

NUCLEAR DIVISION NEWS

A Newspaper for the Employees of the Nuclear Division, Union Carbide Corporation

Volume 14/Number 20 October 6, 1983



Employees honored for safety record

Nuclear Division employees have been honored by Union Carbide, DOE and the National Safety Council for a 1982 safety record that equals or exceeds those of previous years in the areas of lost workday cases, recordable injuries or illnesses, and off-the-job disabling injuries.

Nuclear Division President Roger F. Hibbs presided at the Division's annual safety luncheon, attended by staff members and union representatives from the four facilities. Hibbs was joined by Union Carbide Vice President Robert E. Pyle and by Joe La Grone, manager of DOE's Oak Ridge Operations, in commending the Nuclear Division's more than 17,000 employees for their safety efforts during 1982. Division employees established an occupational lost workday case incidence rate that ties the Division's all-time low; a recordable injury/illness rate that is the lowest since the present record-keeping system was begun in 1975; and a new low record for frequency of off-the-job disabling injuries.

PGDP employees set record

In addition, employees at the Paducah Plant on July 29 of this year completed three consecutive years worked without a lost workday case. The previous record for a Nuclear Division facility was 767 days.

In recognizing union leadership at the luncheon, Hibbs noted that "organized labor's contribution and cooperation was critical to the success of our safety program." Present at the ceremonies were representatives of Local 3 of the International Guards Union of America; Locals 109 and 111 of the United Plant Guard Workers of America; Locals 3-288 and 3-550 of the Oil, Chemical and Atomic Workers of America; and the Atomic Trades and Labor Council.

Pyle presented Union Carbide's Outstanding Safety Performance Bronze Award to PGDP and ORGDP for more than 8 million employee hours worked without a lost workday case and commended Nuclear Division

(Please turn to page 8)



AT AWARDS LUNCHEON — Shown at the recent Nuclear Division safety awards luncheon are, from left, Roy D. Williams, production manager, Y-12; Union Carbide Vice President Robert E. Pyle; Nuclear Division President Roger F. Hibbs; Joe La Grone, manager of DOE's Oak Ridge Operations; Clayton D. Zerby, PGDP manager; William F. Thomas, ORGDP manager; and Kenneth W. Sommerfeld, ORNL executive director.



PADUCAH AWARDS — Representing PGDP are, from left, Willard Curnel, member of the Labor-Management Safety Advisory Committee and representing Local 111, United Plant Guard Workers of America; K. W. Reynolds, president, Local 3-550, Oil, Chemical and Atomic Workers of America; and Plant Manager Clayton D. Zerby.

Question Box

What is marriage leave policy?

QUESTION: Recently, weekly employees in some divisions have been granted three days of personal leave with pay to get married. Is this the result of a new policy that has not been added to the Standard Practice Procedures? Isn't this discriminatory to employees in other divisions who have been denied the same request? Isn't official policy still determined by Executive Committee?

ANSWER: The policies regarding absence from work are the same within the Nuclear

Division. Personal leave is provided for employees to attend to important matters that cannot reasonably be handled outside of normal working hours and often cannot be anticipated in advance. The Standard Practice Procedure states: "Vacation should be used rather than personal leave with pay for days of absence for marriages, graduation ceremonies, birthdays, anniversaries or other days of special personal significance." Thus, normally, vacation or personal leave without pay should be utilized for marriages.

In this issue . . .

The first ten Community Service Award recipients are profiled on page 3.

Other features in this issue:

New appointments page 4
 Career Planning Program page 5
 Retirees' column page 7



THEY'VE GOT WHAT IT TAKES — ORGDP recently completed its third Medic blood drive. Almost 1,070 units of blood were collected from employees representing all payrolls and divisions associated with ORGDP. Donors were presented with red and white stickers that read, "I've Got What It Takes... Medic."

Medic blood drive to be held at ORNL

The third MEDIC blood drive will be held at ORNL October 25-27 in Building 2500. Drive Chairman Nancy Norton, Information Division, and Cochairman Larry McDonald, Engineering Division, are working with division representatives to recruit and schedule donors, who will be notified of their appointments during the week of October 17.

Two-thirds of those who donated during the second drive last April also had donated in the first drive one year ago. "Many ORNL staff members are developing the wonderful habit of donating at each semiannual drive. But although the process may become routine, the donation — the gift of life — remains very special," Norton said.

As in past drives, volunteers from the Union Carbide Retirees Association will assist MEDIC representatives by registering donors and serving refreshments. Retirees wishing to volunteer should call Dramia Smith, UCRA coordinator, at 483-5057.

Save Energy - Share the Ride

ORNL

VAN POOL RIDERS NEEDED (room for two) from West Knoxville (Cedar Springs Shopping Center, 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.

BUS POOL MEMBERS NEEDED from the Burlington area, Asheville Highway, heading in the direction of I-640, stopping at Broadway and Tazewell Pike. The next stop is Papermill and Weisgarber, then to Cloth World on Kingston Pike. The next stop, via Kingston Pike, is Lovell Heights Shopping Center, then on via Pellissippi Parkway to all portals, 8-4:30. P. R. Long, plant phone 4-4154; or Twana Taylor, 4-7281.

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 East Knoxville — down Middlebrook Pike, Cedar Bluff and back down Middlebrook Pike to Pellissippi Parkway to East and West Portals, 8-4:30. A. J. Boatwright, plant phone 4-6041; home phone 970-4231.

CAR POOL MEMBERS NEEDED from Louisiana Avenue area, Oak Ridge, to any portal, 8-4:30. Frank Foust, plant phone 4-6056; home phone 483-0350.

BUS POOL RIDERS NEEDED from Maryville via Highway 95, with stops in Lenoir City. Joel Horton, plant phone 4-3121; home phone (Maryville) 983-9160.

RIDE NEEDED by foreign visitor on 20-month assignment from Jackson Square, Oak Ridge, to East Portal, flexible shift. Aly Nasreldin, plant phone 6-3669 or 4-4267.

