

Nuclear Division News

Union Carbide organizational structure listed

The Nuclear Division has been re-assigned in the corporate structure of Union Carbide and is now the responsibility of Robert E. Pyle, a corporate vice president. In addition to our division, Pyle's responsibilities also include Corporate Distribution; Corporate Technology; Energy and Transportation; General Services; Health, Safety and Environmental Affairs; and Purchasing and Materials Services.

The Nuclear Division formerly reported to Robert D. Kennedy, an executive vice president.

J. Clayton Stephenson, executive vice president, will add the title of chief financial officer, reporting to Warren M. Anderson, chairman and chief executive officer. Stephenson will replace William S. Gray Jr. as chief financial officer, who is retiring.

Kennedy responsibilities

The commodity chemicals group will report to Kennedy, as well as Union Carbide Canada Limited and the following domestic divisions: Engineering and Hydrocarbons; Ethylene Oxide Derivatives; Ethylene Oxide/Glycol; Polyolefins; and Solvents and Coatings Materials.

The specialties group will report to Elio E. Tarika, an executive vice president. Reporting to Tarika will be Union Carbide Europe S.A., Union Carbide Agricultural Products Company, Inc. and the following domestic divisions: Engineered Plastics and Carbon Fibers; Engineering Products; Films-Packaging; Home and Automotive Products; Silicones and Urethane Intermediates; and Specialty Chemicals.

Kennedy and Tarika will continue to report to Alec Flamm, president and chief operating officer.

Towe named VP

Effective January 1, 1983, Rolf H. Towe, president of the Silicones and Urethane Intermediates Division, will become a corporate vice president and treasurer. He will replace Stephen E. Nightingale, who will retire on December 31, 1982. Towe will be replaced by William H. Joyce, a vice president of the Polyolefins Division.

In addition, Louis G. Peloubet, controller, has been elected a vice president, effective January 1, 1983.

New executive vice president

John H. Field, vice president for corporate strategy, has been elected an executive vice president and will

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UNITED WAY KICKOFF — East Tennessee Children's Rehabilitation Center Executive Director Jim Pierson emphasizes a point during his keynote address at the Nuclear Division United Way campaign kickoff meeting. Seated, from left, are: Christine S. Travaglini, ORGDP general chairman; J. Douglas Stephens, ORGDP associate chairman, representing the ORGDP Oil, Chemical and Atomic Workers; I. C. Williams, ORGDP associate chairman, representing the ORGDP United Plant Guard Workers of America International; Chuck W. Holland, Y-12 general chairman; Frances M. Walton, Y-12 associate chairman, representing the Y-12 International Guards Union of America; Nuclear Division President Roger F. Hibbs; United Way Campaign General Chairman Harvey P. Carter; Robert Keil, Atomic Trades and Labor Council president; C. Robert Sherlin, ORNL campaign treasurer, representing W. D. Shults, ORNL general chairman; Norm L. Beeler, ORNL associate chairman, representing ORNL Atomic Trades and Labor Council; Steven K. Dagley, ORNL associate chairman, representing the ORNL International Guards Union of America. Not pictured is Charles E. Robinson, Y-12 associate chairman, representing Y-12 Atomic Trades and Labor Council.

UW campaign begins in Oak Ridge

"The only way we can help is because you care," Jim Pierson, executive director of the East Tennessee Children's Rehabilitation Center, told more than 500 Nuclear Division United Way campaign workers at the kickoff meeting September 14.

Pierson, director of the Knoxville agency which provides services for brain-damaged children in East Tennessee, was the keynote speaker at this year's campaign kickoff.

Preceding Pierson's talk, Nuclear Division President Roger F. Hibbs spoke to the group. "Union Carbide people have always been involved in the United Way," Hibbs said, "and have always been strong supporters because that's the kind of folks they are."

The 1982 campaign workers filed past scores of displays set up in the Oak Ridge Civic Center. Several agencies in the six-county area prim-

arily served by the Nuclear Division United Way campaign had set up booths showing how they provide individual services to county residents in need.

"The world is full of people with problems," Pierson said, "but somewhere there is an agency to take care of many of those needs. I cannot do my work without people like you," he

(Please turn to page 8)



METAL-TOUGHENED CERAMICS — Dispersed-Metal Toughened Ceramics are aluminum oxide-based materials which are more than twice as tough as conventional ceramics, thermal-shock resistant, and impermeable to liquids and gases in high temperature oxidizing atmospheres. Arthur J. Moorhead and Chester S. Morgan inspect the new ceramic which was developed for use as a long-lasting electrical insulator.

In this issue...

The new ceramic material, seen at left, is also adaptable for solar applications. This development, along with five others, was chosen among this year's 100 most significant technological advances. (See pages 4 and 5).

Other features:

- Dr. Lincoln page 2
- Community service awards page 3
- Question Box page 7
- Handicapped Awareness
Week activities page 8



The risks of childbirth after age thirty-five

by T. A. Lincoln, M.D.

(Editor's Note: Dr. Lincoln alternates his regular column with "The Medicine Chest," where he answers questions from employees concerning health in general. Questions are handled in strict confidence, as they are handled in our Question Box. Just address your question to "Medicine Chest," NUCLEAR DIVISION NEWS, Building 9704-2, Stop 21, Y-12, or call the news editor in your plant, and give him or her your question on the telephone.)

In recent years, many couples have postponed having children until they reach their middle or even late thirties. They usually do so to complete their educations and establish their careers. A possible problem with this strategy was discussed by Drs. Alan DeCherney and Gertrude Berkowitz of the Yale University School of Medicine in an editorial in the Feb. 18, 1982, issue of the *New England Journal of Medicine*. According to the editorial, there is an apparent decline in fertility in women after age 30.

Unfortunately, *The New York Times* picked up the report immediately and published a front-page article on the subject the same day with the headline, "Study Shows Female Fertility Drops Sharply After Age 30." The reaction by young women in the New York area was strong. A second story on Feb. 25,

headlined "Women Reconsider Childbearing Over 30," reported that gynecologists had been receiving calls from many "panicky" young women. Young women who were postponing pregnancies for career development wanted to know whether other experts agreed with the Yale professors.

