

# Retirement plan, dental assistance, other benefits improved

Benefit Plan improvements for all salaried employees have been announced by the managers of each of the four Nuclear Division installations. These changes are subject to review and approval by governmental agencies. In addition, the Pension Plan changes require review and approval by the board of directors of Union Carbide. Subject to such reviews and approvals, Union Carbide's intention is to make these changes effective as of dates given.

Following is the announcement:

## PENSION PLAN

(Improvements Effective July 1, 1980)

### Retiree Increase

Retirees or survivors receiving pension benefits prior to July 1, 1980, will receive an increase in monthly pension which will be retroactive to their July 1980 pension checks. The amount of the increase will be 12 percent for those who retired prior to January 1, 1976, and a declining percentage for those who

retired more recently, as you can see from the following table:

Date Retired	Percent
Before Jan. 1976	12
Jan. 1976—May 1976	11
June 1976—Oct. 1976	10
Nov. 1976—Mar. 1977	9
April 1977—Aug. 1977	8
Sept. 1977—Jan. 1978	7
Feb. 1978—June 1978	6
July 1978—Nov. 1978	5
Dec. 1978—April 1979	4
May 1979—Sept. 1979	3
Oct. 1979—Feb. 1980	2
Mar. 1980—June 1980	1

### Postretirement Survivor Option Factors Improved

Survivor option factors for both men and women have been improved, and an additional 1/3 improvement has been made in the male factors to narrow the difference between male and female factors. For example: A male retiree aged 65, with a spouse aged 65, and entitled to a \$500 monthly pension, who elects the 50-percent surviving spouse option, under the old plan

would receive \$427 a month; and, if his wife survived him, she would receive \$213.50 a month. Under the new plan, the retiree will receive \$456 and his spouse \$228, about a seven-percent increase in both the retiree's and surviving spouse's benefit.

### Early Retirement

(Lower Reduction Factors If You Retire Before Eligibility For Full Benefits)

If you retire before you are eligible for a full pension (before age 62 with at least 10 years of service or before age and service add up to 85), the reduction in your pension benefit will be 5 percent for each year instead of 6-2/3 percent for each of the first three years. This makes the early retirement factor a uniform 5 percent for each year that you retire early. For example: Under this improvement, an employee who retired three years early will receive 85 percent of the full benefit instead of 80 percent as previously provided.

(Please turn to page 8)

## In this issue...



Seven Oak Ridge Nuclear Division secretaries have been named Certified Professional Secretaries by the National Secretaries Association. See story and pictures of these employees, recognized as being among the best of their profession, on pages 4 and 5.

Other features:  
United Way campaign to begin soon ... page 2  
Question Box ..... page 3

UNION  
CARBIDE

# Nuclear Division News

● Vol. 11/No. 18 ● September 4, 1980

## Fee, Frew, Smith named to new Nuclear Division posts

Gordon G. Fee, head of the Operating Contractors' Project Office for the Portsmouth Gas Centrifuge Enrichment Plant, has been named head of the Product Engineering and Scheduling Division at Y-12.

Named to succeed Fee is Charles P. Frew, associate director of OCPO. Also announced was the appointment of Harwell F. Smith Jr. to a senior staff position in the Nuclear Division engineering organization.

Fee, who will report to Jack M.

Case, Y-12 manager, will be responsible for accounting and budget, capital assets management, dispatching, production scheduling, materials and services and product engineering.

Born in Sayre, Pa., Fee received his bachelor's degree in physics from Pennsylvania State University and his master's degree in nuclear engineering from the University of Tennessee. He is a graduate of Harvard Business School's three-month program for management development.

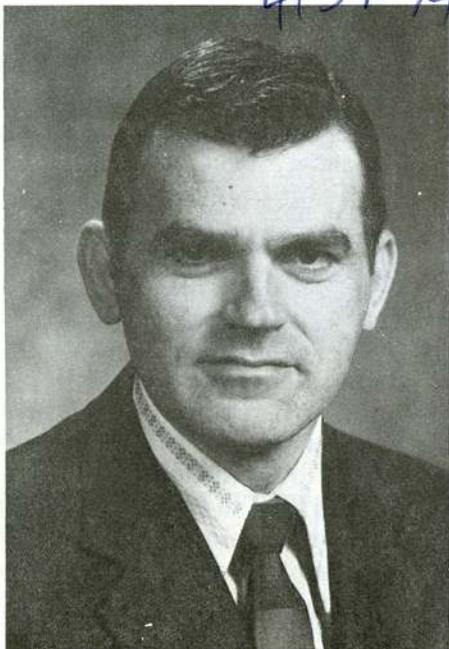
He began his career with Union Carbide in 1956 at the Oak Ridge Gaseous Diffusion Plant where he played a key role in the mechanical process programs in the gaseous diffusion process for uranium enrichment, especially those related to the development of compressors. In 1962 he joined Union Carbide's Parma Research Laboratories in Ohio where he was an engineering group leader. From 1969 to 1971 he served as a marketing manager of Carbide's environmental instru-

ments department in White Plains, N.Y.

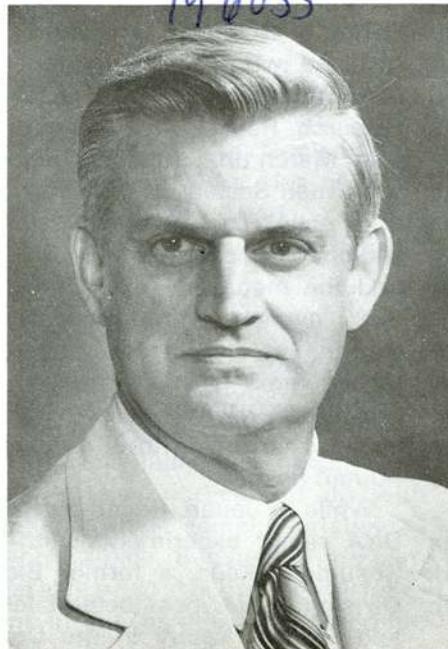
Fee returned to Oak Ridge in 1971 to work on the gas centrifuge development program. Two years later he was named manager of the light water reactor safety program at Oak Ridge National Laboratory. In 1974 he became director on what is now the Engineering Technology Division at the Laboratory. He was appointed head of OCPO at the time of its inception in 1977.