CAR POOL MEMBERS NEEDED for four-person pool from downtown Kingston to East and West Portals, 8-4:30. Steve Lindberg, plant phone 4-7857; home phone 376-3885.

ORGDP

CAR POOL MEMBERS WANTED from Farragut to Portals 3, 2 and 8, day shift. Don Muldrew, plant phone 6-0353; or Lonnie Holleman, 4-9048.

CAR POOL MEMBERS WANTED from Karns Community to Portals 3 or 5, day shift. Tom Lemons, plant phone 4-8159; or Loren Lund, 6-2311.

CAR POOL MEMBERS WANTED from east end of Oak Ridge to any portal, day shift. Doug Janney, plant phone 4-9448; home phone 483-1619.

CAR POOL MEMBERS WANTED from Cedar Bluff Shopping Center to Portal 2, day shift. Fredrick Markham, plant phone 6-2504, home phone 691-3067; or Roy Munsey, plant phone 4-7903, home phone 693-0130.

RIDE NEEDED from Rockwood area to Portal 2, day shift. Mike Garrett, plant phone 4-7903; home phone 354-2348.

CAR POOL MEMBER NEEDED from West Town Mall to Portals 1, 2 or 4, day shift. George, plant phone 6-0506; home phone 690-6856.

RIDE NEEDED from Bruner Shopping Center, Oak Ridge, to Portals 2 or 4, day shift. Marvin Kerley, plant phone 4-8850; home phone 483-5814.

RIDE NEEDED from Eaton's Crossroad, Lenoir City, to Portals 2, 3 or 4, day shift. Margaret Pickell, plant phone 4-9170; home phone 986-3639.

CAR POOL MEMBER NEEDED from Farragut area to Portal 2, day shift. Nancy Buttner, plant phone 4-9128; home phone 966-4599; or Bob Mikkola, 4-8068 or 966-0519.

CAR POOL MEMBERS NEEDED from Currierland Estates/West Haven area to Portal 3, day shift. Scott Woods, plant phone 6-7816; home phone 588-9456.

Y-12

CAR POOL MEMBERS NEEDED from Beaver Ridge United Methodist Church parking lot, Oak Ridge Highway, to North Portal, 8-4:30. Bob Cooper, plant phone 4-3430; home phone 691-8411.

VAN POOL RIDERS NEEDED from Lake City and Clinton, 8-4:30. Joe Foust, plant phone 4-5889; home phone 426-2947.

BUS POOL RIDERS NEEDED from Knoxville, I-40 at Alcoa Highway (Expo Inn), 8-4:30. Joel Horton, plant phone 4-3121; home phone (Maryville) 983-9160.

CAR POOL MEMBERS NEEDED from Cedar Bluff/Middlebrook Pike area to Bear Creek Portal, 8-4:30. Gerald Russell, plant phone 4-3658; home phone 691-3475.

NEED RIDE IN VAN OR BUS POOL from Gleason Road/Walker Springs/Cedar Bluff area, West Knoxville, to Central Portal, 7:30-4. Linda Batmon, plant phone 4-2288.

NEED TO JOIN VAN OR CAR POOL from Cedar Bluff area to Central Portal, 7:30-4. Diana Tucker, plant phone 4-2288; home phone 966-6149.

CAR POOL MEMBER NEEDED from Blaine area to Y-12, any portal, day shift. Linda, plant phone 6-4940; home phone 933-4862.

THREE RIDERS NEEDED from Harriman/Kingston to any portal except East, 8-4:30. Bill McKinney, plant phone 4-1283; home phone 882-1827.

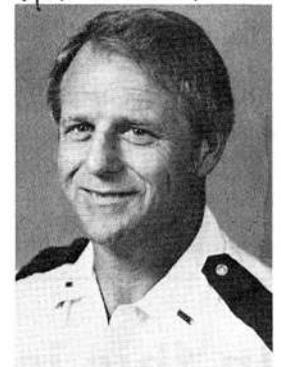
RIDE NEEDED from Downtown West/West Town area to East Portal, 8-4:30. Vanessa Black, plant phone 4-0050; home phone 693-5045.

Larry Earick named lieutenant at ORGDP

Larry E. Earick has been promoted to lieutenant in the Security and Plant Protection Division at ORGDP.

A native of Omaha, Ga., Earick joined ORGDP as a barrier operator in 1976. He had worked as a security inspector in the Guard Department since 1980.

Earick and his wife, Marjorie Lynn, live on Eblen Circle in Kingston. They have a son and a daughter.



Earick

Next issue . . .

The deadline for the next issue of *Nuclear Division News* is Tuesday, October 11. The issue will be dated October 20.

UNION CARBIDE

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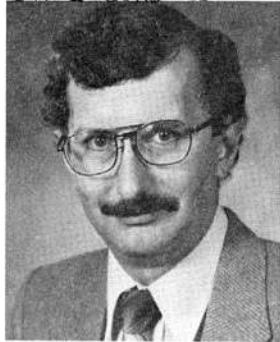
ORGDP
Ruby A. Miller, 574-8092

PADUCAH
Laura Trevor, Bell 208



Community Service Award recipients profiled

ORNL 5216-83



Aaron

Y-12 215950



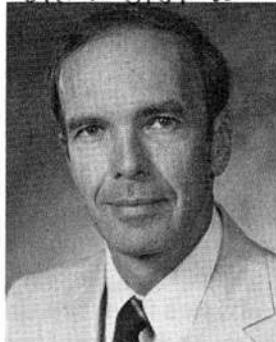
Arrington

Pad. 8601



Baker

ORNL 5159-83



Beasley

ORNL 5217-83



Bigelow

Pad. 8603



Blayney

(Editor's note: Ten of the thirty-seven Nuclear Division recipients of Union Carbide Community Service Awards are profiled in the following story. The winners are to be honored at special ceremonies this month for their participation in "voluntary, uncompensated activities that benefit their communities." They were nominated by Nuclear Division employees and selected by committees at each facility composed of Carbide and community representatives. Profiles of the other 27 recipients will appear in upcoming issues of Nuclear Division News.)

