

GAT Management NEWSLETTER



R. L. DUFFEY
ENGINEERING

Editor - H. McClelland
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OVEC, last year, delivered to AEC 8,744,905,000 kwh of power at a cost of more than \$47,577,947. This compares with 8,326,520,000 kwh and \$44,022,311 in 1972. Coal burned at OVEC's two power plants totaled 7,496,000 tons in 1973, 337,000 tons more than in the previous year.

NEW SALARY EMPLOYEES include: DAVID E. DEPRIEST, programmer in D-542, graduated from high school in Ironton, has a BBA degree from Marshall U., has been a buyer for Marting's in Portsmouth since 5/69. ROBERT L. DRAKE, systems analyst, D-761, graduated from Gauley Bridge H.S., attended W. Va. Institute of Tech. for two years. He was a programmer analyst for Kaiser Aluminum & Chemical Corporation at Ravenswood, W. Va., 1956/73. DAVID E. DARRAGH, mail clerk, D-423, graduated from Waverly H.S., has been a shipping and receiving clerk at the Chillicothe Sears warehouse; MRS. SHARON K. SCOTT, nurse in D-210, graduated from Portsmouth H.S. and O.U.-Portsmouth with an associate degree in nursing, has been at Scioto Memorial Hospital since last September.

TWENTY-YEAR ANNIVERSARIES of salary employees soon include: T. E. BROWN, D-551; R. G. BURGGRAF, D-535; R. B. CALLIHAN, D-710; and J. C. HICKEY, D-731, all on March 1; and M. L. RICE, D-423, on March 4.

RECENT SALARY TRANSFERS include: K. M. TOMKO, engineer, staff from D-533 to D-761; JOAN L. VANDERHOOF from mail clerk, D-423, to tech. assistant III, D-552.

SINCE THE ISSUE which carried the names of nine GAT employees elected to public office in November, we have learned of two more. B. E. TOMLISON was elected to the Eastern Local School Board and W. H. PYLES to the Board of Trustees of Nile Township. Several employees holding public office had their term expire January 1, but the total of old and new still in office is at least 27. Besides the nine mentioned in the November issue, they are: A. L. WILLIAMSON, mayor of Piketon; J. G. BAILEY, Clay School Board; F. A. CRUM, Minford School Board; W. J. PENNINGER, Eastern School Board; J. F. OATES, Huntington Local School Board; O. G. NICE, Piketon Council; E. C. ESTEP, serving his third four-year term on the Board of Trustees, Union Township. In January, H. D. SMITH and R. H. WALLS were re-elected president and vice president, respectively of the Western Local School Board, and H. D. DAUTEL, vice president of Clay Local School Board.

THE WIVES of two employees, E. C. GEARHART (Gladys) and H. M. CUTRIGHT (Jean) are the 1974 GAT hdcp doubles bowling champs. Peggy Campbell, who bowls in a Goodyear league, but has no affiliation with GAT, won the singles.

MANAGEMENT NEWS---ON THE NATIONAL LEVEL

THE JANUARY ISSUE of "Modern Office Procedures" has a nine-page (14 pictures) article about "Good-year." This was written before R. DeYoung announced he was continuing as chairman of the board, but C. J. Pilliod, Jr., would take over as chief executive officer. Two pages of the article are devoted to pictures and descriptions of their offices. Also included is considerable information as to how the parent company goes about mastering the volume of paperwork which one of their executives says "is probably the biggest single challenge at Good-year."

PEPSI-COLA celebrated its 75th anniversary by having a dinner party in the Furman University dining hall in Greenville, S.C. for 300 guests all 75 years of age and older.

7,700 EMPLOYEES of 12 GTC (General Telephone Company) firms, a representative sample of more than 70,000 employees, responded to a survey prepared by a professional opinion survey organization designed to determine the types of information they would like to receive and to give them a chance to express their opinions on certain matters. The employees agreed that they would like to be kept informed about facilities expansion and news about mgt. people. They said such information would improve their sense of participation and pride in their company.

BOISE CASCADE employees at Emporia, Va., built more than 400 bird houses on their own time as part of a local conservation project.

DID YOU KNOW that of the 15 largest cities in the world (by population), only one (New York) is in the United States? Which nation has two of the 10 largest? China? India? Russia? Japan? Wrong! Brazil has Sao Paulo, which is sixth and Rio de Janeiro, 10th.