Fee and his wife, the former Miriam Olander, have two children. They live at 1064 West Outer Drive, Oak Ridge.

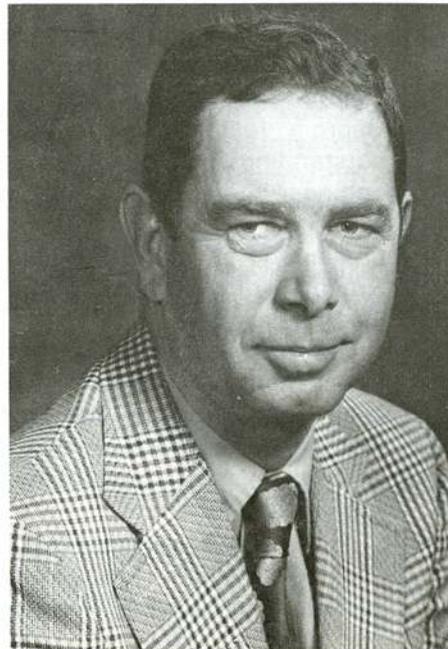
As the new head of OCPO, Frew will report to George R. Jasny, Nuclear Division Vice President. The project office, located in both Oak Ridge and Portsmouth, Ohio, has responsibility for managing or coordinating the operating contractor tasks in connection with technology development, design definition, systems analysis and procurement of special equipment. The office serves as the operating contractors' contact point for DOE's Oak Ridge Operations Office, which has overall responsibility for the multibillion-dollar uranium enrichment plant near Portsmouth.



Gordon G. Fee



Charles P. Frew



Harwell F. Smith Jr.

(Please turn to page 8)

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EMPLOYEES FEATURED IN THE NEW UNITED WAY VIDEOTAPE include, from left, Norman Beeler, ORNL; Hershell Johnson, Y-12; and Joe Cooper, ORGDP. Beeler is a member of the board of directors of the Regional Mental Health Center of Oak Ridge, Johnson is a water safety program director for the Knox County Chapter of the Red Cross and Cooper is a member of the Morgan County Rescue Squad. The videotape, entitled, "United Way: A Sense of Community," features fifteen other Nuclear Division employees.

*Campaign begins soon*

# United Way videotape to emphasize employees

One of the main promotional tools for the 1980 United Way campaign, which begins September 12, will be a 24-minute videotape program entitled "United Way: A Sense of Community."

This year's program places heavy emphasis on Nuclear Division personnel who take active roles in United Way agencies and the Red Cross. Eighteen employees briefly discuss their work with these agencies and tell why they support them.

Through the use of photos, film scenes and employee newspaper clippings, the program also provides a historical look at the Oak Ridge facilities' support of the United Way and its predecessor, the Community Chest, dating back to the days of the Manhattan Project.

Employees with speaking roles in the videotape program include Robert Keil, Norman Beeler, William Harms, Charles Coutant, Jane Ross and Felicia Foust, ORNL; Art Nine, William Moore, Hershell Johnson and Eugene Baker, Y-12; Joe Cooper, C. R. Lay, William McMillan, Rebecca Jennings and L. S. Hawk, ORGDP; James Stout and Tom Douglass, Engineering; and Earl Nash, Central Employment. The narrator is Tom Huffstetler of ORGDP.

The kickoff meeting for the 1980 campaign will be held Friday, Sept. 12, at the Oak Ridge Civic Center. Keynote speaker will be Fred W. Isaacs, president of the Athletic Goods Association in Cosby.

General chairman of this year's campaign is Keith G. Kahl, manager of Y-12's Fabrication Division. A former Y-12 campaign chairman, he has been with Carbide for 21 years.

Frank Carringer, Y-12 capital assets manager, is assistant chairman. He is a 22-year Nuclear Division employee who served as Y-12 assistant chairman in a previous campaign.

This year's installation chairmen are William O. Harms, ORNL; Robert

W. Cable, ORGDP; and William H. Dodson, Y-12.

Other members of the 1980 general committee include Glen D. Adkins, general treasurer; Larry D. Jones, computer management; Mary Lou Whitten, payroll auditor; John M. Shumpert, payroll coordinator; Clay E. Ogier, campaign documentation; Will D. Minter, campaign materials; Cindy Ross Lundy, general publicity; and Charles L. Allen, Harry J. Brown, R. Gerry Dunn and Marion H. Randolph, general staff advisors.

# Anniversaries

## ORNL

**35 YEARS**  
Doyle M. Davis, Health and Safety Research; and Wayne K. Henderson, Chemical Technology.

**30 YEARS**  
Ruby E. Bass, Operations; Herbert Hoffman, Engineering Technology; Stephen I. Kaplan, Energy; Joseph A. Keathley, Instrumentation and Controls; George A. McBee, Biology; Joseph M. Skorski, Engineering; Elbert R. Wells, Fusion Energy; and Leroy West, Instrumentation and Controls.

**25 YEARS**  
George S. Dykeman Jr., John A. Harvey and Nancy D. Warden.

**20 YEARS**  
Max B. Brewer, Francis C. Davis, Virginia K. Hill and Clarence G. Shorter.

## Y-12 PLANT

**30 YEARS**  
Houston L. Pace, Buildings, Grounds and Maintenance Shops; and Hillyard G. Dyer, Dimensional Inspection.

**25 YEARS**  
James P. Miller and Henry C. Borge.

**20 YEARS**  
Marie D. Hickson and Harold A. Fell.

## ORGDP

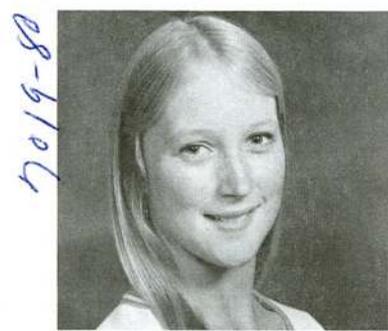
**35 YEARS**  
Clyde M. Cummings and Robert P. Smith, Maintenance Division; J. C. Sexton, Barrier Manufacturing; Joe E. Leinart Jr., Operations; Horace K. Tye, Maintenance; James E. Smith, Operations; Robert J. Campbell, Technical Services; Luther Acres, Arrants Alexander, Alvin L. Sharp, Howard J. Rash and Harry E. Graves, all in Operations; Joseph A. Walker, Finance, Materials and Services; James F. Winger, Operations; Lemuel O. Bacon, Maintenance; Thomas R. Slaughter, Henry C. Shanks and Evra Hennessee, all in Operations; and Charles W. Watson, General Accounting.