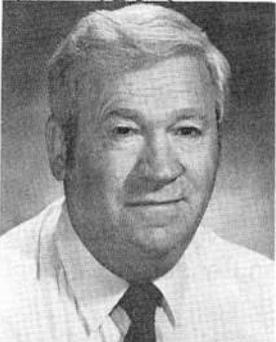
W. Scott Aaron, ORNL — Aaron helped organize the Marlow Fire Department four years ago and currently serves as administrative officer and assistant fire chief. He formerly served as training officer for the Department. Aaron, a Clinton resident, is a Red Cross first aid and CPR instructor and also is certified in Emergency Medical Care. He completed courses in fire science and hazardous materials and currently is involved in training others in these subjects. Aaron recently developed specifications for the purchase of a new fire truck for the Department and has been involved in training the unit in its operation. He is a development associate in the ORNL Operations Division.

E. Wayne Arrington, Y-12 — During his 25 years of community service, Arrington has served as activity director for the Anderson County Foster Care Association and has been Anderson County firearms safety instructor/coordinator for the Tennessee Wildlife Resources Agency. Arrington, who lives in Clinton, also has been active in the Boy Scouts of America, serving as local and regional scoutmaster, chapter advisor, scoutmaster for two World Jamborees and as council director for the Philmont Expedition. He is a former youth activity director for the Optimist Club, helped organize recreation programs in the South Clinton area and is involved in activities for the Girl Scouts. Arrington is a supervisor in the Y-12 Product Certification Division.

Richard C. Baker, PGDP — During the past 22 years, Baker has been active in the Boy Scouts of America, serving as troop committee chairman and finance officer. He also is an organizer and past president of the Four Rivers Safety Council, which advises organizations on health and safety concerns. Baker, who lives in Paducah, serves on the Kentucky Occupational Safety and Health Administration Standards Board and has been appointed to a Chamber of Commerce advisory committee for state legislative issues. Baker also has been involved in Khoury League Baseball and church league basketball programs and has participated in a church Outreach Program. He heads the Environmental Control Department in PGDP's Employee Relations Division.

Clloyd O. Beasley Jr., ORNL — During the past 20 years, Beasley has been active in the Boy Scouts of America and other community organizations. He has served as scoutmaster for Troop 224,

Pad. 8602



Bond

K/PH 83-3027



Bookhart

Y-12 215993



Bradshaw

Y-12 215952



Chambles

helping to develop exchange projects with scouts from England, Germany and Holland, and an independent summer program that was the first in the Great Smoky Mountains Council. The troop's activities include camping expeditions to other parts of the United States and skiing expeditions. Beasley also is an American Red Cross first aid and CPR instructor and a past president of the Oak Ridge Symphony. A research and development group leader in the ORNL Fusion Energy Division, Beasley lives in Oak Ridge.

John E. Bigelow, ORNL — During the past 18 years, Bigelow has served the East Tennessee area in a number of leadership positions. He has served on the board of directors of HOPE, a half-way house for recovering alcoholics. Bigelow also has worked as treasurer and finance committee chairman for CONTACT, a 24-hour telephone ministry in the Oak Ridge area. He also has served in various capacities with the Boy Scouts of America. Bigelow, a senior development staff member in ORNL's Chemical Technology Division, has been involved with the Anderson County Health Council, the East Tennessee Health Improvement Council and the East Tennessee Substance Abuse Council. He resides in Oak Ridge.

Velva K. Blayney, PGDP — During her 27 years of service to Epsilon Sigma Alpha International, a philanthropic society, Blayney has held local and state offices and served as national president. She has led fund-raising projects for St. Jude's Children's Hospital and been involved in volunteer work for groups including the Boys Club, Spouse Abuse Program and the Kentucky Association for Retarded Children. Blayney, a Paducah resident, has been active in Professional Secretaries International, teaching preparatory classes for the Certified Professional Secretary exam. She also was involved in establishing the local Red Cross blood bank. Blayney is a senior secretary in the Engineering organization at PGDP.

Bobby J. Bond, PGDP — Bond, an operator in the PGDP Cascade Operations Division, has been active in Western Kentucky Union Labor Senior Citizens Housing, Inc. During his 15 years with the organization, he has assisted in the construction of residential facilities for the elderly and handicapped. As treasurer for the Western Kentucky Labor Day Committee, Bond has helped organize the annual Labor Day parades and picnics. Through his work with the Purchase Area Development

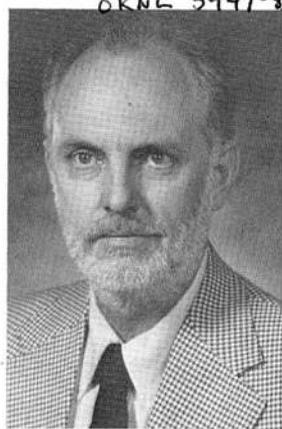
District, he has assisted area cities with government grant applications. Bond also has been active in the Greater Paducah Area Industrial Development Association. He is a resident of Paducah.

Thomas W. Bookhart, ORGDP — During the past 19 years, Bookhart has been involved in a variety of community activities, including the Oak Ridge Kiwanis Club and the Clinch Valley Council of Camp Fire, Inc. He has served as president and secretary for the Kiwanis Club and as board member, finance committee chairman, fund-raising chairman and group leader for Camp Fire, Inc. Bookhart has been an assistant scoutmaster for the Boy Scouts of America and has held several offices in the PTA and other school organizations. He also is a former Girls Club director and coach. Bookhart, who lives in Oak Ridge, has served on the board of directors for the Jaycees. He is an engineer in the ORGDP Operations Analysis and Planning Division.

