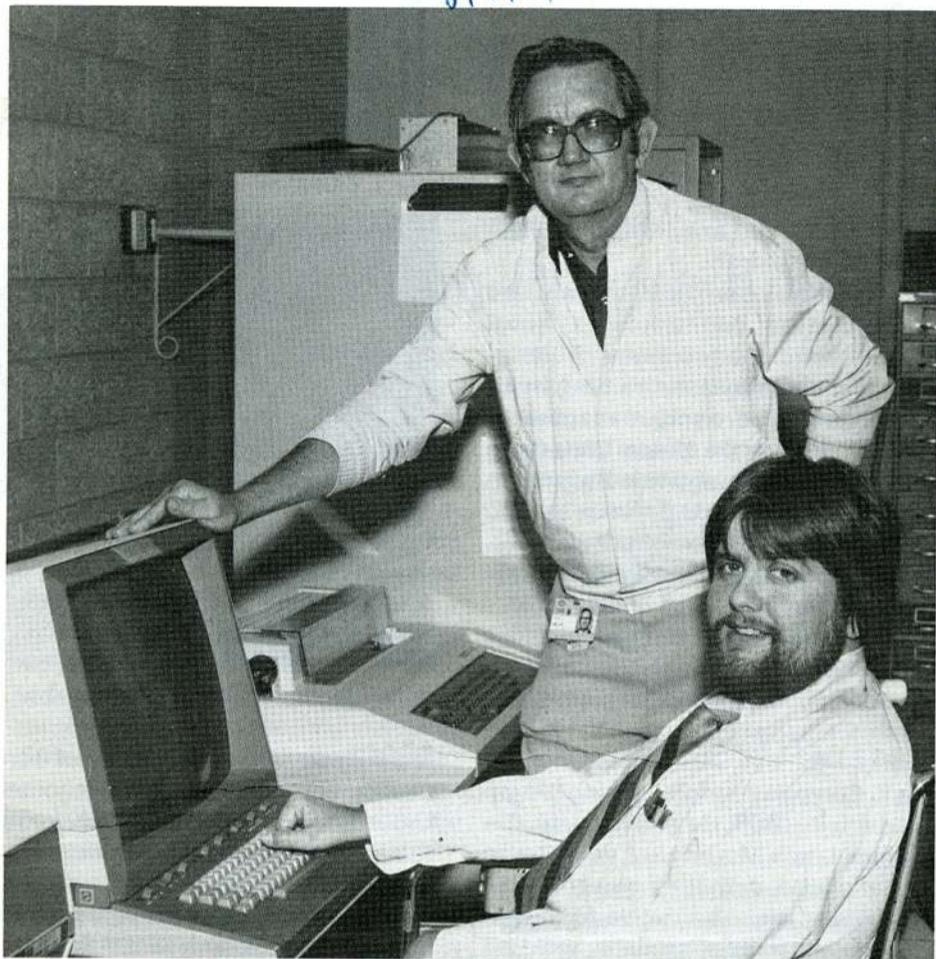


Nuclear Division News

Division observes Handicapped Awareness Week



Miller and Shearer

OR plants exceed UW goal; Paducah begins fund drive

It's over the top for the Oak Ridge plants for the United Way. With many drive cards still out, the total collected stands at \$899,452, which is 105.1 percent of the projected goal. Outstanding cards will likely increase this percentage.

The Paducah Plant, with more than \$1 million contributed to area agencies through the years, begins its fund drive next week.

In this issue:

For Division employees who missed the discount offer for World's Fair season pass certificates, the application is repeated on page 3.



Other features:

Y-12 promotions	page 2
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Career Planning Program begins	page 3
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Paducah organizational changes	page 7
Major Y-12 appointments	page 7

According to the 1970 Census (the latest available study), 1 out of every 11 Americans is handicapped. Other research indicates that the figure may be as high as one out of every six. At any rate, handicapped citizens represent one of the largest minority groups in this country, a group that any non-handicapped person could join at any time.

In an effort to promote a better understanding of handicapped employees and their problems, the Nuclear Division will observe Handicapped Awareness Week October 12-16. As part of that observance, we interviewed handicapped employees and their supervisors at each installation, eliciting some interesting responses, which follow.

Don Shearer joined the Paducah Plant staff in 1980 as an instrument engineer, after graduating from Onondaga Community College and Southern Illinois University. He is confined to a wheelchair because of a neuromuscular disorder that he has had since birth.

Shearer, who works in the Instrument Engineering Division, said he was "anxious and excited" when he began his job last year, and added that the company made "every possible effort to help me get started in the area. Even after a year, I believe I have one of the best-located apartments for my needs."

Gene Miller, Shearer's supervisor, said that some special accommodations had to be made for him. "We've had to loosen door pulls, build ramps in sidewalks and streets, carefully select work that he can do and, in some cases, go outside the division to recruit work that Don is capable of doing. Various people in the group assist him at lunch, open doors, help him get to the C-720 building, take him up in the elevator to safety meetings and perform other routine physical assistance."

Shearer said that he thinks other employees probably "don't know what to think" about him until they get to know him better. "I believe they would find that I'm really just the same as they are with some added inconveniences," he explained.

Donna B. Stinnett, a clerk/typist in the ORNL Information Division's Environmental Teratology Information Center, was born with jaundice, which caused her to be deaf. She said she really likes her job, which she has held for nearly two years, and that it has helped her learn to communicate better with hearing persons by reading lips and writing notes. She and a co-worker taught sign language to other members of their group, and, according to Stinnett, "They learned well."

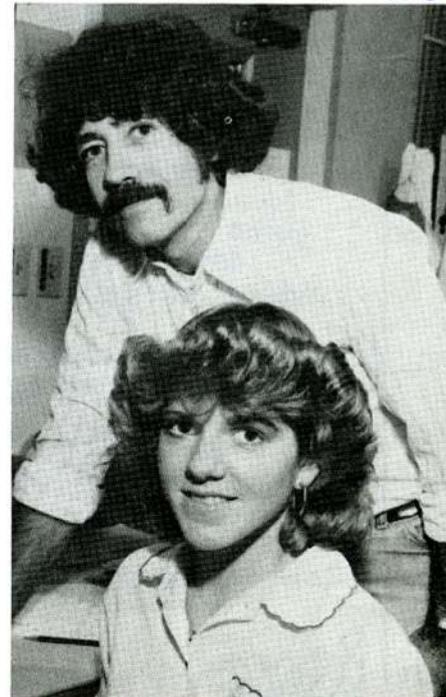
Brad L. Whitfield, her acting supervisor, said he and other supervisory personnel had no reservations

about hiring Stinnett. "We felt Donna's hearing loss would not be a problem, and it has not been one. One of our staff members was already proficient in using sign language before Donna was hired, and several others also have learned to use it," Whitfield said.