Results of study

The primary basis for the editorial was a French study, also reported in the same issue of the *Journal*, of more than 2000 women who were unable to conceive because their husbands were sterile or had severely depressed sperm counts. These women were impregnated by artificial insemination. The cumulative success rate after 12 cycles of insemination was 73 percent for those under age 25, 74.1 percent for those 26 to 30, 61.5 percent for those

31 to 35 and only 53.6 percent for those over 35. This study was clearly in conflict with the long-held belief that female fertility peaks at age 25 but remains high until after 35. Neither the French nor the Yale University authors offered any explanation for the loss of fertility after age 30.

Young women were alarmed because the wisdom of their long-range planning was being questioned. Many had planned to wait until they reached the appropriate point in their careers before becoming pregnant, but the study showed that they could be making a mistake. The alternative, however, was equally depressing. The idea of having children while in their early twenties and waiting several years to continue their graduate or professional educations presented other problems. How many young mothers could raise small children while trying to study law, physics or medicine? For that matter, how many young couples could even afford to have children while in their early twenties without help from their parents?

Other opinions

Many experts have criticized both the French study and the editorial. Basing any conclusion on fertility on a study involving artificial insemination with frozen semen appeared unreasonable to many. One letter to the *Journal* cited Dr. Alan Guttmacher of Planned Parenthood. In his 1956 study, "Factors Affecting Normal Expectancy of Conception," Guttmacher investigated the lengths of time involved for 792 planned first pregnancies to occur. He found that, on the average, women 35 to 44 years old required 3.8 months to conceive, while women 15 to 24 years required only about 2 months. If these results were fairly accurate, it seems that the only problem for older

women might involve having to wait a few additional months to become pregnant. Some of the delay also might be attributed to the usual decline in the frequency of coitus after 10 to 15 years of marriage.

The general reaction has been that there is no justification for radically altering a fairly satisfactory system. Postponing childbearing until the middle or late thirties increases certain risks, but, for most couples, the risks are acceptable. Pregnant women in their late thirties and early forties have a greater risk of experiencing problems with Down's syndrome and other genetic birth defects. There also is a slightly greater risk for the mother in the birth process itself. Now, however, doctors may withdraw and test samples of amniotic fluid early in pregnancy. This procedure, called amniocentesis, is highly successful in detecting defective babies early enough to safely terminate the pregnancy.

Factors to consider

Young women need to accept the fact that their flexibility and adaptability to the stresses of becoming a parent probably decline somewhat after age 30. There also may be a small decline in fertility and an increased risk of birth defects. These factors are balanced, however, by maturity, self-confidence and greater financial security. In a study done at the Wellesley College Center for Research on Women, it was found that women who had completed their desired educations and career training in their twenties and had their first children in their thirties were more likely to be employed in better jobs at higher salaries than those who had their children in their twenties and delayed career development until their thirties. It would therefore appear that, for those women who want or need to do it, the medical price for delaying parenthood probably is acceptable.

Anniversaries

Y-12

35 YEARS

Harold V. Craft, Electrical and Electronics; and William G. Delones, Graphite Shop.

30 YEARS

Charles C. Dinkins, Chemical Services; Tom R. Clotfelter, Process Maintenance; William G. Butturini, Beta 2-E and A-5 Assembly Operations; and Earl L. Walker, Process Maintenance.

25 YEARS

John O. Evans, Bobby L. Fritts, Robert F. Wyatt, John R. Baker, Donna S. Ferguson, James T. Forrester, Robert J. Easterday and Clayton B. Tolliver.

20 YEARS

Venson Foust, Doris R. Matthews, Thomas M. Wicker and Billy G. Myers.

ORGDP

35 YEARS

Albert N. Jackson, Maintenance; Edward L. Maples, Operations; Jack R. McWherter, OCPO; Doris Y. Shell, Central Employment; and Robbie M. Wyatt, Computer Sciences.

30 YEARS

Noah D. Byrd, Computer Sciences;

Stanley J. Finch, Computer Sciences; Charles P. Hammett, Enrichment Technology; George H. Heins, Engineering; Richard H. (Dick) Holbrook, Maintenance; Samuel B. Hopwood, Computer Sciences; Johnny R. Johnson, Operations; Alexander Marion, Maintenance; Robert L. (Phil) Phillips, Employee Relations; William E. Rooks, Engineering; Cary D. Shultz, Operations; David W. Thomas, Maintenance; and Otto E. Unger, Maintenance.

25 YEARS

Jane L. Higdon, Mary S. Morgan and James A. Walsh.

20 YEARS

Duward F. Bennett, Joseph S. Crowell, John W. Davenport, Mildred K. Goss, John W. Plaza and Henry E. Walters.

Patents

Walter L. Green and Spivey S. Douglass, both of Y-12, for "Advanced Slide System for Turning Machines."

Walter L. Green, Y-12, for "Control System to Reduce the Effects of Friction in Drive Trains of Cutting Machines."



Nuclear Division News

Published every other week for employees such as:

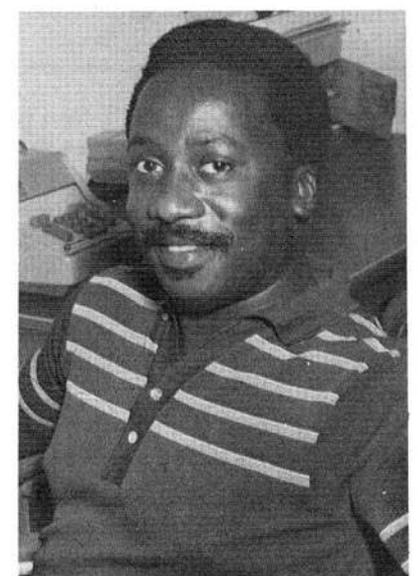
UNION CARBIDE CORPORATION
NUCLEAR DIVISION
Post Office Box Y
Oak Ridge, Tenn. 37830