Michael R. Bradshaw, Y-12 — Bradshaw has been active in recreational programs for young people in the Karns Community for the past 10 years. He has served as player agent and equipment manager for the West Knox County Little League, implementing systems for baseball sign-ups, tryouts and placement. He has served on the Little League Board of Directors for the past eight years, where he has been responsible for administration and policy making. Bradshaw, who lives in Knoxville, has been a member of the board of directors of the Karns High School Athletic Booster Club for three years. He has coached at least two sports each year since 1973. Bradshaw is manager of Materials and Services at the Y-12 Plant.

Al Chambles, Y-12 — Chambles has been instrumental in the formation of the Scarborough Neighborhood Improvement Association, Inc., and is currently president of the organization. He has helped organize a variety of community activities, including cleanup drives and a community newsletter. He also served on a special community beautification committee in preparation for the 1982 World's Fair period. Chambles, who lives in Oak Ridge, is a past president of the Oak Ridge Chapter of the NAACP. He is a member of the Oak Ridge Environmental Quality Advisory Board and has been involved in other community activities during his 17 years of volunteer service. Chambles is a chemist supervisor in the Y-12 Product Certification Division.

Appointments announced at HHIRF



Jones



Robinson

Two appointments have been made to the management of ORNL's Holifield Heavy Ion Research Facility (HHIRF), a national "user" center for nuclear physics research.

Charles M. Jones has been named section head for Accelerator Operations and Development and will serve as HHIRF technical director. The section is responsible for all operation, maintenance and development activities related to the facility's new 25-million-volt tandem electrostatic accelerator, the Oak Ridge Isochronous Cyclotron, and associated support facilities and physical plant.

Russell L. Robinson has been appointed section head for Facility Operations and Development and will serve as HHIRF scientific director. He will be responsible for all user-related aspects of HHIRF, including experiment areas and devices, data acquisition and analysis, scheduling of facility operations for users, operation of the Program Advisory Committee and the Joint Institute for Heavy Ion Research.

The organizational changes follow the appointment in June of James B. Ball, director of HHIRF since its establishment in 1976, as director of the ORNL Physics Division, which is responsible for HHIRF and other programs of basic nuclear physics research.

Jones, a member of the Physics Division since 1962, received his bachelor's degree in physics from the Georgia Institute of Technology and the master's and PhD from Rice University. He has served as a group leader in the heavy ion source physics program; group leader for procurement, installation and operation of the 25-million-volt tandem accelerator; and has conducted research in atomic and nuclear physics and superconductivity.

Jones is a member of the American Physical Society and the American Vacuum Society. He also has served as a visiting scientist at the Nuclear Research Center in Karlsruhe, West Germany.

He, his wife, Virginia, and their two children live at 103 Burgess Lane, Oak Ridge.

Robinson, who joined the Laboratory in 1958, received his bachelor's degree in physics from the University of Louisville and his master's and PhD from Indiana University. In addition to research in nuclear physics, he has served as associate director of ORNL's Van de Graaff Laboratory; group leader for building and facilities coordination during design and construction of the Holifield facility; group leader for the HHIRF experimental facilities; and liaison officer for the Holifield users' group.

He is a fellow of the American Physical Society.

Robinson and his wife, Velda, live at 134 Newell Lane, Oak Ridge. They have three children.

K/PH 83-2327



Jones

K/PH 83-2379



Gethers

Jones, Gethers named to new ORGDP posts

Two promotions have been announced in the Administration Department of the Separation Systems Division at ORGDP. Edith C. Jones has been appointed manager of the administrative services section, and Kathy L. Gethers has been named supervisor of the special functions group.

Jones is a native of Lenoir City. She graduated from Knoxville Business College and is currently completing a degree in training and supervision at the University of Tennessee. She is a certified professional secretary.

Jones joined the Nuclear Division at ORNL in 1970. After holding a variety of secretarial positions, she transferred to the Separation Systems Division in 1981 as supervisor for Information and Communications Services.

She is a member of the Association of Information Systems Professionals and serves on the Oak Ridge Chapter of Professional Secretaries International Speakers' Bureau. She and her husband, Jack, who works at Y-12, have a son and a daughter. They live on Oklahoma Avenue in Oak Ridge.

Kathy Gethers was born in Montgomery, Ala., and grew up in Knoxville. She received a BS degree in personnel management from the University of Tennessee.

Gethers joined the Separation Systems Division as a secretary in process support in 1972. Since 1979, she has served as the division's employment and personnel coordinator and will continue to have that responsibility.

Gethers and her husband, Frank, who also works at ORGDP, live on Lancelot Lane in Knoxville. They have two daughters.

Home safety tips . . .

According to *Family Safety*, some 7,000 people will die this year by falling down in their homes. The magazine offered the following tips to make your family safer by fall-proofing your home.

- 1) Keep stairs clear; don't use them for temporary storage.
- 2) Secure carpeting to stairs.
- 3) Keep rugs flat and use skid-proof throw rugs.
- 4) Skid-proof the bathtub.
- 5) Wear shoes with non-slip soles.
- 6) Don't use makeshift supports; use a sturdy stepladder or step stool.
- 7) Locate light switches at both ends of stairways and next to beds.



FIRE SAFETY BEGINS AT HOME — Employees at ORGDP will be observing Fire Prevention Week, October 9-15, with an emphasis on fire protection in the home. A video program has been prepared and several films and pamphlets on how to prevent fires will be available. Members of the Fire Prevention Week Committee are, standing, from left: Loren M. Lund, Process Support; Josephine H. Steward, Maintenance; Anthony C. Heitzman, Security and Plant Protection (S&PP); Alvin D. Hair, Operations; Larry E. Hodge, S&PP; Kenneth I. Roy (cochairman), S&PP; Barbara H. Prewett, Purchasing; and John D. Hoogesteger (chairman), S&PP. Seated are, from left: T. Gordon Sutton, Advanced Isotope Separation; Thomas P. A. Perry, Health, Safety and Environmental Affairs; David A. Coleman, S&PP; Faye B. Duncan, Operations Analysis and Planning; and Kenneth C. Roberts, Engineering. Committee members not shown are Herbert F. Higdon, Allen K. Lee, John F. Preston, William K. Simon, Cheryl C. Wham, Bill Wyatt and James M. Young.

