



GAT Management NEWSLETTER

Editor - H. McClelland

R. I. DUFFEY
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EIGHT OF THE 19 pages of the most recent issue of "Perspective," Goodyear-Akron's periodical for salary employees (it is published every two months) have pictures and/or information about this plant. The article is entitled "Making Energy for Tomorrow at Goodyear Atomic."

SALARY EMPLOYEES with 20-year service anniversaries before our next issue include: R. E. ENTLER, D-561, on 6/21; E. E. DIXON, D-532, C. D. MILLER, D-851, B. W. SHUGERT, D-531, and E. E. WAGNER, JR., D-736, all on 6/28; MRS. B. L. DAVIS, D-224, on 6/29; J. D. BOWMAN, D-375, on 6/30; J. L. CANNON, D-523, P. E. FORSYTH, D-541, K. RALSTON, D-522, and R. L. STEWART, JR., D-731, all on 7/1.

A SECRETARIAL CO-OP PROGRAM is to be resumed this fall with the Portsmouth Interstate Business College. The four initial participants are currently enrolled at PIBC.

THREE FORMER EMPLOYEES have returned. WILLIAM M. POOR, engineer, staff D-737, is a transferee with more than 31 years of service. He was here 1954-64, was supv.-Cascade Maintenance, when he was transferred back to Akron. He has been in corporate plant planning there. CARL R. DOBBINS, systems analyst, D-541, was here as a process operator 1954-63. Since then he has worked in data processing at O.S.U., and been a part-time instructor at Mata College. MRS. SHIRLEY J. ROBINETTE, steno in D-224, graduated from Eastern H.S., has an associate degree in Secretarial Studies from Scioto Technical College. She was a trainee here in the summer of 1973.

RECENT SALARY EMPLOYEE MOVES not announced by General Notice include: MRS. FAYE THOMPSON from D-210 to D-720; MRS. DIANA RYAN from D-553 to D-210; SUSAN D. WILLIAMS from D-511 to D-553; MRS. SELVA RADABAUGH from D-224 to D-502. MRS. DONNA J. MONTLER from D-224 to D-511.

NEW SALARY EMPLOYEES include: STEWART A. MELL, buyer, D-411. He graduated from Duquesne, Pa., H.S. and the Duquesne U. with a B.S.B.A. degree. He has been a supervisor at Empire Detroit Steel since 1962. DENNIS L. WILLIAMS, staff technical man, D-521, graduated from a Cincinnati high school, has a B.S. in Chemistry from Eastern Ky. U., an M.A. in Chemistry from Rice U., has been at the U.S. Army Edgewood Arsenal since 1971. DAVID E. POLING, cost accountant, D-341, graduated from high school in Union Furnace, Ohio, studied accounting at both N. Carolina U. and Rio Grande C. EDWARD H. THOMPSON, programmer, D-542, graduated from Chillicothe H.S., has a B.S. in Math degree from Arkansas St. U.

MANAGEMENT NEWS---ON THE NATIONAL LEVEL

PHOENIX MUTUAL Life Insurance Company, to encourage car pooling, started paying employees last November 26 a dollar for each day they do not drive to work. By the middle of May (1974), nearly \$40,000 had been paid.

A ST. LOUIS PRINTER recently offered to pay \$500 to each and every one of his employees who would agree to stop smoking. He made the offer because he is concerned over the fact that cancer has claimed the lives of eight employees in the last 10 years and it takes time and money to find and train good replacements. There is one provision to his \$500 offer. Those who accept have to agree to pay the money back if they start smoking again within six months.

INSTEAD OF SENDING flowers or a plant to ill or hospitalized employees, Twin City Monorail Co. of Minneapolis sends an inspirational book. It helps employees pass the time, lifts their spirits and lasts much longer than flowers or plants.

AT LEAST ONE out of 15 Americans has suffered some loss of hearing, according to an article in "The Lion," official publication of Lions International. More people have deafness than have heart disease, cancer, blindness, tuberculosis, venereal disease, multiple sclerosis, and kidney disease put together. The author urges everyone, both young and old, to have their hearing checked at least once every two years and if a hearing loss has occurred, to do something about it.