EDITOR (Y-12)
James A. Young, 574-1643

ASSOCIATE EDITOR (ORNL)
Cindy Ross Lundy, 574-4163

ORGDP
Ruby A. Miller, 574-8092

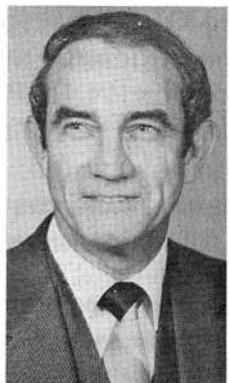
PADUCAH
Laura Quigley, Bell 208



John H. Jones, Office Services, Paducah



Service activities listed for more award winners



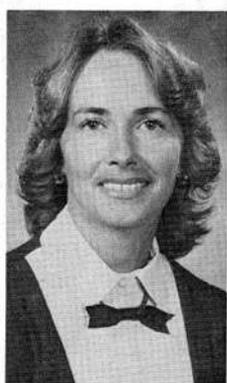
Fain



Ferguson



Gilpatrick



Granger



Guettner



Harrington



Hoffman

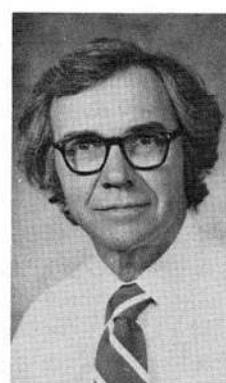
(Editor's note: Ten more Nuclear Division recipients of Union Carbide Community Service Awards are profiled in the following article. The 37 winners will be honored at special ceremonies in October for their participation in "voluntary, uncompensated activities that benefit their communities." Profiles of the 17 remaining award recipients will appear in the next two issues of *Nuclear Division News*.)



Howard



Jinks



Johnstone

Douglas E. Fain, ORGDP — Fain has been involved in volunteer work and has been a leader on committees for the handicapped for the past 10 years. He has been a member and chairman of committees and councils at the national, state and local levels and has served as a trustee and director for several organizations. Fain also has received numerous awards for his work with the Association for Retarded Citizens of Tennessee. A resident of Oak Ridge, he is a development staff member in the Process Support Division.

William F. Ferguson, Y-12 — Ferguson has been active in community service in Roane County for some 25 years, working for improvements in education, youth activities and programs for the handicapped. He helped organize the Roane County Vocational Education Advisory Board, the local Babe Ruth league and midget football program and the first Explorer Scout post in Roane County. He also assisted in establishing and funding the Michael Dunn Rehabilitation Center. Ferguson, a support engineering superintendent in the Engineering Division, lives in Kingston.

Louis O. Gilpatrick, ORNL — Gilpatrick has provided service to his community in a variety of leadership positions for more than 25 years. He was chairman of the board of the Daniel Arthur Rehabilitation Center during its first building program and is a former president of the Anderson County United Way. He also has served as chairman of both the public affairs and education committee of the Planned Parenthood Association of East Tennessee and the State Advisory Council for the Education of the Handicapped. A resident of Oak Ridge, Gilpatrick is a research associate in the Chemistry Division.

Carolyn C. Granger, ORNL — Granger has served during the past 10 years as president of the Roane County Heart Association, chairman of the Fourth District Cancer Society, vice president of the Kingston Jayettes and a member of the State Legislative Election Law Commission and the Roane County Heritage Commission. She has been active in setting up blood pressure screening booths and has worked with the mentally and physically handicapped, made Christmas baskets for the needy and visited nursing home patients and shut-ins. Granger, a senior laboratory analyst in the Analytical Chemistry Division, lives in Kingston.

Patrick D. Guettner, Y-12 — Guettner has devoted more than 400 volunteer hours per year to community service projects during the past 12 years. He has held leadership positions in the Kingston Jaycees, Civil Air Patrol, Kingston Regional Planning Commission and the Roane County Youth Athletic Association. He also has organized special fund-raising efforts for the Michael Dunn Rehabilitation Center and St. Jude's Hospital, in addition to implementing new training courses for his Civil Air Patrol squadron. A quality assurance specialist in the Quality Assurance Division, Guettner resides in Kingston.

Robert B. Harrington, ORGDP — During the past 14 years, Harrington has devoted some 1000 hours per year to work with the Lions Club. He has served as president, vice-president, director and secretary and has received several awards, including Lion of the Year and Lion of the Decade. He also has served as Lions' zone chairman and deputy district governor and has done extensive

work with the East Tennessee Eye Bank. Harrington, a resident of Knoxville, is an instrument mechanic in the Maintenance Division.

Herbert W. Hoffman, ORNL — Hoffman has devoted more than 600 hours per year to community service during the past 30 years. He has held leadership positions in the Regional, State and National Mental Health Associations; the Lakeshore Mental Health Institute; and the East Tennessee Health Improvement Council. He also has been involved with Recording for the Blind, the Commission on Drug and Alcohol Abuse, the Oak Ridge Mental Health Center, Youth Haven, the Oak Ridge Hospital Board of Directors and Awareness House. A section head in the Engineering Technology Division, Hoffman lives in Oak Ridge.

Joe Ed Howard, Paducah — Howard has served the West McCracken Fire and Rescue Squad for the past 15 years as an engineer, lieutenant, captain and assistant chief. He also is a certified Emergency Medical Technician and an instructor in first aid and CPR for the Red Cross and the American Heart Association. Howard helped organize the rescue squad and assisted with a fund-raising drive to buy an emergency vehicle. He currently serves as secretary-treasurer for the Fire District, is a member of the Lions Club and is

involved with Little League sports. A resident of West Paducah, Howard is a lieutenant in the Plant Protection Department.

Herman W. Jinks, ORGDP — Jinks has been involved with the Shrine and Scottish Rite Bodies of Knoxville for the past 17 years. He has held almost every office in the organization and has chaired several fund-raising activities. Jinks currently serves on the board of governors for the Shriners' Burns Institute in Cincinnati. During his work with the Shrine Crippled Children's Hospital in Lexington, he has sponsored more than 300 children for treatment at the facility. Jinks, a senior drafting technologist in the Engineering Division, lives in Seymour.

George H. Johnstone, ORNL — For the past 25 years, Johnstone has served the Boy Scouts of America in many leadership roles. He also helped to organize and serves as president of the Elk Valley Health Council, which provides medical services for that rural community. Johnstone also has been involved with the Caryville Volunteer Fire Department; the East Tennessee Health Improvement Council; the Campbell County Drama, Arts and Recreation Association; and the Campbell County Beautification Committee. A resident of LaFollette, Johnstone is a maintenance planning specialist in the Plant and Equipment Division.

