

DETROIT REVOLUTIONARY MOVEMENT RECORDS

BOX 2 OF 16

FOLDER 1

CHRYSLER ELDON UAW LOCAL
961 MEMO OF
UNDERSTANDING 1967

MEMORANDUM OF UNDERSTANDING

Memorandum of Understanding dated November 30, 1967, between Chrysler Corporation, Eldon Avenue Axle Plant, and Local 961, UAW.

I

Pursuant to a strike vote taken on August 22, 1967, the Eldon Avenue Axle management and the Union met in accordance with Section (31) of the National Agreement on certain matters presented by the Union.

II

Special conferences have been held since August 3, 1967, to discuss the Agenda submitted by the Union on July 31, 1967 and other matters presented to the Union by the Eldon Avenue Axle Plant management in a letter dated _____, and the disposition of these issues and all grievances in the procedure dealing with the same subject matter is as set forth in the documents attached to this Memorandum of Understanding.

III

The strike vote of August 22, 1967 is hereby withdrawn, and the Union will give written notice of ratification to the Chrysler Corporation, Eldon Avenue Axle Plant on or before December 10, 1967. The Union will submit this Memorandum of Understanding to the membership of Local 961, UAW on or before December 10, 1967, and the Union Representatives who participated in these conferences,

will recommend to the membership that it be ratified. The provisions of this Memorandum of Understanding as contained in the documents attached hereto, will become effective on the first Monday following receipt of the written notice of ratification as herein before provided.

LOCAL UNION NO. 961

/s/ Edward Rickard

/s/ Stanley T. Skuza

/s/ Joseph G. Skala

/s/ Gordon Francis

/s/ Carl H. Sullivan

/s/ Oscar Bates

/s/ Jordon U. Sims

/s/ John H. Bennett

/s/ Arthur Hughes

/s/ Cliff Earl

/s/ William Gerbe

CHRYSLER CORPORATION
ELDON AVENUE AXLE PLANT

/s/ Gervid Atkinson

/s/ J. G. Hafner

/s/ R. T. Brown

/s/ G. L. Heier

ITEM NO. 1

HEAT PASSES

Requests by individual employees for a pass to leave the plant because of hot weather will be granted by the foreman provided the circumstances surrounding the request appear reasonable.

ITEM NO. 2

PREVENTIVE MAINTENANCE PROGRAM

It is recognized that the considerable number of heating and ventilating units at the Eldon Avenue Axle Plant require attention by the appropriate trades prior to major seasonal changes.

The existing Preventive Maintenance Program on this equipment will be continued. It has been improved by the establishment of a more detailed and accurate recording system to log the aforementioned activities.

REST ROOMS, CANTEENS AND EATING AREAS.

It is management's intention to keep all rest rooms, canteens, designated eating areas, and drinking fountains in a clean and/or orderly condition at all times. Table tops will be scrubbed daily and wiped before personal allowance and lunch times. Benches will also be properly maintained. Rest rooms will be serviced daily, scrubbed and disinfected weekly. Appropriate signs will also be posted in the above areas to encourage employee cooperation in this matter.

Questions have risen regarding the interpretation of the phrase "at all times". "At all times" means on all shifts and on weekends when necessary.

ITEM NO. 4

COVERALLS AND APRONS

Management will provide aprons to employees working in the Repair Hole in Dept. #79, Gear Roll and Test Inspectors, of Dept. #69 in 79 Roll Room, and the Stripe Painters in Dept. #79.

Further, coveralls will be provided to Spray Painters (one (1) man per shift) in Dept. #70, the Upsetter Operators in Dept. #70, the Jitney Repairmen in Dept. #17, and the "Spraymen-Misc." in Dept. #71.

ITEM NO. 5

LOCKERS

Management will provide lockers as needed for the following skilled trades departments:

Dept. 0170 - Jitney Repair
Dept. 0310 - Tool Room
Dept. 0360 - Machine Repair
Dept. 0370 - Furnace Repair
Dept. 0410 - Electricians
Dept. 0420 - Carpenters
Dept. 0450 - Millwrights
Dept. 0460 - Steamfitters
Dept. 0570 - Die Room

Furthermore, management will provide lockers to Department #25 - Janitorial.