DID YOU KNOW that, when all the tanks are full, there are about 1,900,000 gallons of oil on plantsite? Note: This total comes from a compilation of figures supplied by F. A. Koehler.

EMPLOYEE TURNOVER is customarily ranked by most corporation managers with death and taxes as something to be regrettably accepted. However, Saul Gellerman, head of his own consulting firm, says that turnover is probably the most common and practical solution to the problems of dead-end jobs and dull work. The employees on such jobs who don't leave are likely, sooner or later, to become utterly demotivated and either inattentive or actively hostile.

A GALLUP POLL showed that 85% of working Americans were satisfied with their jobs in 1963, only 79% were in 1973; 77% said they were satisfied with their standard of living in 1963, as compared with 71% in 1973.

ONE WAY to get a Presidential Fitness Award is to ride a bicycle 400 miles (but not more than eight miles in any one day) in four months. Eighty-four-year-old Lula Wolfgang of St. Petersburg, Fla., easily qualified recently by riding her three-wheel bike 492 miles in 2½ months. Note: Contributed by Mrs. Regina Harris.

THE U.S. is now using nearly 18 million barrels of oil a day. Only 4.7 percent of it comes from the Middle East.

SIGN OF THE TIMES: The Environmental Protection Agency says that "Cows burp 50 million tons of hydrocarbons into the atmosphere annually and are the number one source of air pollution in the country!"

Note: Contributed by E. R. Newman

THE WORLD'S LARGEST oil refinery complex is at Rotterdam in the Netherlands in Europe.

WHAT'S THE DIFFERENCE between "training," "education" and "development"? Leonard Nadler, a professor at The George Washington U., says training = job-related learning experiences; education = individual-related learning experiences; and development = organizational-related learning experiences.

GENERAL MOTORS claims that its 1975 cars will average about 13 percent better gas mileage than the 1974 models and will still meet interim federal emission standards.

LAWN WATERING: the way most of us do it, is a waste of time and water and doesn't really help the lawn either. Massey Ferguson Inc., a lawn care equipment manufacturer, says that lawns need soaking to a six-inch depth once a week. It takes a sprinkler or sprinkling system three to four hours to soak most soils to that depth.

A YOUNG MAN who calls himself Peter Doe has sued the San Francisco Unified School District for \$500,000 because it awarded him a high school diploma even though he is barely literate.

AIR POLLUTION in city after city is less than it was. In New York City, for example, New York's Department of Air Resources reports a year-by-year decrease in air pollutants since 1965. What's more, New York City air is immeasurably cleaner today than it was 100 years ago when people burned soft coal and you could cut the smog with a knife.

THOUGHTS ON MANAGEMENT

A NEW PERSONNEL MIX is needed. The workforce should be 75% permanent employees, 15% temporary employees for peak times, and 10% part-time workers putting in less than 20 hours a week on a regular basis. This 75-15-10 mix is for the company overall. Work requirements for one department might dictate an 85% permanent staff, while in another department more temporaries and part-timers could be used. Recently retired employees could very well make up all or most of the part-time workers. Further, if business warranted an increase in the permanent workforce, the best of the temporary or part-time people would be logical candidates because management would already know something of their abilities.

--E. L. Winter, president of Manpower Inc.

THE MAN WHO SAID "A work well done never needs doing over," obviously never pulled weeds in a garden.

--Roy D. Everson

MOTIVATION is not making people do things: it is being able to predict how people are likely to react to the things we do. People have minds of their own; and it is their perception of the world which makes them decide to move or not to move, to be motivated or not motivated, by the few things we can do to influence their environment. The more sensitive we can be to others, the more we can know how they see themselves, how they see us and the things we say to them or offer to them.

--from "Human Behavior in Business" by Russell and Black

THE BEST WAY to get real enjoyment out of a garden is to put on a wide straw hat, dress in thin, loose-fitting clothes, hold a trowel in one hand and a cool drink in the other, as you watch your wife do the work.

--Charles Barr

THE BEST THING I could wish for you is that you like your job so well you say "M.M.T.G."--which stands for "Monday morning, thank God."

--Dr. Luchs, Portsmouth Mgt. Conference speaker

THE NEXT TIME you meet someone you "instinctively" do not like, try to find qualities in him you admire, ideas you can agree with, and values you share. If we can be aware that we tend to jump to conclusions, then we can practice delaying our judgment of others.