Safety Scoreboard

Time worked without a lost-time accident through September 24:

Y-12 Plant	73 Days	2,740,000 Employee-Hours
ORGDP	225 Days	5,293,171 Employee-Hours
ORNL	100 Days	2,234,553 Employee-Hours
Paducah	787 Days	6,576,728 Employee-Hours

Six 'new technology advances' recognized by I



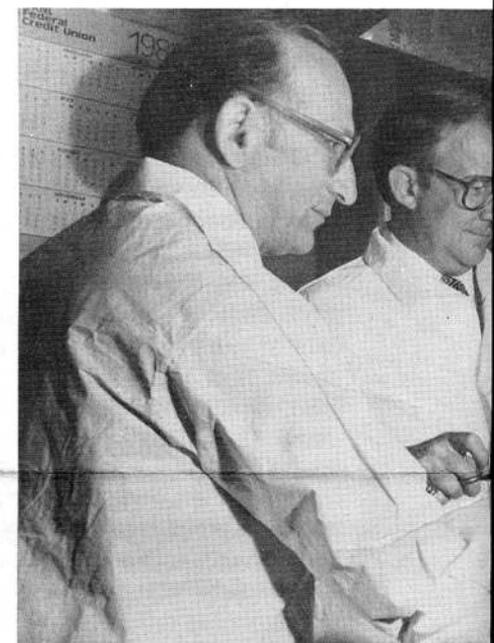
SENSOR FOR NUCLEAR REACTOR COOLANTS — Core cooling adequacy of nuclear reactors now can be measured more reliably with a unique sensor which simultaneously measures level, temperature and density of coolant flow. George N. Miller, Richard L. Anderson and S. Calvin Rogers are shown with the sensor probe and key electronic components of the new system.

ORNL has been recognized for significant "new technology" achievements.

The "I.R. 100" awards by *Engineering News-Record* magazine *Industrial Research* are selected for thousands of achievements on the basis of their usefulness to mankind.

The winning developments are:

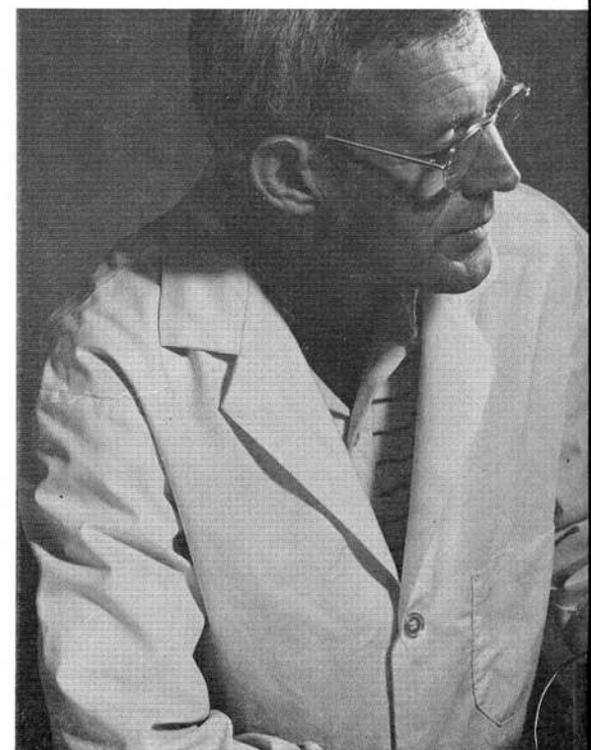
- A process for isolating and stabilizing high-level radioactive waste in synthetic monazite crystals.
- A new stainless steel alloy for energy applications that features high-temperature strength and corrosion resistance.
- An extremely tough, thermal-shock-resistant graphite for use in missile nosecones, and power plant heat exchangers, turbine blades and piping.



SYNTHETIC MONAZITE — Monazite can effectively stabilize and immobilize a chemical form that remains stable to a safe level.



NEW ALLOY — Super 9 Chromium-1 Molybdenum is a new stainless steel alloy that features high-temperature strength and corrosion resistance. Vinod K. Sikka displays applications of the new alloy as a casting, forging, ingot, bar, pipe, plate and tubing material.



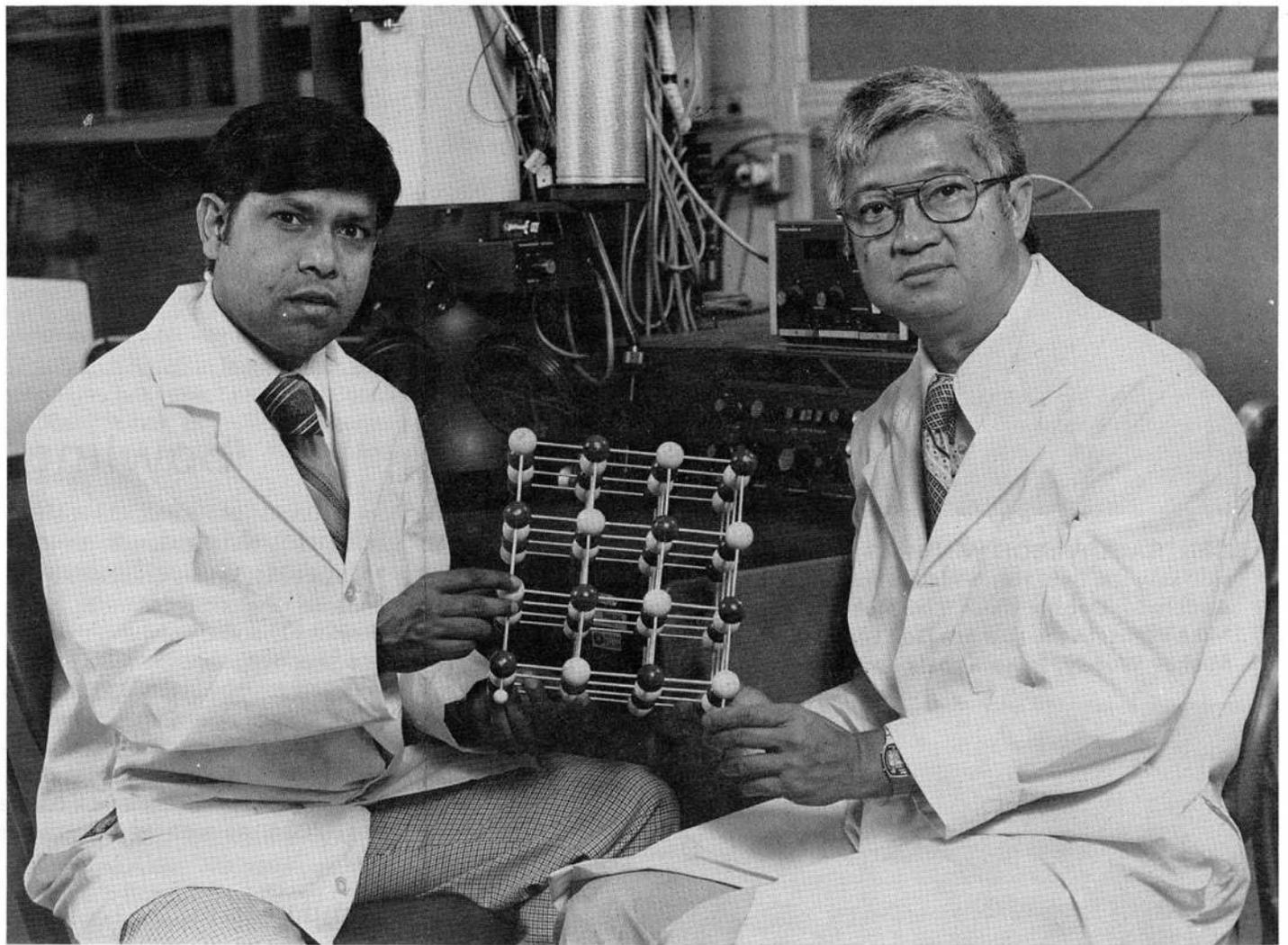
TOUGH THERMAL-SHOCK-RESISTANT GRAPHITE — Thermal-shock-resistant graphite for use in missile nosecones, turbine blades and piping. Ray Kennedy and Eatherly are the principal developers.