NEARLY TWO DOZEN restaurants in Palm Springs, Calif., now have areas designated for non-smokers only.

GT&R, with its new "Glowall" bicycle tires, has come to the aid of the many children who pedal off to school this winter while it is still dark. A highly reflective tape molded into the side-walls makes cyclists visible in the headlights of a car a block away. The National Safety Council has already hailed the tires (cost \$6 a piece) as "a most significant contribution to bike safety after dark."

BERRY GORDY, JR. is chairman of the board and president of Motown Industries, the nation's biggest (700 employees) and richest (\$5 million) black business. Gordy is called the reigning monarch in America's \$3 billion recording industry.

THE UNITED ASSOCIATION of Journeymen and Apprentices of the Plumbing and Pipefitting Industry have, for the last 20 years, had an Instructor Training Course annually at Purdue University. In 1973, from August 12 through 17, 1154 local union instructors received some 40 hours of intensive training from 64 Purdue instructors and 30 U.A. instructors on the most advanced methods of teaching plumber, steamfitter-pipefitter and sprinkler-fitter courses. Those who take the training at Purdue receive the coveted accreditation as "Certified Instructors of Journeymen and Apprentices" from the university.

DID YOU KNOW that Goodyear would still rank in the top third of the Fortune 500 list of largest corporations if it quit making tires?

LAST YEAR (1973), more than one out of every three (37%) single-family houses sold in the U.S. had wheels beneath it. A conventionally built house costs about \$16 per sq. ft. to build (excluding land) compared to a mobile unit which, at \$8 to \$9 per sq. ft., costs about the same or less than it did 10 years ago. The typical single-family house costs about \$33,000 including land, but excluding furniture. The average mobile house is priced at just over \$7,000 and that includes furniture, appliances and carpeting.

THE DEPARTMENT OF LABOR reports that OSHA from its inception April 28, 1971, through September, 1973, made 98,852 inspections which resulted in 62,270 citations alleging 315,049 violations, with proposed penalties totaling \$8,441,911.

THE NEED for industrial psychologists in the next 10 years is expected to increase 40 percent. Dr. Milton Hakel, O.S.U. professor, says it's because executives of companies, both large and small, now realize that human resources are as important as technical resources, but they know less about the former than they do the latter.

BET YOU CAN'T GUESS which state leads the nation in maple sugar products. Vermont? Ohio? Neither one, it is New York.

THOUGHTS ON MANAGEMENT

YOU'RE seeing a lot more vests in the offices now, with the thermostats turned down. You're seeing fewer lights in homes and businesses, and fewer cars on the road with only one passenger. You're suddenly hearing everyone talking about the same subject, the energy crisis and what each of us can do to help solve it. Maybe we are having a truly serious problem, but isn't it wonderful to see Americans pulling together again for a change?
--editorial, Nation's Business

SOMEHOW, not only for Christmas, but all the long year through, the joy that you give to others is the joy that comes back to you.
--John Greenleaf Whittier (1807-1892)

TOO OFTEN an executive--regardless of his level--falls into the trap of knowing only the feelings of those in his peer group. He lives in a neighborhood of his own kind, he golfs with his own kind, and he dines with his own kind. This is understandable because it provides for a comfortable existence, but the danger is that he can become shut out from the real world.
--Edward F. Carter, executive v.p., Firestone

LONG, LONG AGO when it was spring, I thought life was a lovely thing; and now, with snow on dale and hill, I think so still!
--Minnie Case Hopkins

THROUGH READING, today's executive can fight obsolescence day by day. All the formal efforts that organizations make to develop their executives will fail if the executives themselves do not carry this development into their personal lives. There is no better, more personalized way to do this than by reading.
--B. J. Hodge and John W. Lee, "Reading as an alternative to fancy executive development programs"

IF THERE'S "always room at the top," why is there so much shoving going on up there?
--Olin Miller in Atlanta Journal

IN 1949, one percent of the American people owned 21 percent of the total personal wealth in the nation. During the past 25 years while we have been comforting ourselves with the idea that more and more Americans are becoming affluent, that one percent has raised its share of total personal wealth to 40 percent or more!
--Dr. John Raines, Temple U. professor and author of "Middle America: Up Against the Wall and Going Nowhere"

EDUCATION is what you get from reading the small print on a contract. EXPERIENCE is what you get from not reading it.
--The best we've heard