**30 YEARS**  
Wade H. Adams, James E. Brewer, Robert C. Wallace, John H. Boyd Jr., James C. England Jr. and Gordon G. Child, all of Engineering; and David Gray, Enrichment Technology.

**25 YEARS**  
Donald W. McGee, Mary M. King and Roderick J. Creigh.

**20 YEARS**  
Harry M. Hays, Dean A. Waters and William E. Elliott.

# News About People



Guthrie

Leslie C. Guthrie, a native Oak Ridger and a participant in the Nuclear Division's cooperative education program, has been named Georgia Institute of Technology's outstanding senior woman chemical engineering student. The award, sponsored by Union Carbide, was presented at the Georgia Tech Society of Women Engineers' awards banquet.

Guthrie was chosen for the honor by a committee composed of Georgia Tech faculty and students. Selection was based on grade point average and participation in school and community activities.

Guthrie has participated in the "co-op" program for seven work periods. She currently is assigned to the Assembly Division at Y-12.

At Georgia Tech, Guthrie is on the Dean's List and is a member of Chi Epsilon Sigma chemical engineering honorary society and the Briaerean Co-op Honor Society. She is also vice president of Alpha Chi Sigma chemical professional fraternity.

Guthrie is the daughter of Miriam P. Guthrie of ORNL's Information Division.

James D. Regan, a researcher in ORNL's Biology Division, has received two medals from Japanese institutions for his work in cancer research. Regan, who was in Japan from March until June as a fellow of the Japan Society for the Promotion of Science, received the medal of the National Cancer Institute of Japan and the medal of Tokai University. Both awards were presented in recognition of his research on the mechanisms responsible for the repair of DNA—the cells' carrier of genetic information—in various human tissues.

While in Japan, Regan performed DNA repair experiments with Drs. Susumu Takeda, a former Biology Division senior postdoctoral fellow, and Ryuichi Yatani in the Depart-

ment of Pathology at the Mie University School of Medicine, Tsu, Japan.

Regan, a native of Lancaster, Ohio, came to the Biology Division in 1964 as a National Institutes of Health postdoctoral fellow. He holds a BS degree in zoology from Ohio University, an MS in zoology from the University of Miami, and a PhD in human genetics from the University of Hawaii 195765



James Regan (seated, left) is pictured with some of his colleagues at the Mie University School of Medicine, Tsu, Japan. Seated next to Regan is Susumu Takeda, a former Biology Division senior postdoctoral fellow, now dean of the Mie School of Medicine.

# Major reorganizations told in Engineering Division

Myer Bender, director of the Engineering Division at ORNL, has been appointed senior engineering consultant reporting to George R. Jasny, vice president of the Nuclear Division.

In other appointments, Robert M. Hill Jr. has been named ORNL engineering site manager, and Edwin H. Krieg has been named engineering site manager at ORGDP. Hill and Krieg will report to Troy C. Trotter, head of the Project Engineering Organization for the Nuclear Division.

Bender, a native of Roanoke, Va., received his BS degree in chemical engineering from the University of Virginia. He began his professional career in 1943 as a development engineer and operating supervisor in the Calco Chemical Division of American Cyanamid. The following year, he joined the Kellogg Corporation where he worked on equipment for

the gaseous diffusion process for uranium enrichment. During the period from 1945 until 1947, he continued as a development engineer and operations engineer for the gaseous diffusion plant startup.

Since 1947, Bender has held various positions of engineering responsibility, including manager of construction and procurement activities for the gaseous diffusion plants at Oak Ridge, and at Portsmouth, Ohio; project engineer for the Molten Salt-Cooled Aircraft Nuclear Reactor Project; project engineer for the Experimental Gas-Cooled Reactor; head of the ORNL Reactor Division's design engineering department; and director of the ORNL Gas-Cooled Fast Reactor Study project.

He is a member of the American Concrete Institute, American Society of Mechanical Engineers, National Society of Professional Engineers, Tau Beta Pi and Sigma Xi.



Myer Bender

Bender is married to the former Ethel Bow. They live at 9524 Twelve Trees Lane, Knoxville.

Hill was born in Alabama. He received his BS in mechanical engineering from Auburn University. He joined Union Carbide's Nuclear Division in 1956 as a design engineer with the General Engineering Division at ORNL. Beginning in 1960, he was assigned to the High Flux Isotope Reactor project where his work included procurement, fabrication, testing, installation and quality assurance in the HFIR pressure vessel and beam tube facilities.

Hill's experience also includes work on two other major facility developments at ORNL — the Oak Ridge Electron Beam Linear Accelerator and the ORMAK fusion experiment. He served as a member of a team organized in the early 1970's to prepare environmental impact statements on commercial nuclear power facilities.

He is a member of the Tennessee Society of Professional Engineers and serves as chairman of the speakers' bureau of the Oak Ridge Chapter. He served as a member of the Knox County Court for 10 years.

Hill is married to the former Marian McClelland, and the couple has two children. They live at 11504 Mountain View Road, Concord.

Krieg, a native of New Jersey, received his BS in mechanical engineering from Brown University and MS in industrial engineering from Stevens Institute of Technology.

He joined the Nuclear Division in 1969 as an engineering specialist at the Y-12 Plant. He subsequently



Robert M. Hill Jr.



Edwin H. Krieg

transferred to ORGDP where he held positions in operations planning, maintenance engineering, field maintenance and barrier manufacturing. In 1976, he became deputy manager of the Capacity Expansion Management team in the Engineering Division, and most recently has been manager of ORGDP project engineering.

He has served as a member of the board of directors of East Tennessee Research Corporation, secretary of the Oak Ridge Environmental Quality Assurance Board and a member of the Oak Ridge Chapter of the Tennessee Society of Professional Engineers where he serves as an officer.

Krieg is married to the former Margaret L. Younge and they have one son. They live at 108 Normandy Road, Oak Ridge.

