

GAT Management NEWSLETTER



Editor - H. McClelland

April 4, 1973

WE DON'T INCREASE our payroll very fast. Our net increase in the first three months of this calendar year was only 13. However, we are not a static organization. There are more internal changes than most people realize. For example, announced or effective, there were four hourly employees promoted to salary classifications; 14 other hourly promotions and 17 transfers. There were 18 salary promotions, 14 other salary transfers. In addition, one salary employee was transferred to hourly (at his request). There were eight retirements, six of them early and one demise.

THREE SALARY employees will have their 20th anniversaries on Friday, April 16. They are: J. N. BUCKNER, M. V. GILL and H. J. ROUFF.

IN 1973, there are two Fridays that fall on the 13; one this month, the other is in July (in 1972, there was only one). Some people think Friday the 13th is unlucky. But, that's the only time salary employees get paid two days early.

R. M. RUTHERFORD represented GAT at the National Energy Forum held in Washington, D.C., March 19 and 20, 1973.

NEW PIKE COUNTY United Fund Board of Director members include: DR. H. H. THOMAS, H. G. JOHNSON and R. E. McNAUGHTON. E. LITTERAL was the chairman of the '73 Pike County Cancer Fund Bowling Tournament. J. R. SHOEMAKER judged the Science Fair at Portsmouth West H.S. on March 19. H. G. JOHNSON talked to 5th and 6th graders at Roosevelt School in Portsmouth on March 20. His subject was "GAT and the Community". J. R. ARMSTRONG and R. W. SPARKS presented a science demonstration at Waverly West Elementary on March 14 for about 100 students; R. D. JACKSON and X. S. MAROUDIS one at Morgan Elementary in Scioto County on March 21 for 105 students.

RECENT TRANSFERS include JOYCE CREECH from D-311 to D-513 as accounting clerk; K. L. RIDER from apprentice machinist to machinist AA (first apprentice to be promoted). M. L. RICE from group leader, D-423, to librarian, D-553; C. A. ECKHART, from secretary-steno, D-851, to group leader, D-423; B. L. COOPER, D-810, stenographer, to secretary-steno, D-810.

MRS. JOYCE G. HOPPER is a new clerk-typist in the Steno Pool, D-224. She is a graduate of Piketon H.S., did clerical work for Wearever Aluminum for more than four years.

MANAGEMENT NEWS---ON THE NATIONAL LEVEL

THE CIP AND CUP PROGRAMS, when completed in 1981, will raise enriching capacity from the current 17,000 metric tons of separative work per year to 27,900 tons. First additional increase from CIP will come in FY-74 with the installation of the first new stages, then there will be a big increase in FY-75, even more in FY-76 and additions each year until the program is completed. CUP, which is chiefly an increase in sizes of motors, coolers, etc. for higher power operations gets its first funding in FY-74 (\$6 million for some architect-engineering work), will begin increasing enrichment capacity in 1979 and be completed about the same time CIP is completed in 1981. Additional 1500-2000 Mw of power is needed for CUP. Nucleonics Week says latest total-cost-estimates are \$670 million for CIP, \$235 million for CUP.

RAYTHEON CO. put into effect a more liberal early retirement plan for its 26,000 salaried employees in 1970. Now, an employee who retires at age 60 gets 74 percent of what he would at age 65.

TO LEARN what errors young people starting on their first jobs should be warned about, a group of vocational teachers wrote to several thousand employers asking them to look up the last three persons dismissed and report when they had been let go. The ICS periodical "Trained Men" reports that the teachers expected a long list of reasons. They were amazed that more than ninety percent of the persons who lost their jobs lost them for the same reasons. Age didn't matter, the kind of organization didn't matter. The reasons were: "They did not get to work often enough, were late too often, didn't do enough after they got there, couldn't get along with other people."

GENERAL MOTORS has 22 "establishments" or "facilities" in Ohio; General Electric has 33, Republic Steel 19, Union Carbide 15, Borden 13, Westinghouse 12, Ford 11, and Goodyear 15.