Career Planning Program marks second anniversary

Since the inception of the Nuclear Division's Career Planning Program, which recently marked its second anniversary, between 700 and 800 salaried employees from the Oak Ridge facilities have taken the course, which is designed to assist them in assuming greater responsibility for their own career development.

According to George Joseph of ORNL's Employee Relations Division, who manages the program, "Part of its continued success may be due to the fact that it doesn't address itself to any unique group but encompasses all types of positions. About 85 percent of program participants find that their career choices are validated. They generally do not change jobs but fine-tune the ones they have," he said.

The Career Planning Program is structured to enable employees to realistically assess their values, interests, skills and opportunities; make informed decisions about their career objectives; and plan a practical strategy for career development.

It is **not** intended to offer a forum or grievance procedure for job concerns; act as an internal placement service for those interested in changing jobs; or provide psychological counseling.

A career planning workshop, staff of career consultants and career planning resource centers are provided.

The program provides three services: 1) the career planning workshop, a six-week course offering a broad assessment of career and self for clarifying personal career objectives and options; 2) a staff of career consultants who represent various job categories throughout the Nuclear Division and serve in an advisory capacity; and 3) career planning resource centers at each facility, offering career planning literature and organizational information.

Responses from Nuclear Division employees participating in the program have been favorable. In fact, participants often train to become leaders for the Career Planning Workshop. Three such employees are **Joe Luckett**, **Barbara Ashdown** and **Webb Van Winkle** of ORNL. Luckett, Chemical Technology Division, first took the workshop and found the "willingness of its leaders to provide individual help both encouraging and refreshing."



Luckett

He was impressed that guidance is provided at any point in one's career. "Seeing many participants obtain information that provided immediate help for them in making career decisions convinced me of the program's worth," Luckett said.

Ashdown credits the program for motivating her to acquire her present job in the Employee Relations Division as ORNL's Affirmative Action Coordinator. "I was hired as a technical editor and enjoyed my job. After taking the workshop, however, I discovered my primary motivation — a desire to create new approaches in bringing people and ideas together for potential organizational and societal change. I learned methods for researching types of jobs that would allow me to function in such a role," said Ashdown.

Van Winkle, Environmental Sciences Division, said, "The workshop reaffirmed that my career as a scientist/manager did fit well with my personality and career goals. It also supported my decision

(made before taking the workshop) to follow through on plans to rotate back to being a group leader after serving as a section head for four years. Also, I was motivated to develop a strategy for pursuing avocational interests that could later develop into a part-time or second career. I highly recommend the workshop to the 40-to-60 age group, because that is the time to consider and take steps toward second careers and/or avocations, not just before retirement."

'The course offered valuable insights into career and life planning.'

Y-12 employees **George Brandon**, **Mark Shreeve** and **Joyce Turner**, also workshop leaders, said the course offered valuable insights into future career and life planning.

"The information and assessment skills stressed are just as applicable to life planning and personal decision-making as they are to career planning," said Brandon, an employee of the Assembly Division. "By taking the workshop, I acquired a better understanding of my own value system, 'likes' and 'dislikes' and incorporated those into my job, making it more enjoyable and satisfying. I now have a reasonably clear picture of where I want to go and how to get there," he said.

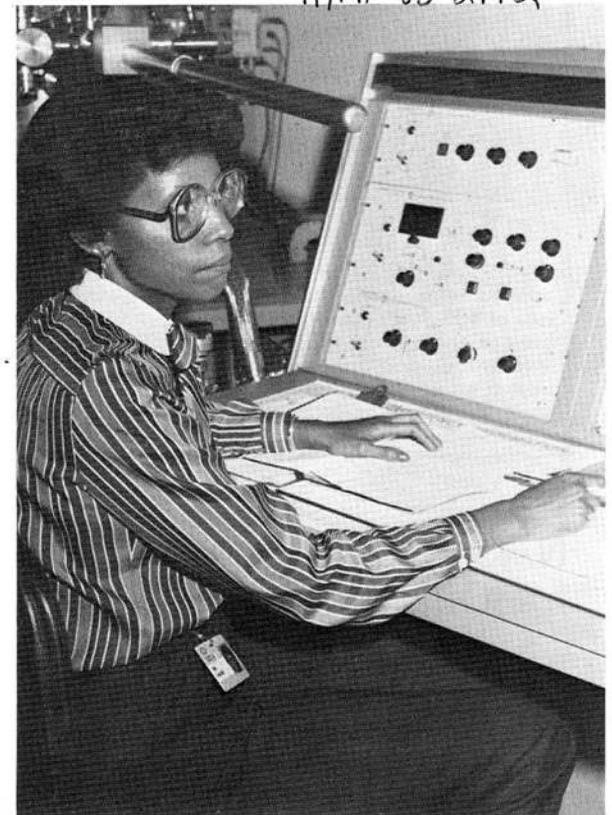
Turner, Employee Relations Division, added, "I learned to assess the skills I had prior to my employment with Union Carbide and the ones acquired since; evaluate my current job responsibilities; differentiate between the type of work I now do and what I would like to do in the future; establish goals and timetables for the next five years; and outline plans for career upgrade. I can credit the program's leaders for changes in my career and life," Turner said.

'I've seen people change their perceptions of their lives, jobs and themselves. When that happens, they just light up.'