Two hundred (200) lockers will be provided to Department 70 - Axle Housing Fabrication. The tables, hoods, and benches will be removed to accommodate the installation of these lockers.

ITEM NO. 6

FENCED PARKING LOTS

This Item was resolved with the understanding that the North Lots (3&4) and the Jordon Lot (6) will be fenced.

ITEM NO. 7

CLOTHES CHANGING AREAS

Clothes-changing areas will be enlarged for the following skilled trades departments:

Department 41

Departments 42 - 45 - 46

ITEM NO. 8

OUTSIDE TRIP DEVICES

Outside trip devices have been installed on the overhead doors at the following locations:

Bay A - 1

A - 28

A - 32

JJ - 29

ITEM NO. 9

These Items were resolved by mutual agreement between both parties:

12. We will set two (2) test drivers.
13. Kerns and Bank will receive their classification back.

cl.# 2010

ITEM NO. 10

ENTERING THE PLANT WHEN LATE

This Item was resolved in accordance with the National Agreement including the Exhibits covered by Article (116) of that Agreement.

ITEM NO. 11

CONTROLS FOR AIR MAKE-UP SYSTEM

To resolve problems relating to this item, the controls for air make-up units and exhaust fans will be lowered to the floor level in Departments 80 and 81 in accordance with appropriate specifications.

These floor level controls will be locked and only authorized personnel will make required adjustments.

ITEM NO. 12

TEMPORARY TRANSFER OF PEOPLE

If, because of absenteeism, it is necessary to borrow from one department to work in another department, the lesser seniority employee with the ability to do the work will normally be selected.

ITEM NO. 13

DEPARTMENT #77 ENVIRONMENTAL RELIEF

This item was resolved according to an understanding between the parties.

ITEM NO. 14

Appropriate engineering improvements will be initiated within (60) days to correct the condition cited in this item. *GARLOWES SWAMP!*

This was an agreement the entire dept. would get substantial extra relief time because of the excessive heat here. 5 months later mgmt. arbitrarily cut it off for about 1/2 the dept. The union did nothing.

Dept. 76! A long standing problem.

ITEM NO. 15

SHIFT PREFERENCE

1. There shall be shift preference in all Departments in the Lynch Road Plant as far as reasonably practical based on seniority and flexibility of operations.
2. When an employee is assigned to a certain shift in accordance with his preference, he shall be placed in accordance with his seniority.
3. It is understood that where an employee is assigned to a certain shift in accordance with his preference, this assignment shall be for a period of one (1) year before any change can be requested. In proper cases exceptions shall be considered.
4. Upon openings on jobs in his classification the employee may exercise his preference at that time regardless of the above, provided that the employee or his Union Representative has notified Supervision of his choice of shift prior to the time the opening occurs. Failure to accept the opening within a three (3) day period shall be considered as a waiver of this clause.
5. During periods when there are no substantial changes in the working forces and it is necessary to assign an employee to a shift other than his preference, the employee shall be advised of the approximate time that this will involve, subject to changes due to conditions arising after such temporary situations.
6. It is understood that during periods of substantial decreases or increases in the working forces such as model change, layoffs or rehire after model change, the shift preference policy shall not apply, but adjustments will be made as soon as possible after the working forces are again stable.
7. All changes will be made as expeditiously as possible and in any event within thirty (30) days. The change will be made at the start of a pay period, except the flexibility required for the application of Sections 5 and 6 of this Agreement.
8. It is understood and agreed that the provisions of this Agreement in no way supersede or change any of the provisions of the Agreement between the International Union U.A.W. and Chrysler Corporation, Production and Maintenance, dated _____
Should any provision of this Agreement be construed by either party to be in conflict with the National Agreement, the latter shall govern.

9. This Agreement will become effective _____ and shall continue in force concurrent with the terms of the National Production and Maintenance Agreement dated _____ and from year to year thereafter unless sixty (60) days prior to _____, either party notifies the other in writing of its desire to terminate this Agreement.