DID YOU KNOW that the 80,000 physicians and dentists who receive "Time" each week get a somewhat different magazine than that received by teachers whose edition, in turn, is different from that sent to college students? These "demographic editions" are growing increasingly refined and specialized. Time, like several other mass magazine publishers, is busily destandardizing and diversifying its product just as the automakers and appliance manufacturers have done.

SOME STUDENTS who have had two years at Scioto Technical College are expected to transfer to the Dept. of Chemical Engineering at O.S.U. in October, 1973, through a cooperative agreement between the two schools.

TELETRON DATA CORP. is developing an optical phonographic needle which virtually eliminates record wear and is said to produce a fidelity equal to or better than that of magnetic tape. In addition, the inherently greater resolution allows a groove size reduction that permits more material per disc or a super-long-playing record. The Navy is interested in the optical-needle system because it could also be used for computer-data storage and they estimate the cost would be one-fourth or one-fifth that of magnetic tape.

THE WORLD'S LARGEST glass container manufacturing plant is in Bradenton, Fla. They fill an average of one million quart bottles a day with orange juice and for the last eight years have made all their bottles.

THE ALL-MEAT dog food commercials on TV are misleading. They imply that an all-meat diet is best for dogs. Dr. Stan Jackson, who has a column in the Dispatch on Pet Health, says that an all-meat diet may be deficient in certain minerals necessary for good health. Therefore, a blend of both meat and cereal grains is the best type of food for dogs.

WESTINGHOUSE, in a letter advertising the availability of their training programs to other companies, says that more than 6300 management and professional employees of their corporation will receive training in 1973.

OPERATION GIVE-A-BOOK is a program in which McDonnell Douglas St. Louis employees are encouraged to donate surplus textbooks, dictionaries, encyclopedias and other reference books for college libraries. Depositories are located at building entrances and guard stations. Transported to a central storage area, they are cataloged after work hours by a volunteer group of company employees.

ON ROUTE 411, in and near Madisonville, Tenn., the speed limits are 34 and 44 miles per hour.

AMERICAN AIRLINES has quite an investment in finding, training and outfitting its 4,000 stewardesses. And yet graduates stay an average of less than two years.

THOUGHTS ON MANAGEMENT

THERE IS LITTLE in the control of man that can be as beneficial to the future of humanity as grass. Grass is not only one of nature's most beautiful and spirit-lifting gifts to mankind, it is also the most utilitarian. Grass is unique in plant life in its ability to prevent soil erosion, the cause of much surface water pollution. A good stand of turf not only hugs the soil, its prolific intertwining root growth prevents undercutting of the soil and resists heaving action of freezing. Grass shares with green plants, in general, the ability to purify the air by absorbing carbon dioxide and liberating pure oxygen; trapping and neutralizing chemical and odor-laden dust particles; and catching foul water carrying waste matter and channeling it into the soil to promote growth and, in so doing ultimately returning purified water to the atmosphere. Green plants make a natural refuge for birds and animals. Grass contributes mightily to the joy of the out-of-doors. The magnificence of its greenery provides rest for the eyes and balm to the spirit.

-- from "Lawn Care" by Scotts

COOPERATION is doing with a smile what you have to do anyway.

-- Bits & Pieces

THERE IS NO clear distinction between well designed work and play. The hockey or football team is highly bureaucratic, has elaborate rules, has a punishment system, rewards only the best, needs a tough results-oriented manager and an arch bureaucrat as referee. But everyone enjoys playing. Kids do it for fun. Why on earth not design our organizations that way?

-- William J. Redden "It's Output That Counts"

WE MAKE A LIVING by what we get; we make a life by what we give.

-- W. A. Nance

ONE OF the great stumbling blocks on the path to the top is that industry has a poor mechanism for producing effective generalists. We tend to promote those who are good at internalizing--good at making the most out of available assets. We encourage a man not to look at the total environment--not to remove his sights from the company itself. From this standpoint you could argue that every chief executive finds himself on promotion day assuming a role that he has not been prepared for.

-- Dr. T. Reuschling, Kent State U.