Shreeve, of the Fabrication Department, said that the course didn't change his career but did help him in several ways. "What I learned aided me in determining my goals and made me realize that group decisions usually are more accurate than an individual's, that making people aware of your preferences often can lead to their realization and that's its okay to enjoy your job. I learned more about myself, made some good friends and learned to recognize people for strengths, not weaknesses. As a facilitator, I've seen people change their perceptions of their lives, their jobs and themselves. When that happens, they just light up. It's great!" he said.



Brandon



Sadler

ORGDP employees **Roxianne Sadler**, **Edith Jones** and **Mark Dobbs** commented on other aspects of the program.

"I've always had ideas and thoughts on career goals, but after taking this course, I acquired specific guidelines for short- and long-term goal-setting. My career goals are in the technical area, and with the resources gained from this course, I now can work more constructively and effectively toward reaching them," said Sadler, of the Process Support Division.

Jones, a leader with the program since 1981, described it as "the most exciting one ever sponsored by the company. Although I was in a profession I enjoyed, the course encouraged me to broaden my sights, examine other options, inventory skills I had acquired during the past 14 years and consider using them in another profession. When a supervisor's position became available, I was selected for the job," said Jones, of the Separation Systems Division. She also said she is working toward a BS degree at UT, adding that the program stresses that each person must take control of his or her career. "Things don't just happen — you must evaluate what it takes to reach your goal and then do something," said Jones.

'I learned a lot about myself, and I recommend the course to employees who want to improve themselves and their careers.'

Dobbs, Computer Sciences Division, felt the course helped him see "exactly where my greatest potential for success lies and pinpointed the course I should take. It also helped me to determine my interests, set goals and achieve them. I learned a lot about myself, and I recommend the course to employees who want to improve themselves and their careers," Dobbs said.

A Career Planning office is located at each of the Oak Ridge facilities to provide information and assistance to those interested in the program. Installation contacts are: ORGDP, Cheryl Wham (4-7566); ORNL, Paula Gillespie (4-4446); and Y-12, Jeanne Moody (6-4448). To take the course, an employee must have both divisional approval and his or her immediate supervisor's signature. Because of the high level of interest in the program, an applicant may have to wait for scheduling.

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
April 83	23.3156	60.3910	17.1853
May 83	23.5047	66.4750	17.0919
June 83	23.7030	69.6135	17.6662
July 83	23.9054	67.1967	17.2687
August 83	24.1007	66.6184	17.6666

Note: Fixed Income Fund unit values reflect interest additions to achieve the guaranteed effective annual interest rate of 10% for 1983. 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.

NASA 'Telelectures' set for Oak Ridge Museum

A series of NASA "Telelectures" will be conducted during the month of October at the American Museum of Science and Energy in Oak Ridge.

During the lectures, set for October 11, 18 and 25, audience participants will view slide presentations narrated by telephone hookup with NASA representatives who will also answer questions throughout the programs.

Topics for the lectures, which will begin at 7:30 p.m. and last approximately one hour, are: October 11, "Satellites at Work"; October 18, "Exploration of the Solar System"; and October 25, "Search for More Efficient Flight." There is no admission charge.



NUCLEAR DIVISION RUNNERS — Twelve Nuclear Division employees competed recently in the Southeast Regional Corporate Cup Relays in Atlanta. They ran on the Union Carbide Corporate Cup Team, comprised of more than 20 Carbide employees from across the southeast. The Carbiders finished sixth in a field of 14 corporate teams, qualifying for a later meet in California. Nuclear Division runners included, front row, from left, Wendy Williams, ORNL; Nancy Owens, ORGDP; and Peggy McNutt, ORNL. On the second row are Shelby Morton, ORNL; Jane Edwards, Y-12; Patrick Guettner, Y-12; and Robin Schultz, ORGDP. In back are Roger Gaul, PGDP; Randy Gibson, ORNL; Frank Baggett, PGDP; Fred Schultz, ORNL; and Larry Owens, ORGDP.

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PADUCAH SOFTBALL CHAMPS — Members of the "D"enders, winners of the recent Paducah softball tournament championship, include, front row, from left, Keith Anderson, Randy White, Sonny Stewart, Patti Mack, Mike Mack, Lonnie Waddy and Dean Peyton. On the back row are Jerry Arnzen, Arthur Mack, Kelly Stratemeyer, Bubba Moore, Curley Ware, Mike Copeland, Steve Hunt and Kenny Sigers.

Nuclear Division bowling news

Carbide Lenoir City . . .

The Go Getters now lead the Carbide Lenoir City Bowling League, followed by the Pin Busters. Jack Skinner rolled a high game/series of 208/573, and Sue Lowe and Fay Walkins led the women with a 185 game and 502 series, respectively.

Carbide Wednesday Men's . . .

The Knuckleheads captured the early lead in the Carbide Wednesday Men's League, followed by the Alley Rads and ???'s. A high series of 718 was posted by Jim Conner, while Garland Samuels' 290 game took top honors.

KYX Men's . . .

The Limits lead the league, followed by the Dirt Dobbers and Irregular Five. Dick Huber posted a 258/655 scratch game and series, Gene Hawkins and Huber rolled a 275 handicap game, while Dave Cardwell had a high handicap series of 721.

K-25 Tuesday . . .

In recent action in the K-25 Tuesday League, G. J. Marrow rolled a 230,258 scratch and handicap game, while W. S. Rule posted a 623,689 scratch and handicap series. The City Slickers lead the league, followed by the Atoms and Road Runners.

Y-12 Classic League . . .

The Ridgers, Pendulum and Has Beens have identical 9-3 records to lead in early Y-12 Classic League action. Individual highs are held by George Cantrell, 311 handicap game; and Charles Atkins, 758 handicap series.

UCC Mixed . . .

The Scalawags are undefeated in UCC Mixed League action, to take the early lead. High game scores were posted by John Prazniak, 262; and Alice Forseman, 257; and series leaders were Ernest Wilkerson, 687; and B. Wilkerson, 679.

ORGDP Women's . . .

