

GAT Management NEWSLETTER



Editor - H. McClelland

R. L. DUFFEY
ENGINEERING

D-761
X-100

May 2, 1973

GAT will have an exhibit at the Chillicothe Veteran's Hospital, May 5-6. It will feature a cutaway model of power reactor control rods, for which we supply enriched uranium, plus mounted wall exhibits about nuclear power. There will also be a continuous movie and free booklets. E. HARTNETT designed and constructed the display. A. L. WILLIAMSON is to supply employees to be in the exhibit area next weekend.

1973 will be remembered as the first year that hundreds (335) of employees received 20-year service pins but, did you realize that we already have 22 employees who are younger than GAT is old. In other words, we have that many who were born since 9-18-52.

SALARY EMPLOYEES who will have their 20th anniversaries soon and the dates are: MEREDITH E. EVANS, M. W. HARTLE, and E. MURIEL RECTOR, May 4; E. C. GEARHART, W. D. HUGHES, and G. C. KIZER, May 11; and H. H. BROUDY, May 16.

OUR GENERAL MANAGER doesn't think the number 13 is unlucky. May 13 is his birthday.

D. J. BLANTON and VIRGINIA R. McDONALD were at Western High School on April 13 for their "Career Days" program. They talked to four different groups (45 minute periods). Tomorrow, May 3, they will be at Waverly H.S. Gym to talk to three groups of 8th grade students. J. GRANT was our representative at O.S.U.'s "First Annual Minority Job Fair" held on campus from 8 to 5 on April 26. J. R. ARMSTRONG and N. F. REITER presented science demonstrations to approximately 550 students at Wheelersburg Elementary School on April 18.

VICKI HOWARD and CAROL STORMS are stenographers in D-224. Vicki graduated from Jackson H.S. and the Southern Ohio Manpower Training Center. Carol is the wife of L. E. STORMS and worked here for six months in 1961.

RECENT TRANSFERS include: R. E. SCHILLINGER from foreman, D-711 to engineer, staff, D-761; B. F. MELVIN from machinist AA, D-712, to administrative specialist, D-761.

APPLICANTS for our next Apprentice class (6 machinists) will be tested at Piketon H.S. the morning of May 5. As of the hiring date--December 3, 1973, applicants must have high school education or its equivalent; be at least 18 and not more than 24 (except anyone with military service who is not more than 26).

MANAGEMENT NEWS---ON THE NATIONAL LEVEL

THE CORNING GLASS plant in Medford, Mass., turns out such products as hot-plates which are assembled in their entirety by a member--usually a woman--of work teams that set their own production goals, and even decide when they will take some of their holidays. Last year, hot-plate production increased 20 percent, and an even greater production increase is expected this year. Even though the pay is relatively low, the plant has more applicants than it has jobs and work team members sometime stay after quitting time to discuss the best way to meet production schedules.

DR. HAROLD E. HYDE, president of New Hampshire's Plymouth State College, made probably the shortest commencement speech in history. He said, "Know thyself--Socrates. Control yourself--Cicero. Give yourself--Christ."

"BEAUTIFUL OHIO", a 64-page, full color directory is available free to Ohioans (\$1.00 to out-of-staters) by writing to: Beautiful Ohio, Box 1001, Columbus, O., 43216. Ideas for one-day trips, overnight tours or longer vacations are available in the booklet which itemizes things from A to Z--accommodations to zoos.

A 14-STORY BUILDING to be built in Chicago (completion late in 1974) will have a lobby on the first floor, 12 floors of restaurants, and a night-club on the other floor.

GREEN THUMBERS number approximately 2,500 and their average age is 69. They work eight hours a day, three days a week and are paid the minimum wage, which supplements retirement income or Social Security payments. What do they do? According to an article entitled "They're Repairing America The Beautiful," they plant, trim, water and cultivate trees (they have already planted more than 4 million trees); lay sod, thin bushes, clear dead trees, prune and weed. Their work has made possible new parks, campgrounds and hiking trails. In Sioux Falls, South Dakota, they restored a pre-Civil-War log house. In New Jersey, a church where seven presidents worshiped has been restored. A beautiful landscaping job was done around the capitol in Salt Lake City. Funded by the U.S. Department of Labor, the program is considered one of the nation's success stories concerning the elderly.