No special job accommodations were needed for Stinnett, he added, but there was a safety concern. "The failure to hear emergency signals and announcements could be a problem, so someone always knows where Donna is working, and there is almost always another staff member in the same work area," Whitfield said.

Stinnett made only one request of her supervision to help her better perform her job, suggesting that they "just be patient and understanding as I try to learn." Her suggestions for other handicapped employees or job applicants on how to be a successful employee? "Be dependable and neat, do your very best, do not expect special treatment and remember that people are nice and want to help you," she explained.

(Please turn to page 8) 20330/



Stinnett and Whitfield

Y-12 promotions announced

Four promotions have been announced in the Y-12 Plant. Donald L. Asbury has been named an engineer in Maintenance Administrative Services; David M. Harvey has been promoted to a utilities supervisor; Ray P. Ivey has been named a machining supervisor; and Thomas R. Kirkland Jr. has been promoted to a welding supervisor.

Asbury holds a BS in industrial engineering from the University of Tennessee and served in the U.S. Air Force before joining Union Carbide in 1970. He is a native of Columbus, Ohio. Mrs. Asbury is the former Sandra Rollins and the couple lives at 656 Peachtree Lane, Kingston, with their two children.

Harvey was born in Harriman, and has received certificates in Naval steam plant maintenance, Burlington Mill's supervisory training institute and a supervisory management course. He joined Union Carbide in 1975 after working with Burlington and serving in the U.S. Navy. He and his wife, the former Pam Swallows, live at Route 6, Old Valley Road, Harriman. They have two children.

Ivey is a native of LaFollette and is a graduate of the Fulton Area Vocational School and the Training and Technology project in Y-12. He worked for the Carter Machine and Tool Company before joining Union Carbide in 1968. He and his wife, the former Linda McGinnis, live at Route 1, LaFollette, with their two children.

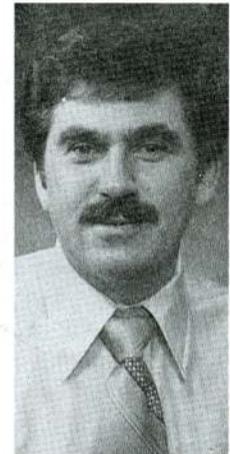
Kirkland also is a native of Campbell County and studied welding



Asbury



Harvey



Ivey



Kirkland

technology at the University of Tennessee and Delta College. He joined Union Carbide in 1953 and worked in the automobile industry prior to that time. He and his wife, the former Ada Leach, live at 410 Douglas Lane, Clinton. They have two children.

Paducah adds CPS to growing list

Shirley Lanier, Paducah's Cascade Operations Division, has achieved the rating of Certified Professional Secretary, bringing the Nuclear Division's total to 151. The rating is attained by completing a 12-hour, two-day examination successfully. The examination is administered by the Institute for Certifying Secretaries in the Professional Secretaries International.

Lanier joined Union Carbide in November 1975. She has studied at the University of Alaska, Mount Holyoke College and Paducah Community College. She is a member of PSI, the McCracken County Heath Junior Homemakers and the Heath Elementary Parent-Teacher-Student Organization. She and her husband, Michael, live in Kevil.



Shirley Lanier

Patents

Steven A. Wallace, Y-12 Plant, for "In-Line Assay Monitor for Uranium Hexafluoride."

David K. Mee and Albert E. Stephens, both of the Y-12 Plant, for "Automatic Thermocouple Positioner for Use in Vacuum Furnaces."

Harley H. Ross and James E. Strain, both of ORNL, for "Continuous-Flow Free Acid Monitoring Method and System."



"The ABC's of quality — assurance builds confidence." (Submitted by Jerry K. Upchurch, ORGDP.)



EMPLOYEES MAKE DONATION — Employees of the ORNL time office look on as Laboratory Paymaster Vernon J. Houser presents one of three child restraint devices to Tennessee Highway Patrol Lt. Clifton G. McNalley. From left are Joan S. Williams; Arnold J. Wallace; C. Eddie Hooks; Alfred Hendricks; A. Gordon Manis; Chris L. Fitzpatrick; Berkeley P. Davis, timekeeping supervisor; and Phillip H. McCulley.

Lab employees donate child restraint devices to THP

Nine employees from the Finance and Materials Division at ORNL have presented three child restraint devices to the Tennessee Highway Patrol to be used in the Patrol's loaner program.

The employees, who work in the time office, attended a company safety meeting at which Patrol Lt. Clifton G. McNalley of the Knoxville District presented a program on the Tennessee Child Passenger Protection Act. As a result of McNalley's presentation, the employees decided to donate the child restraint devices for use as "loaners," according to ORNL Paymaster Vernon J. Houser. "We were previously unaware of the Patrol's loaner program, so we decided to do something to contribute to what we considered to be a most worthy cause," Houser said.

Needy families who cannot afford to buy their own child restraint devi-

ces are allowed to use the loaner seats for as long as they are needed as part of the Patrol program.

"These seats will be put to immediate use," said McNalley following the presentation. "We have a list of about 70 persons waiting to borrow restraint devices as soon as they become available. These Union Carbide employees can be justly proud of their donations, because it's probable that these very seats will save children from serious injury or death. This is a growing program, and we hope these contributions will encourage others to become involved."

Plaques attached to the backs of the three restraint devices are inscribed, "Presented in honor of Lt. Clifton McNalley by the Oak Ridge National Laboratory time office."

UNION
CARBIDE

Nuclear Division News

UNION CARBIDE CORPORATION
NUCLEAR DIVISION
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PADUCAH
Darlene M. Mazzone, Bell 208

INTERNATIONAL ASSOCIATION
OF BUSINESS COMMUNICATORS

Published every other week
for employees such as:



Howard Phillips, photographer in ORGDP's Finance, Materials and Services.