The Mousechasers lead the ORGDP Women's League, just ahead of the Woodbees and the Spotters. Georgia Guinn rolled a 214/554 scratch game and series and a 237 handicap game, and Marie Hickson posted a 626 handicap series.

UCC Monday Mixed . . .

In recent UCC Monday Mixed League action, the Omegas lead the Pacesetters, Aces and Hi Rollers. Lester Walton and Rudolph Long led the men with a 240 scratch game and 586 series, respectively, and Jenny Saffell posted a 216 and Mary Johnson a 549 in women's action.

Carbide Family Mixed . . .

The Rowdy Rollers lead the Carbide Family Mixed League, trailed by Oops, the Gutter Buddies and High Rollers. Jim Disney, 227 game, and Charlie Turner, 580 series, led the men. Jane Hatfield (225) and Pat Smith (578) posted women's highs.

UCC Monday Mixed title captured by Lucky Strikes

The Lucky Strikes captured the Union Carbide Monday Mixed Summer League title, with a 38-10 record. The BC's (26-22) finished second. High averages were held by Bill Muenzer, 176; and Sandy Travis, 160.



WOMEN'S CHAMPION — Ruth Gove (right) recently captured the Women's Division Championship at the U.T. Knoxville Table Tennis Tournament, defeating Nancy Minturn (left). She also won the Nuclear Division Tournament in May, and Gordon Brewer won the Seniors Division. The Union Carbide Employees Table Tennis Club meets every Tuesday night from 7:00 to 10:30 p.m. at the Jaycee's Clubhouse, Melton Lake Drive in Oak Ridge. Players of all ages are invited, and official table tennis equipment is required. For additional information, contact Brewer, extension 4-3515; Bill Capshaw, extension 4-9392; or Kin Luk, extension 4-6501.

Paducah Plant retirees gather for annual picnic

by Virginia Donahoe
UCRA president

Paducah Plant retirees gathered in Noble Park September 15 for their annual picnic, funded in part by a contribution from the PGDP Credit Union. As the accompanying photos show, good friends, good food and good entertainment made it a special evening.

Nova Scotia slide show

Those who participated in the Nova Scotia trip will show travel slides and photographs at a buffet dinner at the Oak Ridge Elks Club October 19. The event begins at 6 p.m., and the buffet dinner (\$9.65, including tax and tip) will be served at 7. Those who could not make the trip are specially invited to attend. Please call Marge Walker, 483-4418, or the UCRA office before October 17 to make reservations.

Trailer/camper travel club

An organizational meeting for our trailer/camper travel club will be held at 2 p.m. October 12 at the Oak Ridge Senior Center. Participants need not be UCRA members or Union Carbide retirees.

If current Carbide employees would like to participate, efforts will be made to include occasional weekend trips. Suggestions for possible times and destinations for trips will be appreciated.

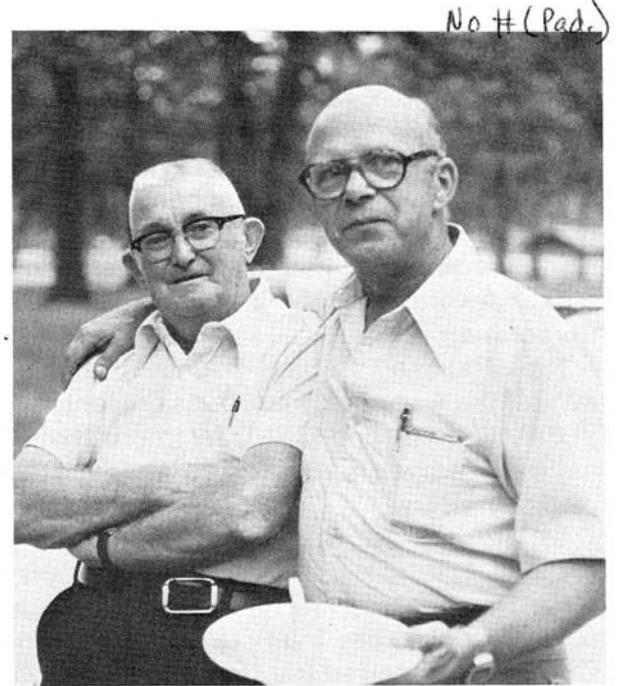
Bowling news

Highlights from our first four weeks of bowling include:

Men's: High scratch game — M. J. Gibson, 233; high handicap game — M. J. Gibson,



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262; high scratch series — Seth Wheatley, 572; high handicap series — M. J. Gibson, 625.

Women's: High scratch game — Lela Delmonte, 202; high handicap game — Ruby Bright, 241; high scratch series — Altivene Adams, 530; high handicap series — Edna Jones, 662.

ORNL blood drive

Another Medic blood drive will be held at ORNL October 25-27, and Dramia Smith, 483-5057, will coordinate UCRA volunteer workers. Please call her if you would like to help. Work assignments will be made for full or half days (8 a.m. to noon and noon to 4:30 p.m.)

Nurses who are interested in assisting during the drive should call the UCRA office.

Union Carbide Retirees' Association



576-1786

Gibbs appointed manager at ORGDP

Phillip E. Gibbs has been appointed manager of the Human Resource Development Department, Employee Relations Division, at ORGDP. He succeeds Steve R. Humphreys, who returns to ORGDP's Operations Division after completing a two-year developmental assignment.

Gibbs, who joined the ORNL staff in 1978, was born in Nashville and grew up in Ashland City. He received a BA degree from David Lipscomb College, an MA from Auburn University and a PhD in organizational communication from the Ohio State University.

From 1980 to 1982, Gibbs headed the management resource development program in ORNL's Personnel Development Department. Since 1982, he has managed the pilot implementation of "Foundations of Y-12 Supervision," a training program offered by the Y-12 Human Resource Development Department.

Gibbs is a past-president of the Smoky Mountain Chapter of the American Society for Training and Development and currently serves as a board member. He also is a member of the International Communication Association.