THE SLOGAN "Try it, You'll like it" is not new. Wrigley's Double Mint gum used it an advertisement in the June 28, 1937 issue of Life magazine.

A JAPANESE transistor manufacturer claims production has jumped considerably since he instituted intermittent 30-second yawn breaks into the work schedule. Periodically, a bell rings and the women on the assembly line raise their arms over their heads and yawn in unison.

JACK NICKLAUS collected \$62 every time he hit the ball during golf tournaments in 1972.

FRED ROACH is 41 years old. He started working for General Development Corporation, one of Florida's largest land and community development firms in 1953. He became president in 1970. As each year passed, he increased his contribution to his church one percent. Last year, instead of the cumulative 19 percent of his six figure salary, he gave 40 percent to his church and more than 50 percent to other worthy causes. He works 12 to 16 hours a day, attends meetings at his own church as many as three or four times a week, visits the sick, and speaks at churches all over the country on weekends.

TAKE YOUR house number and double it. Add five, multiply by 50. Add your age, the number of days in a year and subtract 615. The last two figures will be your age; the rest is your house number.

LAST MAY, St. Louis began burning shredded trash with pulverized coal to make electricity. A fifth of the city's refuse is being converted each day into 300 tons of odorless, clean-burning fuel that resembles confetti. Every ton of trash saves half a ton of coal. A number of European cities also turn their trash into electricity.

IN SPITE of the publicity about various firms using the four-day work week, less than 0.5% of the nation's work force is on such a schedule, according to a U.S. Labor Dept. statistician.

A 1968 STUDY by the Pennsylvania Bureau of Research and Statistics as to when accidents occur covered 18 manufacturing and 20 non-manufacturing industries. In both types of industries it was found that more accidents occur in the first hour of the day than in any other and, as a general rule, the number of accidents decreases throughout the work day.

THE OLDEST person on record to ever score a hole-in-one was a man more than 92 years of age. He did it in 1971 on the 140-yd 13th hole of a golf course in Peoria, IL.

THOUGHTS ON MANAGEMENT

HOW DO YOU teach people to motivate other people? The answer is surprisingly simple: You teach them how to listen. How many supervisors need training in how to listen? Apparently most of them. I estimate that fully 30 percent have no tolerance whatsoever for requests or complaints from their subordinates...Approximately another 40 percent listen imperfectly. They greet requests with a perfunctory response and return to their own duties as soon as possible...The remaining 30 percent listen intently, take notes, and follow up with whatever action is appropriate. This group usually contains the best supervisors.

-- A. A. Imberman, management consultant

FOR, LO, THE WINTER is past, the rain is over and gone; the flowers appear on the earth; the time of the singing of birds is come.

-- Solomn's Song, Chapter 2, Verses 11-12

THE COMMON LANGUAGE of school or street is an inchoate mess of "like I said" and "y' know" and "like, man"--interspersed with obscenities and other substitutes for thought. Blame this on several things: a steep decline in reading as a result of laziness, the substitution of television, film and visual distractions for language, and the assumption that brotherhood consists of aping the ignorant. At the other end, the jargons of sociology, psychiatry and other inexact sciences (including busines) are arid, tedious and without savor. Even our pornography lacks style.

-- Marya Mannes, "The Decline of Style"

JUDICIOUS USE of brains and brakes avoids a lot of pains and aches.

-- Mickey Porter

USING TODAY'S materials and processing, it appears possible that we can convert 20 percent of solar energy falling on the Earth at a given point to thermal power and then to usable electric power. This would mean enough power to serve the requirements of this nation for many years to come and do it at a cost we can afford, making use of unused portions of our land--such as deserts--without pollution.

-- Dr. R. C. Jordan, head of U. of Minnesota's School of Mechanical and Aeronautical Engineering

IT'S TRUE of life as well as cards, as experienced bridge players can tell--the trick isn't winning when you hold the trumps--it's in playing a poor hand well.