6050-81



RESOURCE CENTER — Paula Y. Gillespie of ORNL's Employee Relations Division examines material from the career planning resource center in the Laboratory's Central Research Library. Gillespie is the ORNL contact for the Career Planning Program.

Career Planning Program begins

Beginning in late October, Oak Ridge Nuclear Division salaried employees from a broad range of positions will, with supervisory approval, have the opportunity to participate in a Career Planning Program designed to enable participants to assume greater responsibility for their own career development.

The program is comprised of three major elements: the career planning workshop, a staff of career consultants and career planning resource centers. It is the result of a two-year, cooperative effort among installation Employee Relations staffs, under the direction of Carmen J. Trammell.

The Career Planning Program is designed to enable employees to assess their values, interests, skills and opportunities in a realistic manner; make informed decisions about their career objectives; and plan a practical strategy for their own career development. It is *not* intended to provide a forum or grievance procedure for employee concerns related to supervision, job classification, salary, etc; provide an internal placement service for employees interested in changing jobs; or provide psychological counseling.

Responses from the more than 140 employees who participated in the pilot project conducted during 1980 indicate that the program is indeed successful in achieving its objectives. "A good investment of my time," "I learned a lot about myself," "First-rate workshop," "Fascinated and impressed by the program," and "It made me feel so confident about my own role in my future," were just a few of the many favorable comments made by participants. As a result of the success of the pilot project, Nuclear Division management approved the Career Planning Program on an ongoing basis for salaried personnel.

Career planning workshop

The workshop extends over a six-week period and involves approximately 28 hours during normal working time. In addition, a commitment to 10 hours of scheduled activities after hours, and 10 to 12 hours of homework are required. The work-

shop involves exercises, self-assessment instruments, short lectures and interactive group discussions. The intended result is a clear personal perception of one's own skills, interests, values, personality and other factors that contribute to satisfaction and fulfillment in a career. Workshop groups are limited to 18 persons; therefore, substantial delay in scheduling may occur if the program is heavily scheduled.

Career consultants

A number of consultants from throughout the Nuclear Division, representing a mix of job categories, are available to advise salaried employees. Consultants are available in each of five major areas: management, technical staff, administrative staff, technical support and administrative support. They provide a broad range of information on careers with the Division and are prepared to refer interested employment to sources of more specific information.

Career planning resource center

Each installation library has established a career planning section that contains literature and organizational information on the topic. These centers provide resources for individualized self-assessment as well as for assessment of career opportunities.

The program currently is being adapted to accommodate the needs of deaf employees, and information about the adapted version will be provided as soon as planning is complete.

Additional information about the Career Planning Program is contained in a brochure to be mailed to salaried employees within the next week. In addition, general information meetings will be scheduled to respond to questions and concerns of interested employees. A Career Planning Office also has been established at each installation to provide additional informational and assistance. Installation contacts and their phone numbers follow.

Installation contacts

ORGDP	Sandy Davis	4-7566
ORNL	Paula Gillespie	4-4446
Y-12	Mary Ayles	4-2907

Division employees take advantage of fair tickets

A number of Nuclear Division employees have already taken advantage of the reduced rate of \$55 for a season pass to the 1982 World's Fair. As a service to employees, the Division has entered into an arrangement with Fair management under which employees can purchase the \$100 season pass at almost half price.

Included in this issue of *Nuclear Division News* is an application for a season pass certificate which can be exchanged for a pass. The pass will include the photograph of the user. At present, there are two permanent locations at which employees can exchange their certificates for the season pass — World's Fair Headquarters on Western Avenue, Knoxville (9 a.m.-5 p.m., Monday-Friday) and West Town Mall (daily between Orange Julius and Nancy Lynn's). Passes may also be obtained at the following temporary locations on the dates indicated:

October 12-14	Miller's	Oak Ridge	12-7 p.m.
October 16	JC Penney Millers Proffitts	Alcoa Henley St. Athens	12-7 p.m. 12-5 p.m. 12-7 p.m.
October 17	JC Penney Millers Proffitts	Alcoa Henley St. Athens	12-7 p.m. 12-5 p.m. 12-5:30 p.m.
October 19	Proffitts	Oak Ridge	12-7 p.m.
October 20-21	Proffitts	Oak Ridge	12-5:30 p.m.
October 22-23	Proffitts Sears	Alcoa/Maryville Downtown	12-7 p.m. 12-7 p.m.
October 24	Proffitts Sears JC Penney	Alcoa/Maryville Downtown Morristown	12-5:30 p.m. 12-7 p.m. 12-7 p.m.
October 26	JC Penney	Morristown	12-7 p.m.
October 29-31	JC Penney	West Town	12-7 p.m.

World's Fair officials emphasize that season passes are *not* transferable. But this doesn't mean that the pass certificate has to be used by the purchaser. It can be given as a gift to a relative or friend who can redeem it for the season pass.

The deadline for Nuclear Division discounts is October 31.

APPLICATION FOR WORLD'S FAIR SEASON PASS CERTIFICATE

(Full Name — Please Print)

(No. of Children Certificates Requested @ \$30 each)

(No. of Adult Certificates Requested @ \$55 each)

HOME MAILING ADDRESS: (Please Print)

(Street) (City) (State) (Zip)

Enclosed is my check for \$ _____

Checks must be made out to Union Carbide Corporation Nuclear Division and mailed to:



THE 1982
WORLD'S FAIR
MAY-OCTOBER, 1982
KNOXVILLE, TENNESSEE

Union Carbide Nuclear Division
Public Relations Department
Building 9704-2, MS-21
P.O. Box Y
Oak Ridge, TN 37830

REMEMBER: SEASON PASSES ARE NOT TRANSFERRABLE

Anniversaries

ORGDP

35 YEARS

George W. Eckerd, Engineering; Lester H. Riggs, Finance, Materials and Services.

30 YEARS

Wiley R. Allmon, Maintenance; James L. Hengstler, Maintenance; Watson R. Kerr, Maintenance; George L. Marshall, Technical Services; John W. Smith, General Accounting.

25 YEARS

Billy E. Ashburn; Joecyrus Dedrick; Barbara A. Luttrell; Blynn E. Prince.