Industrial Research and Development magazine

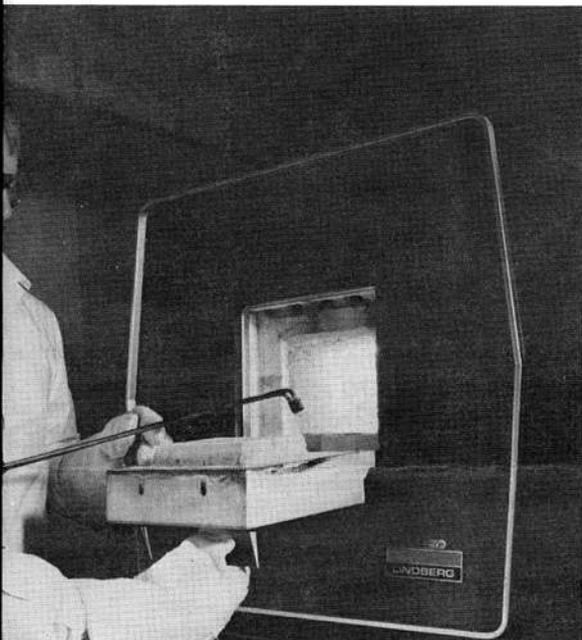
ed for six of the year's 100 most
y advances."

were announced recently by the
rch & Development. The winners
ds of scientific and engineering
of importance, uniqueness and use-

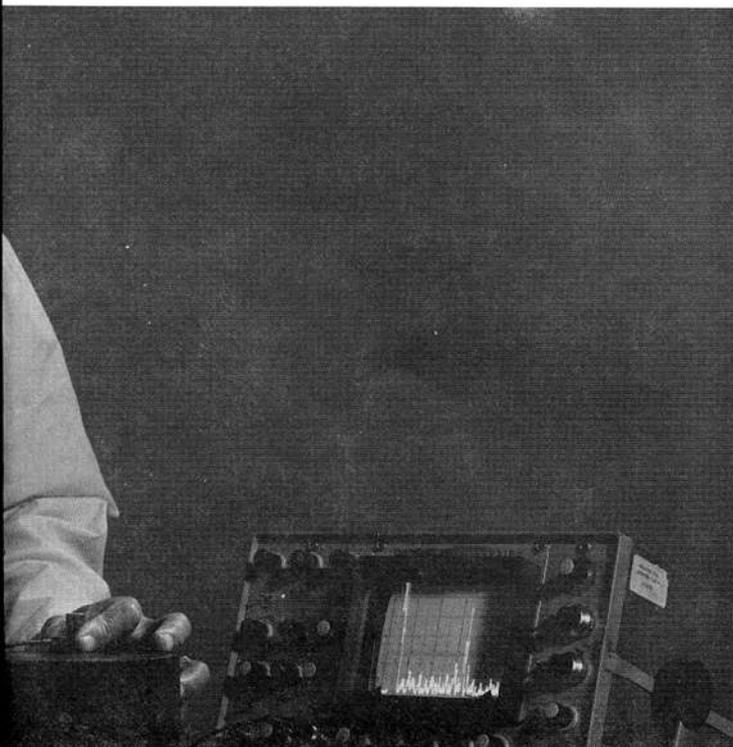
- A highly sensitive spectrometer for rapid identification of elements in solutions at concentrations as low as a few parts per billion.
- A sophisticated sensor that can simultaneously measure the level, temperature and density of nuclear reactor coolants.
- Metal-toughened ceramics for use as electrical insulators and high-efficiency solar-absorbing materials.



