inflated benefits and flabby pension funds while other hungrier, leaner people flex their industrial and commercial muscles. Our country is being out-produced and out-sold all over the world. Yet, many of us in business, labor and government continue to put greater value on reward than on achievement. We call for sacrifice, but on someone else's part. We talk about how bad things are, but do little to make them better. It's time for the ordinary American to do something out of the ordinary. Like get involved. Get involved in activities that can mold public opinion and influence legislation and policies. Let elected officials know that decisions affecting our economic well-being should be based on sound economics instead of good politics. Start promoting productivity. Campaign for greater cooperation between blue collar and white collar interests. Push for a more realistic relationship between wages received and work done. Or, we're all liable to lose our shirts. Finally, as a supervisor, worker, parent, and citizen, use the power of persuasion and example to motivate others. Others have a way of motivating still others. Once you start, there's no telling how high our standard of living could go.

--advertisement of Marsteller, Inc.

A MINORITY GROUP has "arrived" only when it has a right to produce some fools and scoundrels without the entire group paying for it.

--Carl T. Rowan

THE INDUSTRIAL TYCOON was having trouble sleeping so he went to his doctor. The doctor prescribed a sedative but it didn't do any good so he went back and said, "My wife had some women in last night and they were talking about twilight sleep. Would that help me?" "No," the doctor said. "Twilight sleep is only for labor." The tycoon banged his fist on the desk angrily. "That's why we are in such a mess. Labor gets more than management!"

--Readers Digest

IF ALL premature deaths from cancer were eliminated, two years would be added to the life-span; but if all deaths related to obesity were removed, the life-span would jump seven years!

--Grant Gwinup, M.D.

BIG GAME hunters used to go to Africa. Now some of them stay in the U.S. and hunt tickets for the big games.

--Hugh Allen

A YOUNG MAN running away to sea these days would be pursued by a truant officer, thrown out of a hiring hall, picked up by the police, referred to a social worker, counseled by a psychiatrist, assisted by Travelers' Aid, and compelled by a judge to attend group therapy sessions with his parents. In other words, it is pretty hard even to find the "school of hard knocks" anymore, let alone get admitted.

--senator Edward W. Brook

THERE'S SOMETHING slightly ridiculous about men who work all day in air-conditioned offices with their coats off, but who put them on before going out where it's hot.

--Paul Light

THE PERSON who says he didn't get the chance to get an education is talking through his hat. With a free library system such as ours, anybody who wants an education can get one--and as good a one as he wants. Eric Hoffer, one of the most brilliant men of our age, educated himself entirely in the public library. He never attended school a day in his life, although he now teaches at a university. Next chance you get, why not visit your public library; go in and browse around, ask questions; it's your library, you are helping pay for it. Take a card if you don't already have one and start reading again--if you find you've stopped--check out an armload of books, take them home, and dig into them. Remember, a person is never too old to learn and food for thought is as important as food for your stomach.

--Earl Nightingale

TO PERFORM a more socially responsive role, American businessmen must stop seeing so-called "social actions" such as hiring the hard-core unemployed, developing ecological programs, dealing honestly with the consumer and the public in general, as philanthropic or optional tasks, and must begin according to them the same status as other corporate objectives.

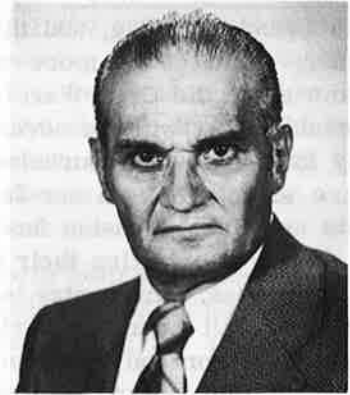
--B. J. Yarrington, president, American Oil Co.

MOST GALS will admit they paid a ridiculous price for a dress; but that they bought it for an absurd figure is something they won't confess!

--R. M. Walsh

WHO'S WHO IN MANAGEMENT

HAROLD R. HOPKINS is acting assistant cascade coordinator on "A" shift, D-817. He shares the responsibility for monitoring and controlling the entire cascade operations. His duties include relieving supervision as needed, supervising production operators, making assignments for the Production Balance Pool, and maintaining the shift Auxiliary Emergency Squad roster. He reports to J. R. THOMPSON, day shift coordinator in the PCF.



Mr. Hopkins graduated from the high school in Cadiz, Ohio, attended West Liberty (West Virginia) State and East Tennessee State Colleges for two years. He served in the USAF (2-43 - 5-46 and 3-51 - 8-52) as an airborne radar operator (1st lieutenant). His work experience includes "joy" helper, driller, shooter, dozer operator, oiler, and track-layer for coal mines. GAT employed him as a production process operator in training (6-53), graduated him 9-54, promoted him to assistant foreman 12-54, and to foreman 4-55. He was assigned to his present position 7-1-71.

"Hoppy," his wife, Myrna, two sons Pete (14) and Gary (10) live at 505 South Market Street, Waverly. They also have two daughters and two grandchildren: Mrs. John (Susan Mae) Hanaway and daughter, Tammy (9 months), of Columbus. Mrs. Randy (Karen Lynn) Pettit and son, Scott (3), of Dayton. Hoppy belongs to the GAT Foremen's Club. His hobbies are gardening and coaching the Parker-Hannifin little league baseball team.

GAT NAMES AND FACES IN THE NEWS



R. H. GILLESPIE



J. E. MURPHY



E. A. NIZIOL



F. W. GEYER



J. C. CRAWFORD



L. E. FULLER

R. H. GILLESPIE completed 30 years of Goodyear service yesterday, September 5. Bob's first job with the parent company was as a dispatcher in Stores and Receiving.

J. E. MURPHY and E. A. NIZIOL have received certificates as graduates of a five-day workshop in Systems Analysis at Chicago conducted by Systemation, Inc., with headquarters in Colorado Springs.

F. W. GEYER, on August 16, told 105 people about plans of the Chillicothe Civic Theatre to bring live entertainment back to the downtown area. The group was assembled for the Kiwanis Club's annual outing at Meaco Park.

J. C. CRAWFORD as aquatic director for the Pike County YMCA, was in charge of their 19th annual learn-to-swim program during two weeks in August. Twenty-one adults and about 125 youngsters were participants.

L. E. FULLER completes 30 years of service on September 16. Lloyd's career includes service with plants in Los Angeles, Akron, Sweden and India.

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