20 YEARS

John L. Bassett, Athel J. Beasley, John M. Chapman, David P. Godsey, William H. Herd, Cleamon C. Johnson, Jr., Alfred H. Sides, Homer T. Summer, John L. Woody.

ORNL

35 YEARS

Jack P. Cagle, Plant and Equipment; Thomas D. Owings Jr., Metals and Ceramics, and Vernon T. Houchin, Plant and Equipment.

30 YEARS

Edger L. Compere, Chemical Technology; Joseph M. Dailey, Solid State; Paul W. Pair, Analytical Chemistry; Edward H. Kobisk, Solid State; Andy L. Johnson, Chemical Technology; George S. Hurst, Health and Safety Research; Bennie McNabb Jr., Metals and Ceramics; James C. Smith, Operations; and Brena K. Stevens, Quality Assurance and Inspection.

25 YEARS

Sigmund W. Mosko, George E. Smith, Tommy J. Henson and Milton H. Lloyd.



FIRE PREVENTION ACTIVITIES — Fire prevention week (October 4-10) will be observed by Nuclear Division employees. A series of evacuation drills, safety meetings and film showings are planned to increase employee awareness of fire hazards. ORGDP will also show a new video tape, "Take Fire Safety Home With You," which features several familiar faces. ORGDP fire prevention representatives are, standing from left: Tony Heitzman, Ken Roy, Larry Hodge, Jim Bailey, Bob Payne and Robert May. Seated, from left, are Chuck C. Dinkins, Tom Perry, Barbara Prewett, John Preston, Bill Wyatt, Jo Stewart, John Hoogesteger, Allen Lee and Bill Simon.

Recent Retirements

5739-81



Fort R. Duley
Electrical Department
Paducah
25 years service



Eugene S. Page
Power & Utilities
Paducah
30 years service



Edward M. Brown
Biology
ORNL
18 years service



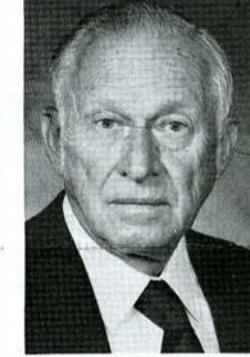
Ulys Houston
Barrier Manufacturing
ORGDP
27 years service



Earl C. Hovecamp
Maintenance
Paducah
28 years service



Andrew H. Fowler
Engineering
ORGDP
30 years service



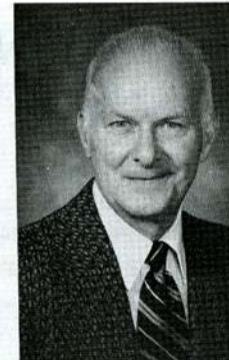
Mansell E. Ramsey
Central Management
ORNL
35 years service



Vernon G. Moore
Engineering
ORNL
33 years service



Hisashi Kubota
Analytical Chemistry
ORNL
25 years service



John B. Ruch
Chemical Technology
ORNL
35 years service



Georgia Westmoreland
Health
ORNL
30 years service



Charles E. Murphy
Plant and Equipment
ORNL
35 years service



Mildred S. Bell
Information
ORNL
38 years service



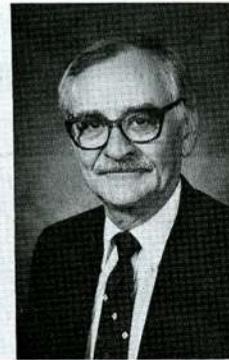
William E. Busby
Solid State
ORNL
30 years service



Paulus S. Lee
Quality Assurance and
Inspection Engineering
ORNL
33 years service



John P. McBride
Chemical Technology
ORNL
37 years service



Carroll W. Piper
Plant and Equipment
ORNL
33 years service



William T. Rainey Jr.
Analytical Chemistry
ORNL
23 years service



R. L. Neubert
Plant and Equipment
ORNL
32 years service



William D. Ghormley
Computer Sciences
ORNL
27 years service



William L. Corum
Information
ORNL
28 years service



Phobias — a new approach to treatment

by T. A. Lincoln, M.D.

If people examine their lives carefully, many will find certain situations or experiences that made them feel emotionally uncomfortable. Examples might have included giving a talk, leading a discussion group or entertaining the in-laws. A natural impulse would have been to avoid the situation in the future if possible. It is more likely, though, that the person decided to make the best of it, and things got better the next time. However, if avoidance became the standard pattern of reaction, it may have led to problems, frustrations or missed opportunities. The fear of discomfort has caused some people to build their lives in ways to avoid distress.

Now consider the thousands of people who have irrational and infinitely worse fears called phobias. The situations that precipitate these fears often cause severe physical symptoms so frightening that a recurrence is avoided at all costs.

Symptoms of phobias

Symptoms may include palpitations, shakiness, ringing in the ears, trouble swallowing, dry mouth, difficult breathing, nausea, pain in the chest or abdomen and shaky, unsure legs. These symptoms are so severe that the phobic may feel that a heart attack or collapse is perilously close. The overwhelming reaction is to flee.

Phobics are all around us. They are usually normal, warm, comfortable people. Yet, when they are forced into their phobic situations, they become terrified and irrational. It is difficult for adults with few fears to understand why or how a phobic reacts. There is a natural tendency to regard these phobic reactions as weak, childish or ridiculous. Such a judgment is grossly unfair and as irrational as the phobic fear itself.

Agoraphobia

Many phobias relate to highly specific situations outside oneself, such

as the fear of closed spaces like elevators, high places like bridges or ladders, or vehicles like trains or airplanes. Agoraphobia is a fear of something within oneself. It has been used to describe a syndrome of multiple fears where the victim feels that he or she cannot help quickly or where he or she fears being made a spectacle of in front of others. In its varying degrees of severity and its many expressions, agoraphobia is remarkably common.

Phobias typically appear in the relatively young, usually in those in their twenties, but occasionally they don't arise until the victims reach their mid-forties. Phobias are much more common in women, but men can suffer from symptoms as severe as those in women. The cause of a specific phobia often is extremely difficult to determine. If a person has been under personal stress, the small additional stress associated with a specific situation may be sufficient to cause unpleasant symptoms. The next time the situation approaches, fear of a repetition of the previous symptoms makes them seem worse when they appear. A pattern soon develops, and a specific situation becomes a focus of expression for many internal fears and anxieties.