## Question Box

### Three questions remain unanswered; please explain

If you have questions on company policy, write the Editor, **Nuclear Division News** (or telephone your question in, either to the editor, or to your plant contact). Space limitations may require some editing, but pertinent subject matter will not be omitted. Your name will not be used, and you will be given a personal answer if you so desire.

**QUESTION:** In the past two years, I have submitted three different questions to the NUCLEAR DIVISION NEWS, none of which has been answered. Are not employees entitled to answers to "sticky" questions as well as those generalities concerning benefits, etc.?

**ANSWER:** Our records show that during the eight and one-half years the Question Box has been in existence, 935 of the 1008 questions submitted (93 percent) have been answered. An unanswered question usually falls into one of the following categories:

1. It so closely resembled a recent one that there was no point in running it again.
2. It was not timely; for example, it dealt with speculation which no longer existed because of a public announcement.
3. It solicited Business-Confidential information.
4. It dealt with a personality, not a policy.
5. It dealt with an hourly employee's complaint which should properly be handled through the grievance process.

If your questions did not fall in these categories and you still desire an answer, please submit them again.

#### 25-year luncheons

**QUESTION:** In connection with 25-year awards, why is it that some employees are taken to lunch or given meal tickets while other employees do not get a free meal?

**ANSWER:** The practice varies widely, but normally co-workers and friends attend an informal presentation of the award. This is the recommended practice. Sometimes refreshments are served.

A supervisor may, if he/she wishes, invite the awardee to lunch, but this is the exception rather than the rule.

#### Variable working hours

**QUESTION:** Is the Nuclear Division considering the idea of "flex-time" (or variable working hours) similar to that being used at DOE and TVA?

**ANSWER:** A limited number of non-industrial-type businesses, such as publishing houses, banking institutions, government agencies, etc., have installed flextime on a trial basis. It has not caught on with production-type companies such as Union Carbide. Because of the considerable need to coordinate all functions in our installations, we do not anticipate going to flextime schedules in the near future.

## Safety Scoreboard

Time worked without a lost-time accident through August 27:

Y-12 Plant	267 Days	9,153,000 Employee-Hours
ORGDP	205 Days	6,371,530 Employee-Hours
ORNL	110 Days	2,570,586 Employee-Hours
Paducah	29 Days	290,000 Employee-Hours



# Nuclear Division News

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NUCLEAR DIVISION  
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INTERNATIONAL ASSOCIATION OF BUSINESS COMMUNICATORS

## Seven secretaries certified

Through the years, 136 secretaries in the Nuclear Division have been Certified Professional Secretaries (CPS) by the National Secretaries Association. It was recently announced that seven more from our division have joined the professional ranks, recognized as the very best of their profession.

To be certified by the NSA, an applicant must be in a secretarial position, then pass a rigid examination covering accounting, economics, business-oriented psychology, secretarial procedures, efficiency and setting work priorities, and business law.

Those certified this year are: Sheila T. Brooks, Plant and Equipment Division, ORNL; Linda C. Caldwell, Engineering Test Facility Design Center, ORNL; Rhonda L. Castleberry, Metals and Ceramics Division, ORNL; Judith E. Kibbe, Engineering Technology Division, ORNL; Marjorie Nancy Skipper, Plant and Equipment Division, ORNL; Ella Sue Tate, Plant Laboratory, Y-12 and Patricia D. Viles, Nuclear Waste Programs, ORNL.

## Save energy Share the ride

### Y-12

RIDE from Cumberland Estates Shopping Center to Biology Portal, 7:30-4:00. Don Sharp, plant phone 4-0589; home phone 588-2554.

### ORNL

VAN POOL RIDERS from West Knoxville to East and West Portals, 8-4:30. Dean Treadway, plant phone 4-6580; home phone 584-4879.

### ORGDP

SHARE RIDE from Lenoir City, to Portals 3, 4, 7, 8 or 9, D Shift. Lois DeVault, plant phone 4-4671, home phone Lenoir City 986-4141.

BUS RIDERS from Harriman, Midtown and Kingston, to all portals, straight day. Call plant phone 6-0204, or home phone Harriman 882-5618.

## Division death



Mr. Vondra

Benedict L. Vondra Jr., section head in ORNL's Chemical Technology Division, died August 17 at his home at 107 Greystone Drive, Oak Ridge.

A five-year ORNL employee, he held memberships in the American Nuclear Society, American Chemical Society, American Institute of Chemists and Electrochemical Society. He was also active in the Boy Scouts of America and the Knights of Columbus and was a member of St. Mary's Catholic Church.

He is survived by his wife, Adele H.; sons, Larry, Fullerton, Calif., and Charles Sr., Nuremberg, West Germany; and daughter, Sharon Tach, Lansing, Mich.

Funeral services were held at St. Mary's Catholic Church. The family has requested that memorial donations be made to the American Cancer Society, c/o Mary McClanahan, 408 Greenwood Drive, Clinton, 37716.



Marjorie N. Skipper, Plant and Equipment Division at ORNL, has been a part-time employee since 1977. She has worked in Laboratory Shift Supervisors and in the assignment group. A native of East Chicago, she attends Roane State Community College. She and her husband, Franklin, who works at ORGDP, live at 100 Henderson Lane, Oak Ridge. They have a son, David, and a daughter, Angie.



Sheila T. Brooks, a native of Oak Ridge, has been with Union Carbide 15 years. She has attended the University of Tennessee and is working on an associate degree at Roane State Community College. She and her husband, Kendell, live at 101 Lake Hills Drive, Clinton. Kendell is in Y-12's Product Engineering Division; and Sheila's parents, James and Marie Tilley, are both in Y-12's Metal Preparations Division. The Brooks have a daughter, Whitney.



Rhonda L. Castleberry was born in Knoxville and is a graduate of Lee College, Cleveland, Tenn. She joined Union Carbide eight years ago and worked at Van Slyke Volkswagen in Knoxville before that time. She lives at 10714 Dogwood Drive, Knoxville.





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**Ella Sue Tate**, a native of Anderson County, has been in her present position five years. She previously worked with the Tennessee Valley Authority and Y-12's Material Control, SS Control, Labor Relations and Development Division. Tate also worked with the Arabian American Oil Company, Saudi Arabia. She has attended night classes at the University of Tennessee. She and her husband, Fred, live at Route 3, Oliver Springs. They have two daughters, Janet and Julie.