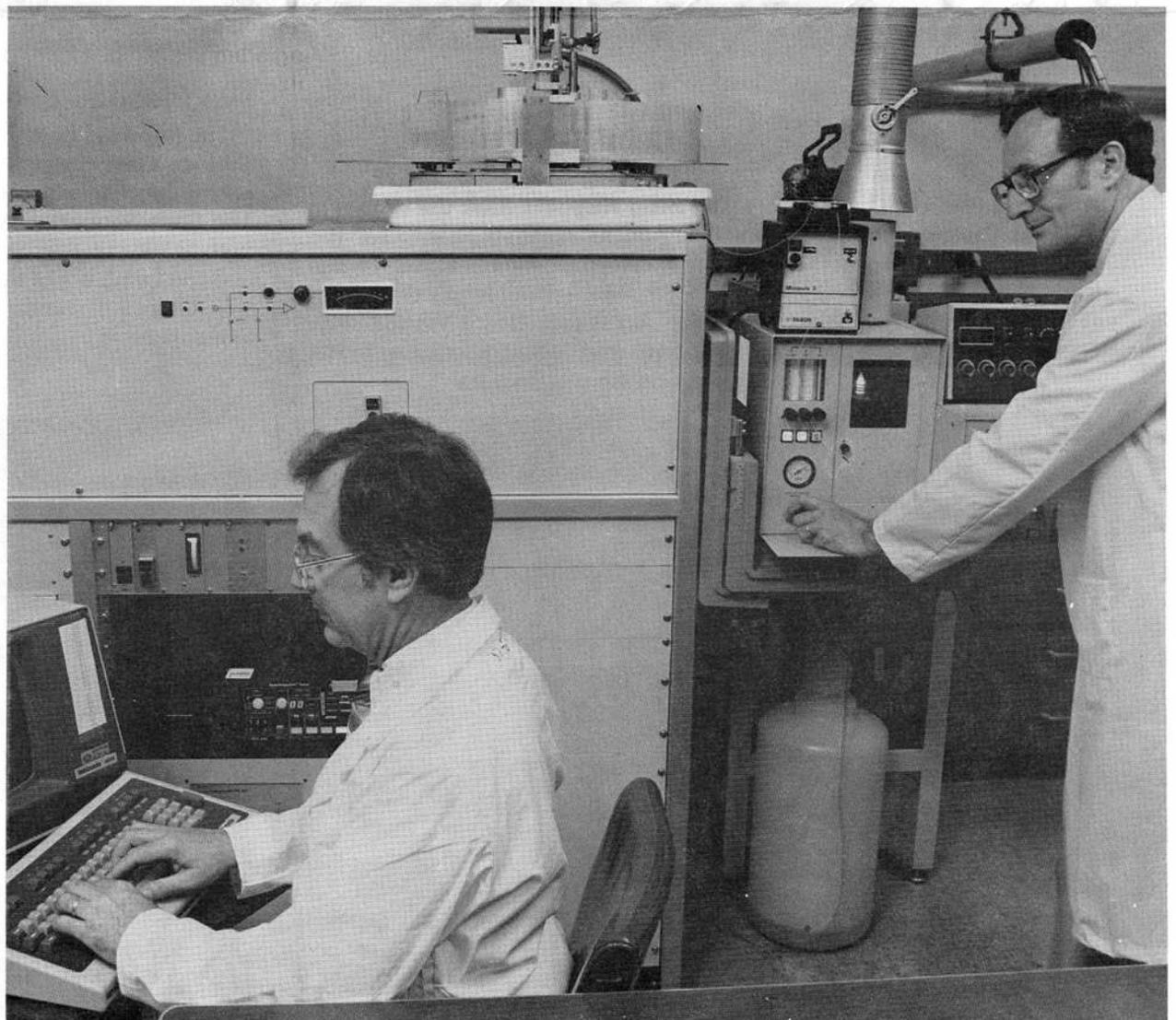
CERAMICS FOR SOLAR APPLICATIONS — Ceramics containing metallic precipitates are a new class of high-temperature ceramics which contain a uniform concentration of metallic precipitates in oxide matrices. The new materials are well suited for high-temperature, solar-selective absorber applications. Jagdish Narayan and Yok Chen demonstrate a magnesium oxide lattice model of the new ceramic.



arvin M. Abraham and Lynn A. Boatner
sample from a furnace. Synthetic mona-
d isolate high-level radioactive wastes in
table long after the radioactivity decays



GRAPHITE — GraphNOL N3M is an extremely tough,
missile nosecones, power plant heat exchangers, turbine
graphNOL sample ultrasonically. Kennedy and Walter P.



SENSITIVE SPECTROMETER — The Inductively Coupled Plasma (ICP) Spectrometer is a highly sophisticated device for rapid identification of specific elements in concentrations as low as a few parts per billion. The new device has a wide range of potential uses in pollution analysis, mineral detection and process control. Ronald T. Roseberry and Joseph H. Stewart Jr. are shown with the new spectrometer.



CENTRAL DIVISION WINNERS — The Carbon League's Central Division saw the Beer Hunters take honors. In the front, from left, are Kenny Anderson, Debbie Haun, Lisa Roberts, Elaine Sands, Terri Jenkins and Mike Whitt. In the rear are Don Sullivan, Robert Tittsworth, David Gay, Mickey Woody, Mike Shotts and Jim Anderson.



CARBON LEAGUE CHAMPS — The Mug Huggers took the crown in the West Division of the Carbon League, as softball ceases for the season. In front, from left, are Jimmy Yillarreal, Lisa Walton, Teresa Stone, Ruth Ann Showalter, Susan North, Marie Collier and Gary Haggin. In the second row are John Price, Jim Wyatt, Bruce Walton, Ray Bryson, Tom Curtis, David Pate, Bill Pate and Mike Showalter. In the rear are Joe Copeland, David Danies and Kenny Colliers.



BUSH DIVISION CROWN — The Mert Dirt team took honors in the Bush Division of the Carbon League. In the first row, from left, are Bob Garey, Melanie Reynolds, Becky Risley, Judy Mattina and Levon Golden. In the back row are Jack Coffey, Marcus Weseman, John Sowell, Wayne Stevenson, Joe Baker and Lance Risley.

Savings Plan-Personal Investment Account

	Fixed Income Fund	UCC Stock	Equity Investment Fund
December 76	13.0553	59.2723	8.8166
December 77	14.2017	40.9096	8.0427
May 82	21.1961	46.2219	12.2376
June 82	21.3831	42.5110	12.1079
July 82	21.5778	42.8226	12.0114
August 82	21.7696	45.7450	13.1057

Note: Fixed Income Fund unit values reflect interest additions to achieve the guaranteed effective annual interest rate of 11% for 1982. Union Carbide stock values are the average cost of stock purchased during the month. Equity Investment Fund unit values represent the month-end market value of securities held by the Fund. The price of each unit is determined by dividing the total value of the securities by the number of units in the Fund.

Bowling alley notes...

Monday Mixed...