-- G. O. Ludcke

ALL PROBLEMS become smaller if, instead of indulging them, you confront them. Touch a thistle timidly and it pricks you; grasp it boldly, and its spines crumble.

-- William S. Halsey

THERE'S NO SUCH THING as a "free lunch" is an expression you hardly ever hear anymore. But it made a point. Americans used to be too close to basics to be fooled into thinking you could get "something for nothing." It isn't that way now. Plenty of people these days are ready to swallow that line--particularly young people, who will become the leaders of tomorrow if we're going to have one. The big trouble is, these youngsters haven't been taught the basic facts of economic life; they've never had to learn by experience, thanks to our high level of prosperity. (Our so-called poverty level would make a man well-to-do in most of the world!) If we want--any of us--to keep on enjoying our kind of prosperity, we'd better do something to preserve the competitive economic system that makes it possible. Like it or not we have people today who are so ignorant of basic economics that they'd change the fable about killing the goose that lays the golden eggs into a fact. It may not be perfect but our competitive economic system is still the best the world has ever known for advancing the general welfare. Only a mass educational effort can bring us to basic thinking.

-- John Wayne, Hollywood actor

THE PEOPLE sensible enough to give good advice are usually sensible enough not to give it.

-- Eden Phillpotts

WHAT ARE YOUR assumptions about the nature of man at work? Is man a beast so that the role of management is to control him? Or is man a self-actualizing child of God so that the role of management is to simply let him do his own thing? I prefer to believe that man is a rational animal capable of good or evil and motivated most when he both knows and enjoys the position in which he finds himself. Work is not intrinsically evil. What is evil is poorly designed work. Man wants to work. The manager's job is to create a situation where he can.

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

MANY FATHERS approve of their sons wearing turtle-neck sweaters or sport shirts because they help to preserve family ties.

-- Changing Times

WHO'S WHO IN MANAGEMENT

JOHN D. DELABAR is the "D" shift auxiliary operations foreman in D-852. He is responsible for the activities of six utility operators and in maintaining the continuity of operations of all utility services including scheduling of maintenance and retraining operators. On afternoon and night shifts, he is also responsible for approximately four chemical operators and the operation of the X-705 building. He reports to E. R. NEWMAN, general foreman, Utilities Operations (D-852-857).



Mr. Delabar graduated from Portsmouth High School, and attended Ohio University, Portsmouth Branch. He served in the U.S. Army (6/45-11/46), completed the Army Radio School, and was a corporal when honorably discharged. Prior work experience included farming near Rushtown and operating his delivery service in Portsmouth for three years. GAT employed him as a production process operator in training (7/20/53). He was promoted from first class to power coordinator 6/6/56, made foreman-power operations 10/20/58. He has been a foreman, in one capacity or another, in the subdivision ever since.

John, his wife, Annetta, and three of their four children live on Simpson Road, RR 2, McDermott. Janetta (17), and John (18), go to Northwest High School. Carolyn (13), is a seventh grader at McDermott J. High. Their other daughter, Nanciann (23), is married to Stephen Bowles and lives in Portsmouth. The Delabars are members of All Saints Episcopal Church and John belongs to the Portsmouth Elks Lodge, American Legion Post #23, and the GAT Foremen's Club.

GAT NAMES AND FACES IN THE NEWS



R. O. NEFF



A. C. ALATSIS



A. H. CLARY



M. W. HARTLE

R. O. NEFF celebrates his 30th anniversary of Goodyear service on May 8. Bob started as an hourly employee at Gdys-Gadsden.

A. C. ALATSIS has been elected president of the "GAT Men For Christ." O. L. LAYNE is retiring president of the organization which is one year old and meets from 11:30-12 on the third Tuesday of every month. Thirty-one attended the last meeting.

A. H. CLARY has been elected chairman of the Board of Trustees of the Pike County Educational Assistance Fund. Last year, enough groups and individuals contributed so that three college scholarships were awarded to high school graduates.

M. W. HARTLE spends almost every weekend and many evenings talking to Lions International clubs. During April, he was in Delmar, Md.; Joplin, Missouri; Duncansville, Pa.; Morehead, Ky.; and several Ohio towns. His total audience was about 900 people.

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