How phobics differ

Phobics differ from ordinary people in the ways that they respond to their feelings. They ordinary people may develop unpleasant symptoms due to fear, but he or she will go ahead and confront the situation until the symptoms go away. The phobic becomes so frightened that he or she must leave the situation. After a while, the phobic actually develops a fear of being frightened.

Until recently, psychiatrists have not been particularly successful in treating phobias. Developing an insight into the possible causes of fear and insecurity or even the probable mechanisms for the phobias sel-

dom brings relief. A new rehabilitation technique developed over the past 10 years has been much more successful.

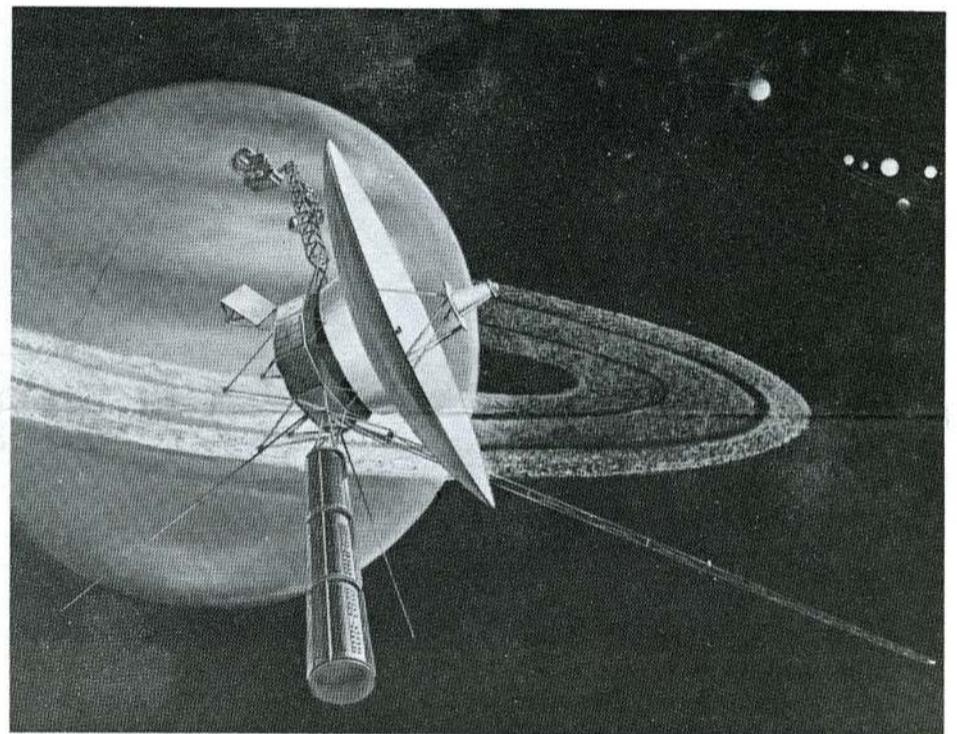
New technique

With this technique, phobics are taught to expect and accept the fact that fear will arise. Avoiding contacts with the phobic situation only leads to spiraling fear and panic. Thus, the phobic is taught to shift from hopeless attempts to escape fear toward accepting its inevitable appearance and learning to function in spite of some anxiety. The phobic is taught to wait when panic arises and not to

flee. By waiting, the person discovers that the anticipated collapse does not occur.

Familiar activities such as talking, counting, snapping a rubber band or taking a deep breath help to keep the person concentrating on what is actually happening rather than on what he or she anticipates might happen. The phobic is urged to observe and study changes in his or her level of fear. Gradually, while working with aides who are recovered phobics, these people are taught to function with fear and not to be discouraged by setbacks. This concept, called Contextual Therapy, has been developed by Dr. Manuel Zane of White Plains, N.Y.

By using a group therapy approach and experienced aides who work with these handicapped individuals, psychiatrists are helping phobics to live more normal lives. As in cases of alcoholism, with modification of behavior and rehabilitation, control is its own reward. Control for phobics means a return to a more normal and successful life.



ORNL researchers contribute to success of Voyager flights

The spectacular photographs and wealth of scientific information provided by Voyager II's recent encounter with Saturn were made possible in part through contributions of ORNL metallurgists and technicians.

Protective cladding for the radioisotopes generator which provides on-board electric power for the Voyager I and II spacecraft was developed by C. T. Liu and Henry Inouye of ORNL's Metals and Ceramics division. The alloy is known as DOP-4 iridium and was used to contain the radioactive plutonium-238 heat source in the event the spacecraft failed to achieve orbit and impacted the earth's surface. The cladding was made to withstand impacts of over 200 miles per hour at temperatures as high as 1350°C.

Approximately 20 kilograms of DOP-4 iridium were fabricated and later made into six heat sources by

DOE's Mound Laboratory in Miamisburg, Ohio. Each heat source contained 24 golf-ball-size spheres of the plutonium isotope enveloped in the iridium. Each sphere yields 100 watts of thermal power for a total of 2400 watts from each heat source.

The material was fabricated by technicians in the materials processing laboratory under the supervision of Donald E. Harasyn and Richard L. Heestand. The overall effort was under the direction of Anthony C. Schaffhauser.

The 10-year Voyager I and II missions were launched from Cape Canaveral, Florida, in 1977. Voyager I flew past Saturn in November of 1980 and is now passing out of the solar system. Voyager II passed Saturn on August 25 and will encounter Uranus in 1986 and Neptune in 1989.

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 81	19.1882	56.0036	12.9300
June 81	19.3391	58.6257	12.7942
July 81	19.4914	57.6093	12.8188
August 81	19.6510	54.9160	12.2008

Note: Fixed Income Fund unit values reflect interest additions to achieve the guaranteed effective annual interest rate of 9.75% for 1981. 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.

81-291

Bowling alley notes...

Y-12 Classic...

The Splinters, Ridgers and Playboys share the lead in the Y-12 Classic Bowling League, only one point ahead of the Lightning Balls and Fes-Kids. Billy Patrick's single of 273, series of 727 hits early on the board, as the Ridgers have posted a 3217 handicap series already in the young league.

Y-12 C League...