THE SLOWEST learners in our schools are not the pupils. They're the educators who run them. Of the four million youngsters who end their schooling yearly, more than half have no salable skill or training with which to earn a living. About one-fourth of these drop out of elementary or high school. Another third graduate from a "go nowhere" general high school course of watered-down math, science and history that prepares them neither for a job nor for further education. Of those who go on to college, only half graduate with a bachelor's degree. The money invested in inadequate schooling comes to some \$28 billion a year. But the schools won't learn...Our unemployment rate for those under 21 is the highest in the Western world. The cost in lost wages comes to about \$1.4 billion yearly...But the schools won't learn...To provide the desperately needed job training the schools neglect, the federal government spends some \$2.6 billion yearly...But the schools won't learn...
--Lester Velie, "The \$32 Billion Misunderstanding"

A COMMITTEE is often a group of the unprepared, appointed by the unwilling, to do the unnecessary.
--F. Allen (submitted by Mary Sue Delong)

THE BIGGEST PROBLEM in American industry is upward communications. We do a pretty good job of getting the information down. But what the worker thinks, we often never hear. Part of the reason for this is attitude and part is the way promotions to supervisor occur. We promote a man to the position of supervisor if he's a good worker. But that fact does not mean he can work with people instead of handle them.
--from "Tap the Worker; Take Him to Lunch"
by George A. Weimer

ABOUT the nicest thing you can say about February is that it only lasts for a little while.
--Bill Vaughan

ONE FLAW in the evaluation of individuals for promotion is that the criteria of evaluation may differ from supervisor to supervisor in the sense that the impression that one makes depends in large measure upon the supervisor's own image, values and feelings.
--Raymond Pomerleau, professor, California State U.

WHO'S WHO IN MANAGEMENT

ROBERT H. OWENS is one of three section heads in the Mechanical & Project Engineering portion of D-761, Plant Engineering. He supervises four engineers, one designer, one draftsman and one administrative specialist whose work concerns process equipment modifications for CIP and CUP (Cascade Improvement and Cascade Upgrading Programs). He reports to R. B. CASARI, supervisor.



Mr. Owens graduated from Huntington (W. Va.) High School and studied pre-engineering at Marshall U. He was a sergeant in the USAF from March, 1943 to January, 1946; worked as a draftsman for Island Creek Coal Co.; senior draftsman for Appalachian Power Co. (both in Huntington, W. Va.); and chief draftsman for Grinnel Corp. (piping contractor for this plant). He was hired as a draftsman, sr. by GAT on 2/7/55, promoted to designer 10/16/56, to staff engineer 4/16/66, to engineer, sr. 12/16/71; and to his present position on 2/1/73.

Bob, his wife Caroline, and daughter Kathie (a teacher at Waverly West Elementary School) live at 119 Columbia Drive in Waverly. They are members of St. Paul Lutheran Church and Bob is a member of the GAT Foremen's Club. When weather permits, Bob and his wife like to play golf. When it doesn't, they bowl. So far this winter they have won the GAT Scotch Mixed Doubles bowling tournament and each is a member of a GAT hdep champion team.

GAT NAMES AND FACES IN THE NEWS



D. B. JONES



E. A. DEWEY



J. E. MURPHY



A. J. SARACENO



A. B. STEGER

D. B. JONES spoke twice in Chillicothe recently. On February 10, he conducted a four-hour discussion program for 15 ministers and lay leaders at Tyler Memorial United Methodist Church on "How to Select People for Leadership." On February 15, he spoke at a Couples Club dinner meeting at the Calvary Lutheran Church. His subject was "GAT's Role in the Energy Field."

MRS. E. A. DEWEY is president of the Women's Christian Fellowship Club. They meet the third Wednesday of every month for lunch in the cafeteria. J. E. MURPHY, chaplain of the GAT Men For Christ Club, is the speaker today (2/20). All female employees are invited to attend the monthly meetings.

DR. A. J. SARACENO is co-author (along with colleagues who work for a former employer) of a paper entitled "Chromium (III) Phosphinate Polymers," which was published recently in the Polymer Chemistry Edition of the Journal of Polymer Science.

A. B. STEGER is to talk to the Pike County Business and Professional Women's Club tonight (2/20). His subject is "The Energy Crisis--At Work and at Home."

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