ITEM NO. 16

NOTICE ON OVERTIME

Management will give notice of overtime on Thursday by 1:30 P.M. for Saturday work whenever possible, and on Friday by 1:00 P.M. for Sunday work whenever possible. Where the circumstances of the case do not permit such notice, Management will give notice as soon as possible.

ITEM NO. 17

AMBULANCE SERVICE

As in the past, Management will continue to make available on a twenty-four hour basis, ambulance service when it is deemed proper and advisable by the Medical Department.

ITEM NO. 18

When Committeemen and/or Stewards are absent or called out of the Plant during regular straight time working hours, Alternate Committeeman and/or Alternate Stewards will take their place.

ITEM NO. 19

SCHEDULE "A"

WORK STANDARDS - DEPARTMENT 81

Schedule "A" of the Work Standards Agreement - Department 81, dated 7-5-65 remains in effect.

ITEM NO. 20

WORKING CONDITIONS - DEPARTMENTS 73, 74 and 75 !!!

Management said that efforts will be made to continue to control the oil and water on the floors in Departments 73, 74 and 75, and that they will set up a continuing program to maintain these departments in a clean and safe condition.

With respect to the area about the West line of the Bullards in Department 73, Management said that the sumps will be pumped every working day, that a new concrete deck, a system for removing chips and oil, and a couple of new Bullards will be put in, in the near future.

Based on the foregoing the Union withdrew Grievance Nos. 65-23, 65-24 and 65-25.

RULES-EYE PROTECTION PROGRAM

During these conferences, the Union made several inquiries concerning some of the eye protection program rules set up by Management.

Management stated the plant would apply the following rules, provided there is no abuse of them in the future:

1. If an employee reported for work forgets his safety glasses, he will be loaned a pair of safety glasses. If such employee returns the loaned glasses to the designated location at the plant within a week, there will be no payroll deduction for the cost of the glasses.
2. An employee who loses his safety glasses and subsequently finds them, may return his other pair of glasses to the designated location at the plant and be reimbursed.

NEW VENDOR AS OF SEPT. 1, 1968

ITEM NO. 22.

BLOCKING OF AISLES

Both parties agree as to the undesirability of stacking material in the aiseways, blocking facilities and generally impairing passage. In regard to this matter, management will re-issue written instructions to supervisors and will provide a daily reminder to jitney drivers and material handlers to keep aisles clear.

ITEM NO. 23

SUPERVISORS WORKING

Management recognizes its responsibilities arising out of provisions contained in Letter No. 15 attached to the National Production and Maintenance Agreement dated September 22, 1964. In an effort to reaffirm that supervisory employees have proper knowledge of the content of this letter, as well as its day to day application, management will accordingly advise supervisory employees of same by written communication.

ITEM NO. 24

EAST GATE TO PLANT

The East Gate will be open during shift-change hours 5:45 A.M. to 8:00 A.M., 1:45 P.M. to 5:00 P.M., and 9:15 P.M. to 12:15 A.M. Also, the East Gate will be open during lunch periods at 10:30 A.M. to 11:45 A.M. and 7:15 P.M. to 8:15 P.M.

ITEM NO. 25

VACATIONS

Employees who wish to take a vacation during the normal vacation year from May 1 of the present year to April 30 of the following year, and who have submitted their requests in writing to their supervisor on the standard form, prior to March 1, will receive confirmation by March 31. Verification receipts will be issued to employees at the time of submitting their requests. The vacation schedule will be posted near the supervisor's office or desk.

If for valid reasons, an employee is unable to submit his request prior to March 1, his late request will be accepted and afforded the normal considerations. However, the acceptance of the late application is not intended to change the schedule established for those who applied prior to March 1.

MAINTENANCE OR CONSTRUCTION WORK

Management recognizes its obligations under the current National Production and Maintenance Agreement relative to notification requirements to the union of the performance of maintenance and construction work in the plant. These obligations will be reviewed with proper administrative personnel so as to provide compliance.