The Big Five hold a one-point lead over the Badgers in the Y-12 C Bowling League. Charlie Adkins' 259 is high game thus far...and Marvin Sheffler's 670 series is up there. The Big Orange team holds the current record with a 3038 handicap series.

Carbide Wednesday...

The new 18-team Carbide Wednesday League sees the Alley Rads early leaders about seven points ahead of the Pin Heads. Terry Hansford's 280 single is high thus far, and Charlie McCluskey's 686 is high series in the early part of the league race. Sue's Sooners hold a 3081 handicap series high.

ORNL A League...

The Gutterfinks grab an early lead in the ORNL A Bowling League, outpacing the Limits. Davy Stacy, rolling with the Zots, set alleys afire with a 289 scratch game...stretched to a 304 handicap single! His 681 handicap series was high, also. The Turkeys outbowled other teams recently, scoring a 3080 handicap series.

Share the Ride

Y-12

RIDERS to JOIN CAR POOL from Cedar Bluff area of West Knoxville to any portal, 7:30-4. Jack Hill, plant phone 4-2625; home phone 693-6853.

RIDE or JOIN CAR POOL from Holston Shopping Center, East Knoxville, to West Portal, 8-4:30. Charles Gaylor, plant phone 4-2391.

SHARE DRIVING from Sutherland Avenue, Knoxville, to any portal, 8-4:30 shift. Betsy Scott, plant phone 4-3467; home phone Knoxville 588-5618.

VAN POOL RIDERS from Fountain City/Norwood and Powell Shopping Center, to East, Biology and North Portals, 8-4:30. Bill Moyers, plant phone 4-3195; home phone Knoxville 689-4087.

Carbide retirees...

The Limber-Legs and Pin Busters took opening wins in the Carbide Retirees Bowling League. Max Bizek rolled high for men, a 202 single scratch game, only to be bested by Betty Withers with a 216. (The Limber-Legs has a make-up bowler to roll yet, so they could drop from first place.)

Carbide Family Mixed...

The Carbide Family Mixed League saw Moe Carmichael bowl hotter than most recently, posing a 229, 273 single; series of 553, 685. Tillie Plaza put a 619 handicap series on the boards; and Jan Hackworth rolled a 222 handicap game.

K-25 Tuesdays...

The Fearless Five grabbed the lead recently in the K-25 Tuesday Bowling League, ousting the Atoms and City Slickers from an early berth in the race. R. K. Johnson's scratch scoring was high, singles of 232, series of 605; and C. E. Priode took a 650 handicap series. The City Slickers posted a 3055 handicap series for weekly highs.

Hi Power Rifle...

The last match of the High Power Rifle League was won by Frank Barnes, ORNL, shooting a 763 out of a possible 800. Roger Weigand, Y-12, scored a 727; and Larry Weston fired a 724. Other scores were Hugo Bertini, ORNL, 712; G. A. Newton, DOE, 694; and Harold A. Fell, Y-12, 649.

Winners of the 1981 season were Don Kiplinger, Larry Weston and Roger Weigand in scratch firing. In handicap scoring it was Hugo Bertini, Harold Fell and Albert Beasley.

Y-12

TWO CAR POOL MEMBERS from Karns area to North Portal, 8-4:30. Bob Cooper, plant phone 4-3429, home phone 691-8411.

WILL JOIN or FORM CAR POOL from Knoxville, Pleasant Ridge Road area to Biology Portal, 8-4:30 shift. Billie Masden, 4-0624.

RIDE or JOIN CAR POOL from Morristown, Jefferson City, Strawberry Plains, to North Portal, Fixed 11-7 shift. Larry Hayes, 4-3410 or 4-3411, home phone Morristown 587-2778.



BIG SNAKES — The Snakes took the North Division of the Softball League this summer, then turned around and took the Atomic Tournament held recently. The Snakes were undefeated in season play and consist of, front row, from left, Rick Hicks, Arnold Hawkins, Hoyt Eason, Harold Conner, Earl Nall, Thomas Hardy, Bob Culton and Marvin Anderson. Standing are Neal Mowery, Yancy Hampton, Richard Tate, Calvin Angel, Charles Moulden, Horace Moorman, Horace Miller and Lonnie Hawkins.

81-240



BUSH DIVISION WINNERS — The Screwballs took the Bush Division of the Softball race, 13 wins, no losses. They are, in front from left, Pam Duff, Susan Beckham, Brian Dominak, Leslie Terry, Lynn Pearman and Milton Childress. Standing are Dennis Grooms, Jim Morris, Joe Schimmels, John Milner, Jeff Zollar, Tom Wells and Steve McDowell.

81-245



DIVISION AND CHAMPS OF TOURNAMENT — The K-Traitors took the East Division crown in the Softball League, then took the Carbon Tournament championship, finishing the season with 16 wins, 1 loss. In the front row, from left, are Scott Henson, Lisa Spurlock, Cindy Wisener, Bill Thomas, Patty Bryant, Debra O'Brien and Steve Braden. Standing are Tom Wilson, Junior Collins, Bill Stone, Dave Hall, Mike Allen, Tony Anderson, Doug Pollit and Joe Greenlee.

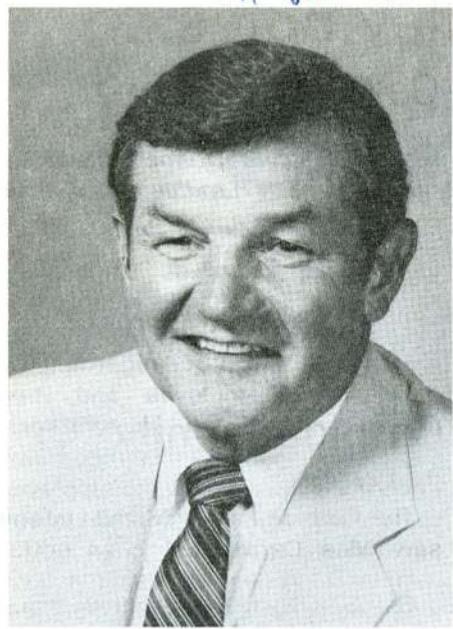
Safety Scoreboard

Time worked without a lost-time accident through October 1:

Y-12 Plant.....	374 Days	12,517,522 Employee-Hours
ORGDP	112 Days	3,083,136 Employee-Hours
ORNL	509 Days	11,880,766 Employee-Hours
Paducah.....	428 Days	3,908,458 Employee-Hours

PH 80-178

159040



L. A. (Tony) Dean



Keith G. Kahl

Major Y-12 appointments told

Two major appointments at the Y-12 Plant have been announced by Jack M. Case, plant manager. L. A. (Tony) Dean has been named manager of the Fabrication Division. He succeeds Keith G. Kahl, whose new responsibilities will include liaison with the weapons design laboratories and special productivity studies.