--from "Human Behavior in Business" by Russell and Black

THE ATTITUDE of the average business man toward working women is analogous to a doctor's averaging information on all the hospital charts and prescribing cures based on the averages.

--Ray A. Killian in "The Working Woman--A Male Manager's View"

THE TONGUE can be a blessing, and the tongue can be a curse. Say, friend, how are you using yours, for better or for worse?

--Anon

MODERN GREEK PROVERB: the person who gives good advice builds with one hand. The person who gives good advice and sets a good example builds with both hands. The person who gives good advice, but sets a bad example builds with one hand and destroys with the other.

--Alex C. Alatsis

TRUE SUCCESS is overcoming the fear of being unsuccessful.

--Paul Sweeney

ONWARD AND UPWARD. Look not backward, O my friend, nor tarry with yesterday--the present has full need of you. The here-and-now demands your care. And on the ascending stair of time, others wait your benediction and your love. You are here now because you're needed in this place, this time. Some unfinished duty--simple or sublime--awaits your hand. O understand! We cannot always choose the way we go. The flow of life demands so much of faith, of trust...And like the river's flow, we onward go, because we must.

--Jane Priest (contributed by D. E. Prickett)

THE TROUBLE with an open-door policy is that no one goes through it except people who want to visit and waste time. Visitors should be by appointment and for a definite amount of time.

--James E. Dunlop, v.p. TRW Corp.

YOU MAY KNOW your economics and philosophies and such, but all the knowledge you gather won't amount to much unless you have the courage of the factory and the shop, and the desire to climb the ladder from the bottom to the top.

--John W. Rollins, board chairman of Rollins International

SHOW ME A HOME with children and I'll show you a home where every pack of cards is less than a full deck.

--Bill Vaughan

WHO'S WHO IN MANAGEMENT

RALPH L. STEWART, JR. is a maintenance foreman in D-731, X-330 building. He is responsible for the activities of 10 mechanics, who perform all cascade maintenance in the X-330, and assist whenever necessary in the X-333 and X-326 buildings. He also relieves "T" shift foremen and instructs classes in our Maintenance School for new hourly employees. He reports to T. J. McGRAIL, general foreman.



Mr. Stewart graduated from Ironton, Ohio H.S. and was in the U.S. Air Force (2/17/50 to 2/17/54). While there, he completed the Maintenance School at Cheyenne, Wyoming. He joined the U.S. Army Reserve in 1955, completed their Engineering School at Fort Belvoir, Va., and the Reserve Officers Training Course (by correspondence) before leaving the service in 1969. He joined GAT as a fireman (7/1/54), bid up to maintenance mechanic 2/c (12/10/56), made first class on 12/23/57, and was promoted to his present position on March 1, 1972.

Ralph, his wife, June Ann, a daughter and two sons live on Thomas Hollow Road, Rt. 4, Lucasville. Deborah is a freshman at Ohio State, Joey Lee is an eighth grader at Valley Intermediate School, and William Shane hasn't started to school yet. The Stewarts are members of Valley Booster's Club (past president). Part of his spare time is devoted to athletics and photography. He coaches Pee Wee Football, umpires for Little League Baseball, and is coach, referee and past president of the Biddie Basketball League.

GAT NAMES AND FACES IN THE NEWS



C. D. TABOR



E. L. DARDENNE



G. J. WILLIAMS



N. F. REITER



W. E. COOK

C. D. TABOR spoke to the Scioto County Joint Vocational School graduating class on May 29. His subject was "A Time of Change." He was the Northwest High School Commencement speaker of June 2. His subject was "It's Your Turn Now."

E. L. DARDENNE has taken and passed the oral and written examinations for the inspection of elevators given by the state of Ohio and is now a licensed elevator inspector.

G. J. WILLIAMS is now a member of the AESOP Executive Council. AESOP stands for "Atomic Energy Systems Operations and Programming." The council has eight members; Gordon is the only "contractor employee" member.

N. F. REITER is secretary of the Portsmouth Area Chapter, National Management Association.

W. E. COOK is the newly-elected president of the Waverly Jaycees.

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