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PROPORTIONAL REPRESENTATION

Pursuant to a request made by LOCAL UNION NO 961, UAW, for an additional Plant Shop Committeeman in lieu of one of the Chief Stewards to which it is entitled under the Supplemental Agreement, dated November 11, 1964, between the CHRYSLER CORPORATION and the INTERNATIONAL UNION, UNITED AUTOMOBILE, AEROSPACE AND AGRICULTURAL IMPLEMENT WORKERS OF AMERICA, UAW, (Hereinafter referred to as the "Supplemental Agreement"), it is agreed between the parties signatory hereto as follows:

1. The total number of Union Representatives (Chief Stewards and Plant Shop Committeemen) at the Chrysler Corporation Lynch Road Gear and Axle Plant shall not exceed the number of Chief Stewards allowable under the Supplemental Agreement plus three (3)
2. In no event shall the total number of Plant Shop Committeemen exceed four (4).
3. If the number of employees on the active roll is less than 2146, the total number of Plant Shop Committeemen shall not exceed three (3).
4. The total number of Union Representatives (Chief Stewards and Plant Shop Committeemen) shall be increased and decreased in accordance with the Supplemental Agreement and this Agreement.
5. This Agreement will become effective and shall continue in force concurrent with the terms of the National Production and Maintenance Agreement

dated September 22, 1964 and from year to year thereafter unless sixty(60) days prior to September 6, 1967, either party notifies the other in writing of its desire to terminate this Agreement.

LOCAL UNION NO. 961, UAW

CHRYSLER CORPORATION
LYNCH ROAD GEAR & AXLE PLANT

OPERATION OF HILOS AND WORKSAVERS

A stepped-up program will immediately be initiated to provide for improved maintenance and repair of factory hilos and worksavers.

The check-list procedure will be continued. Drivers will not be required to operate hilos and worksavers which have been reported and verified as unsafe because of defective brakes, steering, hoist or other major defects.

Any unsafe hilo or worksaver mentioned above shall be "red tagged" by the appropriate supervisor so that all operations are aware of its unsafe condition.

ITEM NO. 29

SMOKING MACHINES

During the course of Special Conferences, the union complained of a number of machines which it felt should be given increased maintenance.

Management agrees to establish a priority to the maintenance of this equipment, and to take appropriate remedial action.

ITEM NO. 30

FOREMAN'S REPORTS

The Foreman's Reports issued following the happenings of August 5, 1966 are to be removed from the employee's Personnel Record file on February 1, 1967, provided that there are no recurrences of this nature prior to that date.

ITEM NO. 31

GRIEVANCE 66-123

The union accepted the previous 4th Step Answer to this grievance with the stipulation that management would extend the work platforms at the Norton grinders in Department 76 to provide an immediate remedy and/or would study the material-handling aspects of the operation in an attempt to provide a more permanent solution to the problem.

ITEM NO. 32

GRIEVANCE 66-215

Employees in Department 77 classified as Heat Treat Control Man, Class Number 2344, will not be required to perform duties of furnace Operator, Class Number 1455 on a continuing basis.

ITEM NO. 33

GRIEVANCE 66-222

The coolant and sludge will be changed and removed more frequently on the Acme-Gridley machines in Department 76.

ITEM NO. 34

VACANCIES IN SKILLED TRADES

When management attempts to fill temporary skilled trades openings in the plant, notices outlining opportunities and procedures for application will be placed in a conspicuous manner in the plant to permit employees to apply.

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ITEM NO. 35

September 9, 1964

Mr. E. Rickard
President of Local 961
7575 Lynch Road
Detroit, 31, Michigan

Dear Sir:

This is to advise you that it is the Lynch Road Gear and Axle Plant Management's intention to continue the present floor level practices with respect to overtime work opportunities in the Production and Non-Production Departments.

Sincerely,

CHRYSLER CORPORATION

R. J. Pear
Personnel Manager

RJP/sp

ITEM NO. 36

November 30, 1967

Mr. Edward Rickard
President, Local No. 961 U.A.W.
7575 Lynch Road
Detroit, Michigan 48234

Dear Sir:

During the course of our recent negotiations, considerable discussion took place regarding the proposal that employees having 10 or more years of seniority at the Eldon Avenue Axle Plant be given consideration over new hires for open jobs in another department in the plant.