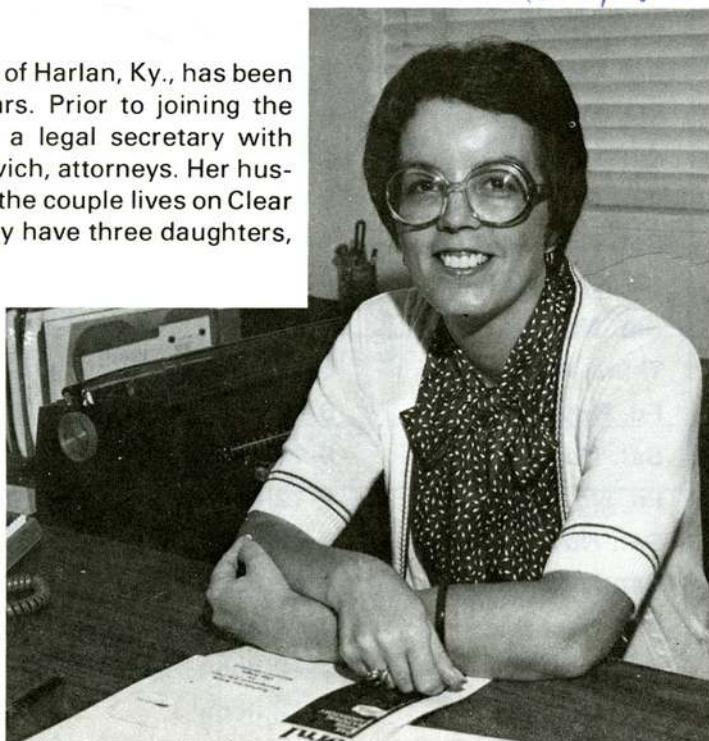
**Judith E. Kibbe**, coordinator in the Word Processing Services at ORNL, has been with Union Carbide five years. Prior to joining the Laboratory, she worked with General Atomic, San Diego. A native of Northfield, Minn., she is attending Roane State Community College. Her husband, R. Keith Kibbe, is also employed at ORNL. They live at 7565 Glasstonbury Road, Knoxville. They have two daughters, Valerie and Debby.



196045

**Linda C. Caldwell** was born in Kingston and attended public schools in Lenoir City. She has been with Union Carbide five years. Prior to that time, she was with the First National Bank of Loudon County. She and her husband, Robert, live at Route 7, Lenoir City. They have a son, Chris.

**Patricia D. Viles**, a native of Harlan, Ky., has been with Union Carbide 12 years. Prior to joining the Laboratory, she worked as a legal secretary with Sachs, Ruman and Tanasijevich, attorneys. Her husband, Dallas, is in Y-12, and the couple lives on Clear Branch Road, Lake City. They have three daughters, Jill, Joel and April.

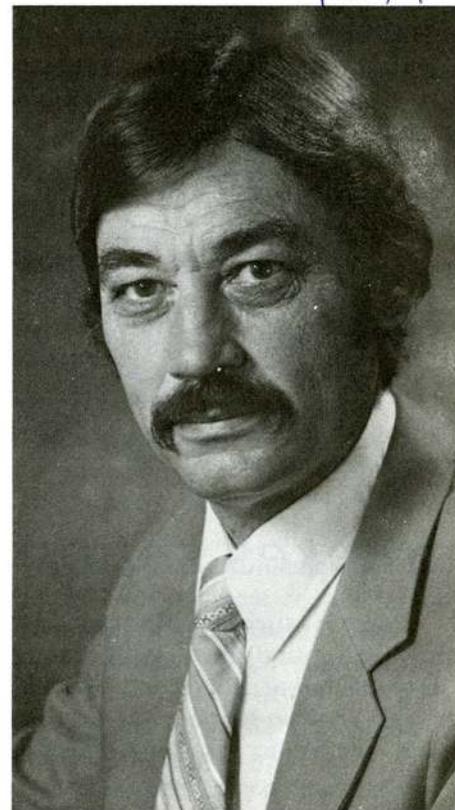


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## Anderson named to direct program planning, analysis

4517-80

The appointment of Truman D. Anderson as director of program planning and analysis at ORNL, effective October 1, has been announced by Herman Postma, Laboratory director. He succeeds Robert S. Livingston, who has held the position since 1971 and previously was director of the Electronuclear Division (since merged with the Physics Division) from its formation in 1951. Livingston will continue as a member of the planning staff until his retirement.



**Truman D. Anderson**

Anderson will have major staff responsibility for planning activities. Chief among those is the "institutional plan" prepared each year as a basis for DOE review of the Laboratory's long-range goals and program objectives. He also will be responsible for other technical studies and assessments, including an ORNL national energy perspective, a planning study for which he has served as a member of the steering committee.

Currently Anderson is group leader for planning and advanced concepts evaluation in the Engineering Technology Division, where he has coordinated assessments of nuclear, solar and fossil energy technologies, and the division's strategic planning activities.

He received his BS degree in mechanical engineering from the University of Missouri at Rolla and his MS in nuclear engineering from the University of Tennessee. He was graduated from the Oak Ridge School of Reactor Technology.

Before joining Union Carbide in 1958, he worked in reactor core design for Westinghouse and with the U. S. Army Research and Development Laboratories in the areas of reactor heat transfer and concept evaluations.

His ORNL experience has spanned a broad range of energy research and development activities, including development of the power plant for the world's first nuclear merchant ship, the N.S. Savannah. He also was manager of dual-purpose nuclear

power plan studies for the Nuclear Desalination Program.

More recently, he has been responsible for a continuing program of evaluations on advanced energy concepts. These have included industrial energy alternatives based on coal and nuclear energy, a study of nuclear strategy options and an assessment of solar-electric technologies applied to U. S. power systems.

He has served as a consultant and expert witness on energy at public hearings conducted by the Nuclear Regulatory Commission and by DOE's predecessors, the Energy Research and Development Administration and the Atomic Energy Commission.

Anderson and his wife, Bonnie, live at 4301 Pleasantwood Drive, Knoxville.