A native of Harrodsburg, Ky., Dean served in the U.S. Navy, 1945-46. He received his BS degree in mechanical engineering from the University of Kentucky and has done graduate study toward an MBA degree at Murray (Ky.) State University.

Dean joined the Nuclear Division at ORGDP in 1951. The following year he transferred to the Paducah plant, where he served in various positions in cascade operations and the chemical operations and maintenance departments. He returned to ORGDP in 1976 as Maintenance Di-

vision manager. Dean is registered as a professional engineer in the state of Kentucky and is a member of the American Society of Mechanical Engineers. He and his wife, Eleanor, live at 311 Chowning Drive, Faragut. They have three daughters.

Kahl is a native of Carrington, N.D. He received his BS degree from the U.S. Military Academy at West Point and his master's degree in industrial engineering from the University of Tennessee.

Kahl joined the Y-12 Plant staff in 1959. He served as head of the fabrication systems department in the Development Division from 1968 until 1970, when he was named head of the Fabrication Division.

He and his wife, Martha, live at 109 Newton Lane in Oak Ridge. They have three children.

John Owen replaces Dean

PH 81-3991

John E. Owen's appointment as manager of the Maintenance Division at ORGDP has been announced by Kenneth W. Sommerfeld, plant manager. Owen succeeds L. A. (Tony) Dean, who has been named manager of the Fabrication Division at Y-12.

A native of Lebanon, Ky., Owen received his bachelor's degree in mechanical engineering from the University of Kentucky. He first joined the Nuclear Division at ORGDP in 1951. Later that year, he transferred to the Paducah Plant where he held several positions in cascade operations, chemical operations and maintenance.

In 1967, he joined the Stellite Division of Union Carbide in Kokomo, Ind. When Stellite was sold to Cabot Corporation in 1970, Owen remained there as manager of engineering and manufacturing in the Fabricated Products Department until 1976. He then returned to ORGDP as head of the equipment shops in the Maintenance Division. He was named to his



John E. Owen

current position as department superintendent of fabrication and maintenance shops in 1978.

Owen is a member of Pi Tau Sigma, honorary mechanical engineering society. He and his wife, Nancy, have four children. They live on South Monticello Drive in Faragut.

Six organizational changes announced at Paducah Plant

The following organizational changes have been accounted at the Paducah Plant.

P. David Wright has been named a supervisor of the C-337 process building. A 1970 graduate of the University of Kentucky, he holds BS and MS degrees in mechanical engineering. Before joining Union Carbide in 1974, he worked with General Electric's Large Steam Turbine Division.

He is a member of the American Society of Mechanical Engineers, the Kentucky Society of Professional Engineers and Tau Beta Pi. He and his wife, Pamela, live on Bellmeade in Mayfield, with their daughter.

C. William Loveland Jr. has been assigned head of the production engineering section in the Cascade Operations Division. A native of Michigan, Loveland has a BS degree in chemical engineering from Michigan State University. Prior to joining Union Carbide in 1945, he worked with Dow Chemical and Chrysler Engineering.

He and his wife, Lucy, have two children, and live on Hilldale in Paducah.

M. Clark Conrad has been promoted to material terminal management department head in the plant's Employee Relations Division. He has a chemical engineering degree from the University of Louisville and an MBA from Murray (Ky.) State University.

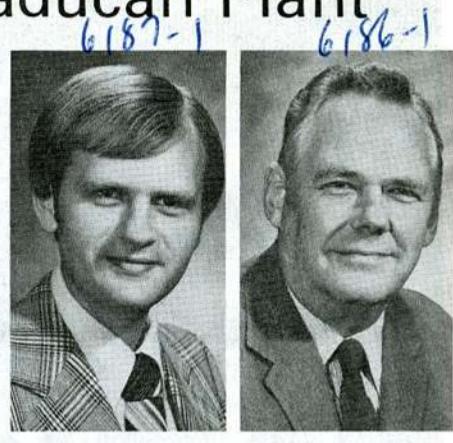
Prior to joining Union Carbide in 1972, he worked as a co-op student for the U.S. Geological Survey and Louisville Gas and Electric Company. He is a past section chairman of the American Institute of Chemical Engineers, a member of the American Society for Testing Materials Committee C-26 (nuclear fuel cycle) and a licensed professional engineer.

He and his wife, Janean, live on Charleston Drive, Paducah, with their two children.

Howard Pulley has been assigned as a supervisor in the Technical Laboratory Department in Technical Services. He joined Union Carbide in 1966, after obtaining a BS in chemistry from Austin Peay University.

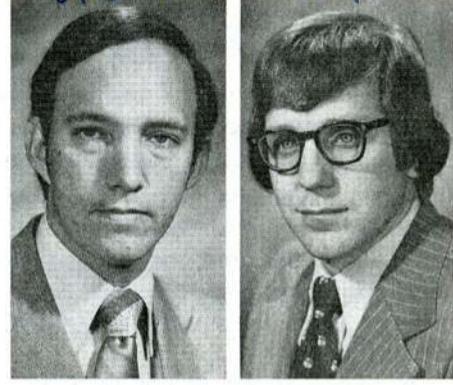
He and his wife, Rose, live in West Paducah, with their two daughters.

William Sykes has been named a supervisor in the Operations Planning Department in Cascade Operations. He joined Union Carbide in



Wright
6187-1
6185-1

Loveland
6186-1
5457



Conrad
6165-1

Pulley



Sykes

Ross

1967, after receiving a BS degree in chemical engineering from the University of Missouri, Rolla. He is a native of St. Louis.

Sykes and his wife, Jane, live with their two sons on Rush Road in Paducah.