It is the intention of the Eldon Avenue Axle Plant Management to effect the following procedure:

- An employee with 10 or more years of seniority at the Eldon Avenue Axle Plant who desires to be considered for an open job in another department in the plant may indicate his preference in a book maintained in the plant Employment Office.
- An employee who wishes to cancel his application for another job may go to the Employment Office and void his previous application. However, an employee may not decline an offer under this procedure unless he has canceled his request one (1) week in advance of the effective date of said move.

-If an employee is moved to an open job in accordance with this procedure, he may not make application again under this procedure for a period of eighteen (18) months.

-If an employee cancels his request for open job, he will not be considered again unless and until he again indicates his desire to the Employment Office and at least six months have elapsed since he canceled.

Very truly yours,

CHRYSLER CORPORATION

J.G. Hafner
Personnel Manager
Eldon Avenue Axle Plant

JGH/dls

GRIEVANCES SETTLED

J. Bennett

The following grievances were settled in the manner indicated:

- 67-114 The situation of 12-14-66 involving J. Charles, 76-4493, will be referred to the Workmen's Compensation Department.
- 67-166 The floors in the area of bays X-11 & Z-11 Dept. #72 will be maintained in a satisfactory condition.
- 67-233 This grievance was withdrawn.
- 67-237 New floor grating will be provided at the Form Press in Dept. #70.
- 67-262 This grievance was resolved on the basis that Mr. C. Thornton would receive four (4) hours pay based at his base hourly rate plus cost of living as of 7-3-67.
- 67-305 Outside contractors will be in the week ending 12-10-67 to initiate corrective action on the item in question.
- 67-310 John Lewis, 72-2874, will receive eight (8) hours pay at his base hourly rate plus cost of living as of 8-15-67.
- 67-342 D. Singleton, 71-3529, will be reinstated without back pay or any other benefit to which he would otherwise have been entitled from 7-7-67 to the date of reinstatement. A Labor Summary will reflect the disposition of this case.

GRIEVANCES SETTLED

O. Bates

The following grievances were settled in the manner indicated:

- 67-76 The resolution of Item No. 3 attached herein, resolves the issue cited in this grievance.
- 67-87 The request in this grievance was resolved by mutual understanding between both parties.
- 67-119 Management will explore the availability of a lighter more comfortable glove that still affords adequate protection.
- 67-137 The matters contained in these grievances will be referred to the dispute procedure provided in Section 266 11 (1) of the Skilled Trades Supplemental Agreement.
- 67-172 Canvas gloves will be issued for the convenience of the operators of the Radial Drill in Department 31. However, the use of these gloves while this equipment is operative constitutes an unsafe act for which progressive corrective procedures will be effected. 242
- 67-178 The Union Withdrew this grievance Without Prejudice.
- 67-183 The structure in question will be reinforced
- 67-204 Management will abide by Article (62) and all provisions of the Production & Maintenance Agreement. 205 206 207
- 67-213 F. Almeida, 0340-1224, will receive eight (8) hours pay at the rate of double time at his base hourly rate plus cost of living as of May 21, 1967. A more accurate method of recording week-end usage of the crib has been initiated by Plant Protection.
- 67-248 The written warnings in question will be voided. 249

GRIEVANCES SETTLED
J. Sims

The following grievances were settled in the manner indicated:

- 67-45 D. Taylor, 69-0707, will receive six (6) hours pay at his straight time hourly rate plus cost of living at his base rate as of December 22, 1966.
- 67-115 The material handling elements of the operation in question (straighteners Dept. 77) are non-standard and will be handled in accordance with Section 58 of the production and maintenance agreement.
- 67-181 Standards will be established on the operation in question by December 1, 1967.
- 67-184 Foremen will be instructed under normal circumstances in inform employees why they are moved off their regular jobs.
- They will also be instructed that such moves are not to be used for purpose of disciplining employees
- 67-150 The following listed employees will receive (16) hours pay at the rate of time and one half plus cost of living at their base hourly rate as of March 25, 1967:
- | | |
|---------|------------|
| 69-2143 | J. Favors |
| 69-6274 | J. Szwacz |
| 69-4806 | S. Banonis |
- 67-297 The union withdrew this grievance without prejudice.