The Lucky Strikes grabbed an early lead in the USS Monday Mixed Bowling League, downing the Omegas. Penny Jessen, rolling for the winning team, posted a 206 single; 585 series. Joe Carr, Aces, also rolled a 585 series, while Lefty Miller, Rams & Rammettes, rolled a 223 single. The Strikes took top series, 2034, as well as top singles, 692.

Family Mixed...

Wayne McLaughlin swept men's honors in the Carbide Family Mixed Bowling League, posting singles of 233 scratch, 251 handicap; series of 531, 585. On the women's side, it was Colette Smith with a single of 206, 237; while Edith Duckworth swept series with 507, 579.

Wednesday League...

The Remkeys hold a fair lead in the Carbide Wednesday Bowling League rolling high series thus far of 3071. The Sues Sooners hold high singles with a 1066.

Gene Lamb's 274 handicap game, 676 series still stands as high in individual postings.

ORGDP Women's...

The Mouse Chasers take an early lead in the ORGDP Women's League, bowling ahead of the Jay Hawks. Elaine Griffies swept all single honors recently with a 202 scratch, 557 scratch series, 594 handicap series.

The Spotters put a 790 single on handicap scoring and a 2328 series.

K-25 Tuesday...

Double X leads the K-25 Tuesday League, bowling with 10 points ahead of the All Stars. The Atoms hold team highs so far with singles of 1081 and series of 3077.

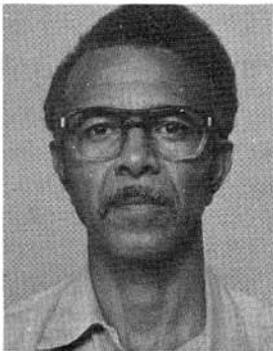
Lynn Hart's 570 scratch and M. E. Mitchell's 224 scratch are highs for series and singles. R. O. Johnson's 680 handicap series stands, as does R. E. Corona's 260 single.

Y-12 Classic...

The Apollo Five boast a perfect record thus far in Y-12's Classic League. Their 3111 handicap series, 1095 single are season highs. Wayne Groppe holds individual highs with a single of 258 and series of 720.



PADUCAH GOLFERS — Winners in the ladies' golf league at Paducah are, from left, Patti Turok, Anne Erwin, Deb Blagg, Denise Seltzer and Loretta Hollis. Not seen is Linda Spees. Erwin, Blagg and Spees took first places; Turok, Hollis and Seltzer placed second.



Mr. Hardin

Leroy G. Hardin dies September 9

Leroy G. Hardin, a laboratory technician in the ORNL Biology Division, died Sept. 9.

A 17-year Carbide employee, Mr. Hardin lived at 130 Tacoma Road, Oak Ridge.

Survivors include his son, Marcus Eugene, of Oak Ridge; two daughters, LeJean and Yvette, both of Knoxville; father, the Rev. Willie L. Hardin; and three sisters, Willie Jo Anderson, Mary Louise Turner and Betty Nelson.

Funeral services were conducted at the Unity Mortuary Chapel in Knoxville.

Question Box

Why pay secretaries by manager's title?

QUESTIONS: There are many qualified, highly capable secretaries who never get the financial recognition they deserve because their bosses are not considered top-level supervisors. Conversely, there are only a few top-level jobs, and secretaries working with individuals in these jobs usually stay until retirement. When will Carbide change the antiquated system of classifying and paying secretaries according to the level of their bosses? Shouldn't a secretary be allowed to progress on her own merits?

ANSWER: All nonexempt positions, including secretaries, are formally evaluated by use of the Hay Plan based on know-how, problem solving and accountability. Secretarial positions higher in the organizational structure generally have correspondingly higher responsibilities related to the position of the supervisor.

It is common in any large organization to have employees qualified to move up to higher-level jobs. This applies to professionals or managers who are ready for a division manager's/director's job as well as to secretaries who are ready for a division manager's/director's secretary's job. However, until openings occur, these employees may not attain the higher positions.

Our salary program does provide for those employees receiving superior or outstanding appraisals to be paid high in the rate range of their positions even if higher-level jobs are not available to them.

Save Energy / Share The Ride

ORNL

VAN POOL RIDER NEEDED from West Knoxville area (Bearden through Farragut) to main portals, 8-4:30. Dean Treadway, plant phone 4-6580; home phone 584-4879.

CAR POOL MEMBERS NEEDED from West Hills, Deane Hill area, to East Portal, 8-4:30. G. E. Moore, plant phone 4-5921; home phone 588-3394.

RIDE NEEDED from Oak Ridge Highway between Karns and Solway to East Portal, 8:15-4:45. Peterson, plant phone 4-4483; home phone 690-3989.

VAN POOL RIDERS NEEDED from Walker Springs area (San Souci, Plantation Manor, Wesbridge, Brendon Park and Crestwood Hills) to any portal, 8-4:30. Mike, plant phone 4-4885; home phone 691-4194.

VAN POOL RIDERS NEEDED from Sutherland Avenue and Papermill Drive area to ORNL, 8:15-4:45. D. P. Atkins, plant phone 4-5463; home phone 584-3766.

CAR POOL MEMBER WANTED from Knoxville, Middlebrook Pike/Robinson Road/Piney Grove Church Road (Landmark, Stonebrook and Canby Hills subdivisions), to East Portal, 8:15-4:45. J. W. Nave, 4-4485; or J. W. Simms, 4-5926.

VAN POOL RIDER NEEDED from West Knoxville (Cedar Bluff, Middlebrook Pike, Vanosdale Road, Cloth World, Kingston Pike) to any portal except South, 8-4:30. Leon, plant phone 4-5723; home phone 693-3211.

ORGDP

JOIN CAR POOL from Cedar

Springs or Cedar Bluff to Portal 1 or 2, 7:45-4:15. Call 6-5779 or 691-0866.

RIDE WANTED from Knoxville, Landmark Subdivision, to Portal 2, 7:45-4:15. Virginia George, plant phone 4-1655; home phone Knoxville, 693-5394.

Y-12

RIDES WANTED (two people) from Gallaher Road to Central or North Portal, 8-4:30. Ed Tyle, plant phone 4-0042.

CAR POOL MEMBER from Halls area to any portal, 8-4:30. John Cameron, plant phone 4-9689; home phone 922-8720.