### PATENT GRANTED

David M. Eissenberg, ORNL, for "High Gradient Magnetic Beneficiation of Dry Pulverized Coal via Upwardly Directed Recirculating Fluidization."

**TICKET INFORMATION: 576-7692; 574-8952 (ORGDP)** (RETIRES: FOR INFO-VIRGINIA DONAHUE: 482-1968)

**17th ANNUAL K-25 BAR-B-QUE HOOTENANNY**

**SEPT. 27, 1980**

**CLARK CENTER RECREATION PARK - Y'ALL COME !!**

## Y-12 North Portal to be repaired

Weather permitting, the North Portal parking lot at the Y-12 Plant will be closed for improvements on the weekend of September 6 and 7. This closure will give construction crews an opportunity to stripe and expand the parking facility. If weather prohibits the work, a later weekend will be chosen.

The south side of alternate rows (even numbers) will be striped for compact cars. That is, the spaces will be somewhat smaller and geometrically in line (perpendicular to traffic lanes), while the standard vehicle spaces will continue to be diagonal to the traffic lanes.

Traffic flow patterns will be observed in a continued pattern compatible to forward parking in the diagonal spaces.

Anyone working September 6 and 7 is requested to use another parking lot.

## Park closing...

The swimming area of Clark Center Recreation Park closed for the season September 1. The park will be closed to all employees September 28. Y'all come back next spring.

## Snakes set enviable record

Another successful softball season has wound down...with a tournament slated at Clark Center Park last week. The five-league, 73-team gang laid down their bats for the season.

The Snakes, one of the oldest teams in the conference, took laurels in the North Division of the Atomic

League. The 12-year-old team boasts an overall record of 179 wins, nine losses. In the past four years alone, they have won 76 games, with only one loss, and were league champions in 1973, 1974, 1976, 1977, 1979 and this year!

A lot of their players are full 12-year veterans, too.



**WINNING SNAKES**—Finishing another big season, the Snakes line up for a photo...kneeling, from left, Horace Moorman, Neil Mowery, Vaughn Thomas, Yancy Hampton, Gene Ferguson and Lonnie Hawkins. Standing are Harold Conners, Bob Culton, Hoyt Eason, Arnold Hawkins, Calvin Angel, Earl Nall, Ron Sharpe and Charles Maulden.



**SOUTH DIVISION CHAMPS**—Taking the title in the South Division of the Atomic League are the Thunderdogs...kneeling, from left, Claude McCustion, Bob Napier, J. N. Purnell, D. P. Armstrong, P. T. Barton and Bill Stout. Standing are A. C. Phillips, Gary Denton, W. C. Johnson, D. R. Ullon, S. R. Humphreys, Charles Bruce, C. E. Whited and Bob Beasley.



**LEGEND**—The musical group called the Legend is made up of Tommy Cole, Vicki Frazier and Parker O'Shell, front row from left. In the back row are Brian Homan, Ron Seay and Richard Lane. O'Shell is in ORGDP's Enrichment Technology Division. Not pictured is sound man Jim Duncan.

## Summer concert planned

The Oak Ridge summer concert series, co-sponsored by the Nuclear Division, the Arts Council of Oak Ridge and the City Recreation Department, will present an outdoor country music session Sunday, September 7, at 7 p.m. It will be held at the Performing Arts Pavilion behind the Oak Ridge Civic Center. (In case of rain, the concert will be in the Shep Lauter Room of the Civic Center.)

Featured in this concert is "Legend," a six-person band that has

been performing at the Gatlinburg Holiday Inn this summer and will soon be playing in the Oak Ridge /Knoxville area under a new name. The group plays many types of country music by such performers as Willie Nelson, Ronnie Millsap, Dolly Parton, Jimmy Buffett, Merle Haggard and others.

Persons attending the September 7 concert should bring their own lawn chairs.

### Clip 'n save

## Turkey Shoots for Carbiders

There are already 20 turkey shoots set for Carbiders in the Oak Ridge area. They will be held at the Oak Ridge Sportsmen's Association at the set times.

Those scheduled include:

DATE	TIME	SPONSOR
Sat. Sept. 6	9-12 noon	ORGDP A Shift
Sat. Sept. 6	1-4 p.m.	ORGDP C Shift
Sat. Oct. 4	9-12 noon	ORGDP A Shift
Sat. Oct. 4	1-4 p.m.	ORGDP A Shift
Sat. Oct. 11	9-12 noon	Y-12 B Shift
Sat. Oct. 18	9-12 noon	Y-12 D Shift
Sat. Oct. 25	9-12 noon	Y-12 A Shift
Sat. Nov. 1	9-12 noon	Y-12 C Shift
Fri. Nov. 7	9-12 noon	ORNL D Shift
Sat. Nov. 8	9-12 noon	Y-12 B Shift
Thurs. Nov. 13	9-12 noon	ORNL A Shift
Fri. Nov. 14	9-12 noon	ORNL C Shift
Sat. Nov. 15	9-12 noon	Computer Sciences
Fri. Nov. 21	9-12 noon	ORNL B Shift
Sat. Nov. 22	9-12 noon	Y-12 A Shift
Sat. Nov. 29	9-12 noon	Y-12 C Shift
Sat. Dec. 6	9-12 noon	Y-12 D Shift
Sat. Dec. 13	9-12 noon	Y-12 D Shift
Sat. Dec. 20	9-12 noon	Y-12 A Shift



Medicine Chest

Medication for hypertension

by T. A. Lincoln, M.D.

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

QUESTION: "I am 57 years old, and I take medication for high blood pressure each day at 6 a.m. and 10 p.m. Consistently, over a period of several weeks, the morning blood pressure reading has been 145/100 and the evening reading has been 130/85. Why is the pressure higher in the morning than late at night?"

ANSWER: An adequate answer to your question would require knowledge of the type and amount of antihypertension medicine you are taking and precisely how and when you are taking your blood pressure. I can only suggest some possibilities. Your question also gives me a reason to discuss problems in measuring blood pressure.

Effects of medication

Several antihypertension medications induce postural hypotension. The reflexes that maintain blood pressure when the patient is stand-

ing are inhibited. As a consequence, the pressure reading tends to be much lower when the patient is standing than when he or she is sitting or lying. In general, this effect is most pronounced when the patient arises first thing in the morning, but it may still be present toward the end of the day.