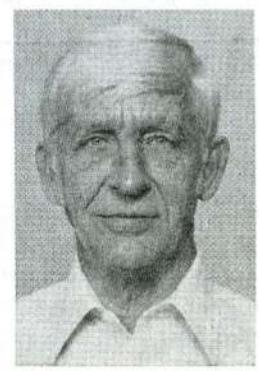
K. Allen Ross has been named to manage Areas II and IV in the Cascade Operations Division. He joined Union Carbide in 1952 after working with the Magnavox Corporation. He has a BS degree in business administration from Bowling Green College of Commerce, now a part of Western Kentucky University.

Cecil Arms, ORGDP, dies in Rockwood

Cecil T. Arms, an inspector in the Technical Services Division at ORGDP, died September 22 at Rockwood Hospital. He had been with Union Carbide more than 23 years.

Survivors include his wife, Jean, of 736 Montvue Drive, Kingston; sons, David, Jack and Larry; his parents, Mr. and Mrs. Lelland Arms; and two sisters.

Funeral services were held September 23 at Kyker's Funeral Home, Kingston, with burial in Celina, Tenn.



Mr. Arms

203304



Thomas and Taylor

Handicapped Awareness Week

(Continued from page 1)

Stephen W. Thomas contracted poliomyelitis the year Jonas Salk discovered a vaccine for the crippling disease...1954. Although he was only two at the time, the disease left his legs impaired and he wears heavy braces and walks with the aid of crutches.

A two-year employee in Y-12's electronics shop, he is a graduate of the Tennessee Institute of Electronics. Although he car pools to work, he is capable of driving and has an especially designed automobile with hand controls.

The electronics shop bubbles with good wit, and Thomas is no exception. "Guess my case was just bad timing," he said, "Another year or so I would have been vaccinated."

Stewart Taylor, supervisor in the shop, has no problem with any of the aspects of Thomas's job. "I had no reservations about hiring him; as a matter of fact, I encouraged him to take the job, and helped him into the gate through Employment the first time. There are no safety concerns with his being here. The building already had an elevator, so no special accommodations were needed. Since most of his work is stationery, he and the other electronic technicians do their work seated at their work place."

Mark Gerth, an audit clerk in the Accounts Payable Department of General Accounting at ORGDP, has been with the Nuclear Division since September of 1978.

Gerth is a paraplegic. He was paralyzed from the waist down when his car was forced off the road in 1971.

Since he was one of the first wheelchair-dependent persons to be hired at ORGDP, Gerth's advice was sought by engineers who were making changes, such as installing curb cuts and ramps, to accommodate the handicapped.

When asked how he felt about his current job, Gerth responded, "great!" He holds an associate degree in accounting and business administration from Draughton's Business College, so his background is related to his work.

John Shelton supervises Gerth and other invoice audit clerks in Accounts Payable. He said his only

reservation about Gerth and his current position was the possible problem of reaching the file drawers. "I knew of his ability and had no doubt that he could do the work," Shelton said.

A few physical adjustments were made in the office area that Gerth shares with several other clerks, but no safety problems were encountered. "We realigned some of the work responsibilities so he wouldn't have to use the top drawers very often, and we switched office space with another employee to accommodate his wheelchair," Shelton said. "But that was about all we did."

Gerth had two suggestions for other handicapped employees or job applicants. "First, the individual should get as much education as possible. Second, you should be perfectly honest with yourself and with the people you work for about your handicap. Don't over- or underestimate your ability to do the job. Each handicap is as different as people are different, so there is no blanket description that fits any one. For example, some paraplegics can walk with braces and crutches — others can't. When unanticipated problems arise, discuss them with your supervisor and, in some cases, with your co-workers. The better they understand your handicap, the better off you'll be," he said.

PH 81-4237



Shelton and Gerth

Question Box

Why hire the handicapped?

(Editor's note: The following questions and answers about working with the handicapped are provided as part of the observance of Handicapped Awareness Week.)

QUESTION: Why should handicapped persons be considered for hiring when persons without handicaps can't get jobs?

ANSWER: First, because it is the law. Section 503 of the 1973 Rehabilitation Act states that handicapped persons shall not be discriminated against because of their handicap in any employment practices. Also, hiring handicapped persons makes good business sense, because statistics show that they make good employees.

QUESTION: How should I treat a handicapped co-worker?

ANSWER: Most handicapped persons prefer to be treated as nearly like everyone else is treated as possible. However, if you see a situation where you might help, just ask. Don't overprotect, and don't ignore. Most handicapped persons prefer that you be "up front" in the beginning and ask questions that are pertinent to the work situation.

QUESTION: While I feel comfortable supervising a handicapped worker, what can I do to help his or her peers accept the person?

ANSWER: Most doubts and concerns disappear when people get to know a handicapped person. It is usually just the initial "not knowing

what to expect or do" that exists rather than any discrimination. It is suggested that you first set the stage with a positive attitude regarding the handicapped employee and then meet with the other workers, explaining safety accommodations and how they can treat the employee to help him or her to contribute and perform effectively.

QUESTION: My division is proud of its safety record. Won't hiring a handicapped person jeopardize this record?

ANSWER: E. I. Dupont conducted a study of 1,452 handicapped workers and found that 96 percent of the employees were rated average or better than non-handicapped workers in matters of safety. These and other statistics tend to indicate that handicapped workers are very safety conscious.

QUESTION: If I make special accommodations for a handicapped employee, won't the other employees resent it?

ANSWER: Making special accommodations for handicapped employees does not indicate preferential treatment. Such accommodations are made in order to help them to perform better, not to provide preferential treatment.

Save Energy / Share The Ride

ORNL

CAR POOL MEMBER NEEDED from Cedar Bluff Shopping Center, West Knoxville, to East Portal, 8-4:30. Cindy R. Lundy, plant phone 4-4163.

NEED RIDE or JOIN CAR POOL from Dixie Lee Junction area, 8-4:30. Margaret Wallace, plant phone 4-5521; home phone 986-3008.

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.

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.

CARPOOL MEMBERS NEEDED from Village Green area, 8-4:30 shift. Betty McHargue, plant phone 4-4488; home phone 966-9563.

ORGDP

CARPOOL MEMBER needed from I-40 Walker Springs Exit to Portal 2 and K-1007; 7:45-4:15 shift. Call Steve at work 6-1894; home phone (evenings) 690-6856.

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