JOIN CAR or **VAN POOL** from Sevierville to North Portal, 8-4:30.

At ORGDP

Horton named AA coordinator

Frank E. Horton has been named Affirmative Action coordinator at ORGDP. He succeeds Dave R. Rupert, who has transferred to the Utilities Operation Department in the Operations Division.

Horton is a native of Knoxville and has attended the University of Tennessee. He joined Union Carbide in 1969 as an engineering assistant in the Y-12 Product Engineering Division. He transferred to Y-12's Assembly Division in 1971 and was named an assembly supervisor in 1972.

Horton joined ORGDP as a utility supervisor in August 1973 and served as an assistant shift superintendent in 1979-80. Most recently,

Judy Bruhin, plant phone 4-3426; home phone Sevierville 453-4079.

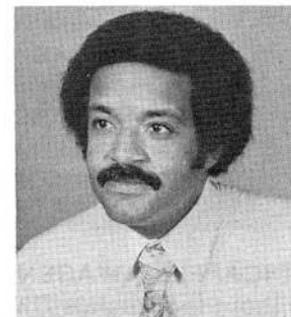
CAR POOL MEMBER from Cedar Bluff Shopping Center to any portal, 7:30-4. Bill Brofey, plant phone 4-0881, home phone Knoxville 693-4542.

RIDERS from Outlets Ltd. Mall to East Portal, 8-4:30. Ray Pollard, plant phone 4-2611; home phone Knoxville 966-8893.

CAR POOL MEMBERS from Rockwood to any portal, 7:30-4. David Watson, plant phone 4-2418; home phone Rockwood 354-4904.

PADUCAH

VAN POOL RIDER NEEDED from Mayfield to Lone Oak K-Mart area. Ardyce Ballard, plant phone 357; home phone 247-5471.



Horton

he has been a thermal systems engineer in the ORGDP Operations Division.

Horton is a member of the Atomic City Sportsmen's Club. He and his wife, Ernestine, live on Hidden Hills Drive, Clinton, with their son.



SETS NEW RECORD — The Paducah Plant's current string of accident-free days is still breaking corporate-wide records. More than two years have been accumulated in this milestone. From left are Danny Bucy, Mac Moore, Joe Hyde, Charles Turo, George Hull, Alan Barner, Hugh Coltharp, Rod Pryer, Robroy Millican, Anne Erwin, Art Edwards and Plant Manager Clayton Zerby.

**NATIONAL HANDICAP
AWARENESS WEEK
OCTOBER 10-16, 1982**

**ARE
YOU**

**AWARE OF THE PERFORMANCE OF OUR
HANDICAPPED VS NON-HANDICAPPED HIRES
ACCORDING TO A RECENT UCC-ND STUDY?**

TEST YOURSELF!

**HOW HANDICAPPED HIRES PERFORM
COMPARED WITH
NON-HANDICAPPED HIRES
IN 3 IMPORTANT AREAS**

	BETTER THAN	AS WELL AS	WORSE THAN
1. ATTENDANCE	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2. SAFETY	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3. RETENTION ON PAYROLL	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

HANDICAPPED AWARENESS WEEK — This poster is being displayed throughout the Nuclear Division as part of the observance of National Handicapped Awareness Week, October 10-16. Employees are asked to test their own awareness by responding to the questions, which will be answered in the October 14 issue of *Nuclear Division News*. A 21-minute film, "A Different Approach," which addresses attitudes toward the handicapped, also will be shown at Division facilities during the week. For more information on special observances planned for each installation, employees may contact their facility's Affirmative Action Office.

1982 United Way goal in sight

The Oak Ridge Nuclear Division plants are within sight of their \$928,000 goal. With initial reports in last week, a total of 93 percent, or \$863,456 has been pledged.

The breakdown by plant is as follows:

ORGDP, 97 percent — \$240,382

Y-12, 88 percent — \$274,982

ORNL, 95 percent — \$348,092

The Paducah campaign began a week after the Oak Ridge plants, and initial reports are not yet available.

United Way campaign begins

(Continued from page 1)

added. "Without your support we cannot do the job that needs to be done."

Pierson told the group about a young girl severely handicapped with cerebral palsy who was brought to the East Tennessee Children's Rehabilitation Center. The girl's father had lost his job and told Pierson the family couldn't afford the services that might enable their daughter to function normally.

"I told him that doesn't make a bit of difference," Pierson said, "because the money to help people who can't afford it is provided through the United Way."

"Your contribution," Pierson continued, "helped a girl with cerebral palsy walk and talk and function today. You are the one who makes it happen," he said. "And the only way we can help is because you care enough."



TELEVISION APPEARANCE — Three Nuclear Division employees appeared recently on a program entitled "Talk of the Town" on Oak Ridge cable television. The employees are, from left, Anna L. McCray, ORNL Instrumentation and Controls Division; Denise D. Ford, Engineering Division at ORGDP; and Vernell R. Moore, ORNL Employee Relations Division. Alice Bush, right, also was involved in the presentation, "She Speaks: The Impact of the Black Woman Through the Years." The participants discussed the plight of black women and their achievements in the areas of art, education, literature and politics throughout American history.

Union Carbide

(Continued from page 1)

become a member of the company's management committee. Reporting to Field will be the Carbon Products Division, the Linde Division and the Metals Division of the corporation, as well as Union Carbide Pan America, Inc. and Union Carbide Southern Africa, Inc.

H. F. Tomfohrde III, a corporate vice president, will assume responsibility for corporate strategic planning and will become secretary and a member of the management committee, reporting to Flamm.

New division

The Engineered Plastics and Carbon Fibers Division will be a new division combining businesses from the Specialty Chemicals and Plastics Division and the Carbon Products Division. It will be headed by Ted T.

Szabo, formerly president of the Specialty Chemicals and Plastics Division.

The Solvents and Coatings Materials Division represents a consolidation of the Solvents and Intermediate Division and parts of the Coatings Materials Division. It will be headed by Loy A. Wilkinson, who has been president of the Solvents and Intermediate Division.

Nathan L. Zutty, formerly president of the Coatings Materials Division, will become president of the Specialty Chemicals Division.

Next issue...

The next issue will be dated October 14. The deadline is October 6.



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NUCLEAR DIVISION
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