Blood pressure recording

If your blood pressure reading was taken after scurrying around, getting dressed and eating breakfast (particularly if breakfast included one or two cups of coffee), that might account for the mild elevation. You may also be redistributing your body fluids at night, thus increasing your blood volume and your morning blood pressure.

Although you take your medication twice a day, a more pronounced effect may be seen toward the end of the day. If you also take a diuretic

with your antihypertension medicine and only take it in the morning, the loss of sodium during the day may influence your evening blood pressure.

Now I'll make some general comments about blood pressure recording. When blood pressure is measured, the inflatable cuff of the instrument is wrapped carefully around the upper arm and connected to the manometer. The bell of the stethoscope is placed over the brachial artery at the inside surface of the elbow. The cuff is inflated until no pulsation can be heard with the stethoscope; the pressure is then allowed to fall slowly until the pulsation is first heard. This level is the systolic blood pressure. As the pressure continues to fall, the sounds become louder, then become muffled and soon disappear. The point at which the sounds become muffled is called the diastolic pressure.

Pressure varies constantly

The difficulty comes in determining precisely when the change in sound occurs. As a consequence, many amateurs as well as professionals use the point at which sound disappears as the diastolic pressure. It should be obvious that considerable variations in the level of diastolic pressure are possible when several people record the pressure or even when the same person does it several times.

In general, blood pressure continuously varies throughout the day. It changes from day to day, hour to hour and even minute to minute. Exercise and meals raise the blood pressure. Caffeine raises the pressure. If there has been a flurry of activity before the pressure is mea-

sured, the reading will be higher. Sitting quietly for 10 to 15 minutes before the measurement is taken is desirable.

A "basal" blood pressure is recorded 10 to 12 hours after a meal, preferably in the morning, after the patient has rested for 30 minutes in a comfortably warm room and is at ease both physically and mentally. Obviously, if the blood pressure is taken hurriedly after breakfast, a reliable reading is not possible.

Comparing daily readings

The blood pressure must always be taken in the same manner and at the same approximate time of day, if daily readings are to be compared. Because variations appear even in the readings of persons with normal pressure, it is unreasonable to get upset over a single reading. When repeated measurements under uniform conditions show a definite elevation, then action may be necessary. Nurses at the plant dispensaries perform a valuable service by recording blood pressures of patients on medication and keeping a record for them. Many UCC employees, like you, have purchased their own blood pressure instruments.

I cannot explain your particular blood pressure readings. Your pressure seems to be under adequate control. If more aggressive control is deemed necessary, then more medication may be needed in the evenings. The possibility of undesirable side effects from the medication have to be weighed against the small and even questionable gains from more aggressive control of the pressure.

New Orleans bus tour planned by UCC retirees

Union Carbide Retirees Association has set plans for a Thanksgiving week trip to New Orleans, by bus, leaving Oak Ridge Wednesday, November 26, returning Sunday, November 30.

Bus fare, lodging and Thanksgiving dinner in New Orleans, plus tours, trips, etc. comes to a total of \$199 per person, double-room occupancy. (A deposit of \$25 must be made before October 26.) Only 40 deposits can be taken, so it is imperative to register early.

Overnight lodging includes a stop-over night in Hattiesburg, Miss., on the way down and a stop in Montgomery, Ala., on the way back. Lodging also includes the stay in New Orleans, which will feature a river cruise, a walking tour of the French Quarter, a tour of the Superdome and many other features.

Application form is included below. Additional information may be obtained from UCAR, telephone 576-1786.

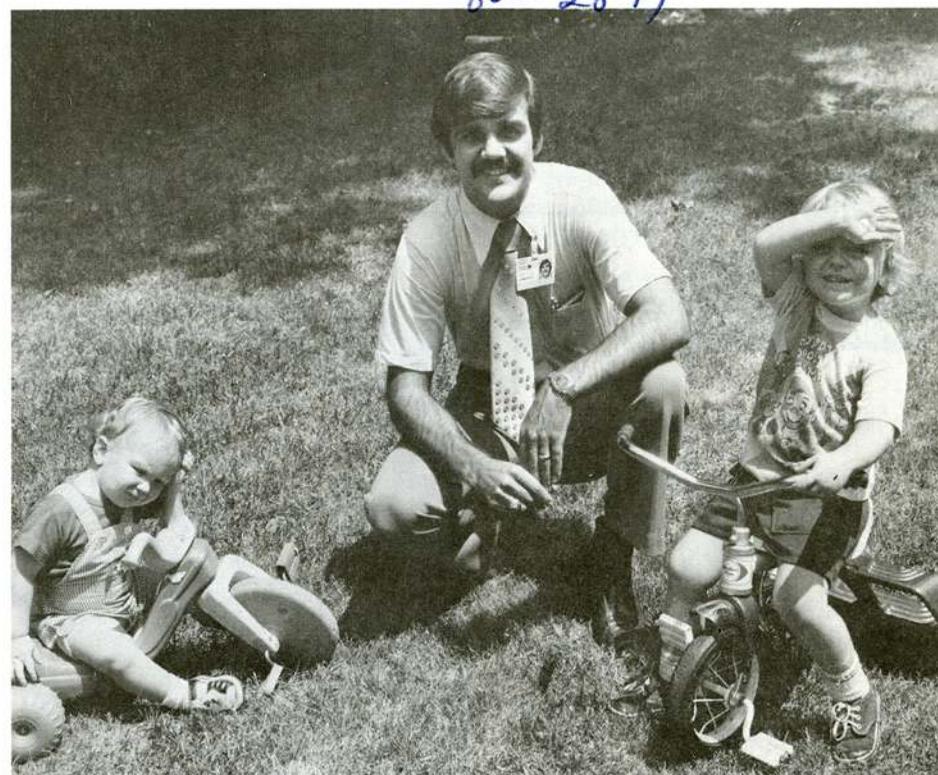
Greyhound Travel Club
1351 Tatoca Avenue
Maryville, TN 37801

Name
Address
Zip
Name of Roommate
New Orleans Thanksgiving Tour—
Union Carbide Retirees Association

The next issue will be dated September 18. The deadline is September 10.