He and his wife, Karen, live on Barcelona Drive in Knoxville.



Gibbs

Company Service Anniversaries



Albert M. Jones
Metal Preparation
Y-12
40 years



Norman D. Rathbone
Shift Operations
ORGDP
40 years

PADUCAH

30 YEARS

James L. Freeman, Purchasing; Jerry A. Howell, Cascade Operations; and Don F. Spencer, Plant Engineering.

Y-12

30 YEARS

Reed D. Atkins, Industrial Engineering; Eulysses Smith, Arthur G. Hensley, Delbert E. Wilson and Michael E. Scrivner, Metal Preparation; William W.

Smith, Maintenance; Albert J. Naleppa Jr. and Herbert A. Lay, Product Certification; and Kimsey H. Hamby and John E. Llewellyn, Security, Plant Protection and Utilities.

25 YEARS

Sherrill O. Smith, Elmo E. Robbins, Carl F. Butler, Donald R. Vandergriff and John C. Poland.

20 YEARS

Benjamin J. Gardner.

ORNL

35 YEARS

Alfred R. Jones, Analytical Chemistry; George F. Wells, Physics; Billy C. Leslie, Metals and Ceramics; Jack C. Rose, Chemical Technology; and Charles A. Wallace, Fusion Energy.

30 YEARS

Barbara A. Caylor, Operations; Lawrence A. Howard, Operations; Kenneth E. Cowser, Central Management; and Margaret E. Carmody, Information.

25 YEARS

Walter H. Gibson and Howard F. Holmes.

20 YEARS

Joseph B. McGrory, Ann B. Gustin, Daniel C. Tuxbury, Lawrence C. Gipson, Robert K. Fujimura and Sturm L. Yount.

Safety achievements cited at luncheon

(Continued from page 1)

employees for "leading the way" for the Corporation in the area of safety achievements. "By continuing to achieve lower and lower injury rates, you have provided a fine example for other Union Carbide components to follow," Pyle said, noting that the Nuclear Division has received half of the Outstanding Safety Awards presented worldwide by the Corporation.

The National Safety Council's highest award, the Award of Honor, was presented to PGDP, ORGDP and ORNL for more than 3 million employee hours worked without a lost workday injury.

La Grone presented to PGDP the Department of Energy's Outstanding Performance Award, recognizing one full year of work without a lost workday injury. PGDP, Y-12 and ORNL each received the Department's highest award, the Award of Excellence, for reducing the incidence of lost workday and restricted work cases by at least 25 percent of their installations' average incidence for 1982 and two previous years. ORGDP received DOE's Award of Achievement for a specified improvement in the incidence of lost workday and restricted work cases.



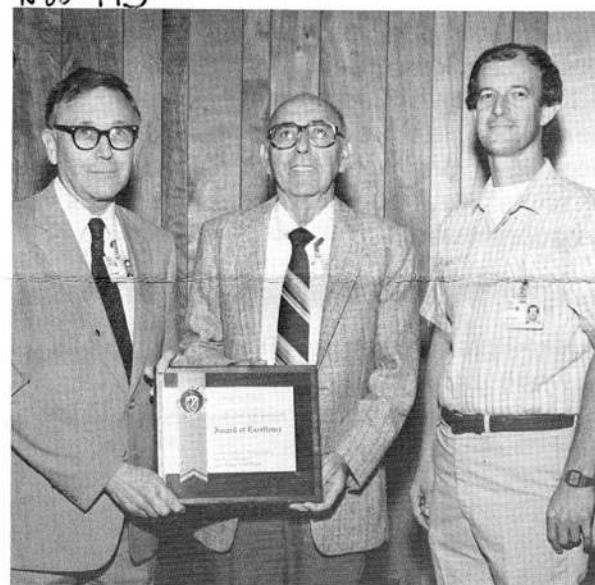
ORGDP AWARDS — Representing ORGDP are, from left, Warren Bass Jr., vice president, Local 109, United Plant Guard Workers of America; Brenda Kent, member of the Company-Union Safety Advisory Committee and representing Local 3-288, Oil, Chemical and Atomic Workers (OCAW); Plant Manager William F. Thomas; and J. Doug Stephens, vice president, OCAW Local 3-288.

N 83-195

N 83-193



ORNL AWARDS — Representing ORNL are Carl S. Johnson, vice president, Atomic Trades and Labor Council (ATLC); and ORNL Executive Director Kenneth W. Sommerfeld. Not pictured is Robert G. Keil, ATLC president.



Y-12 WINNERS — Y-12 representatives are, from left, Roy D. Williams, production manager, Y-12; O. L. Williams, vice president, Atomic Trades and Labor Council; and John Anthony, chief steward, Local 3, International Guards Union of America.

Metric Week observed in Nuclear Division

The week of October 9 through 15 will be recognized by the Nuclear Division and the State of Tennessee as Metric Week, according to Fred W. Jones, chairman of the Division's Metric Steering Committee.

In proclaiming Metric Week, Gov. Lamar Alexander urged all Tennessee citizens "to recognize the use of metric units as the metric system comes into increasing use both nationally and internationally."

In the Nuclear Division, "Metric Week is being recognized to increase metric awareness among employees in preparation for an increased utilization of metric throughout the Division," Jones said. Employees are encouraged to educate themselves or to contact their groups' metric coordinator regarding units of measure applicable to their use.

Safety Scoreboard

SAFETY TIP: Consider installing halogen headlights on your car if you frequently drive at night. They will provide 25 to 50 percent greater seeing distance than traditional tungsten headlights.

Time worked without a lost-time accident through September 29:

Y-12 Plant.....	170 Days	6,337,000 Employee-Hours
ORGDP	136 Days	2,891,423 Employee-Hours
ORNL	64 Days	1,413,468 Employee-Hours
Paducah.....	1,157 Days	9,119,202 Employee-Hours



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