EVERYONE ought to start each communication with an immediate statement of the purpose of the communication, rather than leading off with a discussion of a problem or need, or by asking a question where the other person doesn't know the reason for asking the question. We ought to open our thinking, give reasons for our questions and for the actions we suggest, i.e., let the other person know what we're getting at. Otherwise, the other person will form conclusions prematurely, guessing at the purpose, and then may tune out or interpret any ambiguity as confirming to his premature conclusion.

-- Jessee J. Nirenberg, "Communicating More Profitably"

WE MAKE our habits, and then our habits make us.

-- Dryden (1631-1700)

I BELIEVE that when a thing is right, it will ultimately and permanently succeed...The highest rewards come from honest and proper practice. Bad results come in the long run from selfish, unfair, and dishonest conduct...I believe in competition, that the race should be won by the swiftest, and that success should come to him who is most earnest and active and persevering...I believe that no industry can permanently succeed that does not treat its employees equitably and humanely...If we succeed as businessmen, we must do it on principles that are honest, fair, lawful, and just...We must put and keep ourselves on a platform so fair, so high, so reasonable, that we will attract the attention and invite and secure the approval of all who know what we are doing.

-- E. H. Garry, principal organizer of U.S. Steel in the early 1900's

THE TIME to make friends is before you need them.

-- Paul Ames

BOYS flying kites haul in their white-winged birds. You can't do that with words. "Careful with fire" is good advice, we know; "Careful with words" is doubly so. Thoughts unexpressed may sometimes fall back dead; but God Himself can't kill them when they're said.

-- Will Carleton

OUR TOMORROWS will be not unlike our todays. Life wastes itself while we are preparing to live. An excellent time to begin living is right now.

-- Earl Nightingale

WHO'S WHO IN MANAGEMENT

PAUL E. CRAVENS is foreman of the mechanical maintenance section of D-732, Field Maintenance. He supervises eight maintenance mechanics who handle mechanical maintenance for all emergency power equipment, all doors, cranes, and elevators outside of the process buildings. He reports to G. W. PARKS, general foreman, Field Maintenance, Garage and Grounds.

Mr. Cravens graduated from Chillicothe (Ohio) High School, and completed a Navy Boiler Training Course in Philadelphia. He worked previously for the Baltimore and Ohio Railroad (August 1942 thru September 1953), with time out to serve in the U. S. Navy as a seaman from March 1943 to August 1946. His assignments included storekeeper, sheet metal worker and pipefitter. GAT employed him on September 28, 1953 as a maintenance mechanic 1/c, and promoted him to his present classification on September 1, 1969.



Paul and his wife, Ruth, live at 791 Cliffside Drive in Chillicothe, and attend the Trinity Methodist Church. They have a married daughter, Mrs. Orwin (Sandra) Chaney, and four grandchildren, three boys and a girl. He is president of the Ross County Golf Association and a trustee of the GAT Foremen's Club. His hobbies include golf and gardening.

GAT NAMES AND FACES IN THE NEWS



L. L. WISE



W. M. ARMSTRONG



N. F. REITER



D. J. BLANTON



M. L. KIDD

L. L. WISE is taking early retirement as of May 1, with almost 38 years of service. Leonard has sold his home at Lake White and expects to live, at least part of the time, in Fairborn, Ohio.

W. M. ARMSTRONG doesn't officially retire until June 1, but his last day worked will be April 30. Bill has more than 31 years of service. He says that he and his wife Carolyn (a former employee) will probably continue to live in Portsmouth.

N. F. REITER was a judge at the Southeastern Ohio District Science Fair held at Ohio University in Athens on Saturday, March 31. In competition were the winners from schools in all of southeastern Ohio.

D. J. BLANTON talked to students in all four classes at Western High School in Latham on March 21. His subject was "The World of Work." He is also a member of the Business and Office Education Advisory Board at Piketon H. S., as are GENEVIEVE GUNDLAH and VIRGINIA McDONALD.

MICHAEL L. KIDD, D-542, received his BBA degree from O.U. on March 16, 1973. Mike had almost completed his college studies before coming on the payroll in April, 1972. He finished up under our Educational Assistance program.

FOR GAT USE ONLY