"Thanks to you...it works..."

80-2871



YOUTH HAVEN, A UNITED WAY AGENCY IN OAK RIDGE, is a group foster home for children who are wards of the court. The children range in age from infancy to eighteen; most stay at the home for only a few days, where they are counseled and cared for in a healthy family environment. Steve Humphreys of ORGDP's Operations Division (above) serves as a member of Youth Haven's Board of Directors.

# Fee, Frew, Smith named

(Continued from page 1)

Frew began his career with Union Carbide in 1953 as a process engineer in the Chemicals and Plastics Division where he was named a process group leader in 1962. He held this position until 1969 when he was appointed associate director of engineering for Union Carbide's Chemicals and Plastics Division at the South Charleston Technical Center. His responsibilities included process engineering, plant engineering and general project management.

A native of Pittsburgh, Pa., he received his bachelor's degree in chemical engineering from the University of Pittsburgh and has done graduate work at West Virginia University.

Frew and his wife, the former Penelope Prim, have two children. The family lives at 231 Briarcliff Avenue, Oak Ridge.

In his new senior staff position in the engineering organization, Smith will report to Finis S. Patton, director of Engineering.

A native of Montgomery, Ala., Smith received his bachelor's degree from the U.S. Military Academy at West Point and his master's degree in electrical engineering from the University of Illinois.

Smith has been associated with the Nuclear Division since 1958. In 1968 he was named manager of the Fabrication Division at Y-12. He has served as manager of the Product Engineering and Scheduling Division since 1970.

Smith is married to the former Louise Hocking and the couple has three children. They live at 936 West Outer Drive, Oak Ridge.

# Retirement plan, dental assistance benefits improved

## Early Retirement

*(Level Income Option Now Available If You Retire Before Age 62)*

If you retire earlier than age 62, you can now elect a Level Income Option. This option increases your pension until you become eligible for Social Security (currently age 62). Then your pension is decreased so that your total income—including your Primary Social Security—remains about the same throughout your retirement.

## Minimum Formula

The minimum formula effective July 1, 1980, provides an increase from \$6.50 to \$7 per month for the 11th through 20th years of service and an increase from \$8 to \$9 per month for each year of service over 20 years.

## MEDICAL INSURANCE COVERAGE Surviving Spouse — Active Employees

Effective November 1, 1980, the Company will continue basic hospital-surgical and major medical coverage for three months for the spouse and eligible dependent children of an employee who dies while actively employed. The cost of this coverage will be on the same basis as for active employees.

If an employee was eligible to retire under the UCC Pension Plan at the time of death, basic hospital-surgical and major medical coverage for the surviving spouse and eligible dependent children will further continue until the surviving spouse becomes eligible for Medicare or remarries, whichever occurs earlier. The Company will pay 75 percent of the premium for basic hospital-surgical coverage and 50 percent of the premium for major medical coverage.

## Company Share of Early Retiree Hospital-Surgical Cost to Increase

Effective November 1, 1980, the Company will pay 75 percent, instead of 50 percent, of the premium for basic hospital-surgical coverage for all new and present early retirees until the retiree is eligible for Medicare. The Company will continue to pay 50 percent of the premium for major medical coverage for early retirees until they are eligible for Medicare.

This Company sharing of cost will apply to the coverage of the retiree's spouse, as well as the retiree, until each is separately eligible for Medicare (at present, retirees pay 100 percent for spouse coverage after the retiree becomes eligible for Medicare). Coverage for eligible dependent children will also be continued with the same Company sharing of cost until the retiree or spouse is eligible for Medicare, whichever is later.

## Major Medical Medicare Supplement Plan

Effective January 1, 1981, the Company is adopting a Major Medical Medicare Supplement Plan for present and future retirees aged 65 and over. Spouses of the retirees will also be eligible for the plan if they are aged 65 or when they attain age 65. The Company will pay 50 percent of the cost of retiree and spouse coverage.

The plan, containing a deductible and co-insurance features, will pay a substantial portion of eligible hospital, doctors' and other medical expenses not paid for under the Social Security Medicare program.

## GROUP INSURANCE

### Supplemental Life Insurance

Premiums for the Supplemental Life Insurance Plan will be reduced and based on 5-year age brackets.

Here is a comparison of the old and the new employee contribution schedule effective November 1, 1980.

Age of Participant	Employee Contribution/Month per \$1000 Insurance	
	Present Plan	Improved Plan
Under 40	\$ .20	\$ .17
40-44	.55	.40
45-49	.55	.45
50-54	.55	.50
55-59	1.55	1.00
59-64	1.55	1.50

## DENTAL EXPENSE ASSISTANCE PLAN

### Major Improvements in the UCC Dental Plan

The improved UCC Dental Expense Assistance Plan will provide substantially more financial assistance for you and your family when you have

dental expenses. The improvements, which will apply to dental treatment on or after November 1, 1980, are as follows:

- The \$25 per person per calendar year deductible will apply only to major dental work (inlays, onlays, crowns, bridge-work, and dentures). Previously, diagnostic and preventive expenses were the only expenses not subject to the deductible. Now the \$25 deductible will no longer apply to fillings, extractions, gum treatment, and root canal therapy.
- A payment for cleaning and scaling of teeth is now available once every six months instead of once every twelve months.
- The schedule of allowances has been increased so as to take into consideration the increase in charges since the Plan was adopted in 1976 and also to provide even better protection on routine fillings and extractions. While the increases vary by procedure, on the average the scheduled allowances have increased approximately 25 percent.
- The calendar year maximum amount payable for each person covered by the Plan will be increased to \$750 from \$500.
- The lifetime maximum payment has been increased to \$7500 from \$5000.
- The maximum for orthodontics (available to dependent children up to age 19) will be \$750 instead of \$500. In addition, the monthly payments following the initial payment of \$150 will be increased from \$20 to \$25 a month.

The changes outlined are subject to review and approval by government agencies. In addition, the Pension Plan changes require review and approval by the Board of Directors. Subject to such reviews and approvals, Union Carbide's intention is to make these changes effective as of the dates given.

Please note that this bulletin is intended only to provide you with the highlights of the improvements. Full, detailed descriptions and explanations of the revised Benefit Plans will be given to you as soon as possible.



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