

DETROIT REVOLUTIONARY MOVEMENT RECORDS

BOX 2 OF 16

FOLDER 2

CHRYSLER ELDON UAW LOCAL
961 MEMO OF
UNDERSTANDING 1969

MEMORANDUM OF UNDERSTANDING

Memorandum of Understanding dated _____,
between Chrysler Corporation, Eldon Avenue Axle Plant, (hereinafter
referred to as the "Corporation") and International Union,
United Automobile, Aerospace and Agricultural Implement Workers
of America, and its local union no. 961, (hereinafter
referred to as the "Union").

I

Pursuant to the request of the local union, special
conference have been held at the Eldon Avenue Axle Plant
since November 17, 1969, to discuss a number of
unresolved grievances and other matters contained in an
agenda dated November 17, 1969,

II

A disposition of these matters is as set forth in
Exhibit "A" attached hereto.

SCHEDULE "A"

ITEM #1

TRANSFER RIGHTS

The understanding on transfers, particularly in respect to the five (5) year provision, will be reviewed and clarified with concerned supervision.

Length of time in the new department and past experience will be among the conditions considered in determining such employee's ability for promotion in the new department.

Applications are to be filed in duplicate and one (1) copy retained by the employee.

The Applicant's union representative may check the status of the application for transfer.

ITEM #2

PQX TRANSFERS

The placement of PQX employees on suitable jobs will be expedited in accordance with their seniority, first in their seniority department and if unsuccessful in finding suitable work there, then elsewhere in the plant.

Recommendations from the Union will be given consideration on difficult-to-place cases.

ITEM # 3

MEDICAL

Information necessary for the investigation of and/or processing of a grievance will be made available to the Union through the Labor Relations Department were such data exists.

✓ In the area of job placement of employees with a PQX code, the safety man will not substitute his judgement for that of the doctor. The Medical Department affixes the code and this is merely interpreted by other members of Management to match the code with suitable work that the employee can perform without harm to himself or fellow employees. In instances where the suitability of job assignment is contested, on-site review by the plant doctor of the work to be performed is not precluded.

Supervision will be instructed that the requirement for a doctor's statement should be used with discretion; that the employee with the satisfactory attendance record should not be required to obtain a doctor's statement for the occasional absence. When a doctor's statement is required, however, to be acceptable it must not merely indicate ability to return to work on a certain date but also state that the employee's disability was such that he was unable to work on the days of absence. While this requirement is generally known it is desirable that reminders be given to concerned employee's by their supervisors.

MEDICAL - continued:

Management also reaffirms its position relative to the functions of the Medical Department as outlined in Settlement Agreement dated January 31, 1969, and for purpose of clarification state that the language is not intended to mean that all visits to Medical and treatment for other than factory related illnesses or injuries were to cease.

ITEM #4

MANAGEMENT WORKING

Concerned supervision will again be reminded of the importance and necessity for adherence to the Corporation's policy on this subject.

Complaints processed through the method outlined in Letter No. 16 dated November 2, 1961, will be dealt with promptly,

In addition as instructional letter will be sent to all concerned supervision.

ITEM #5 & #37

GENERAL PLANT CONDITIONS

HAZARDOUS WORKING CONDITIONS

The importance of good plant housekeeping is recognized. The task force of janitors whose sole assignment is of a housekeeping nature in areas where needed most will be retained until conditions requiring these extra services are reduced. Other janitorial functions continue concurrently.

GENERAL PLANT CONDITIONS

HAZARDOUS WORKING CONDITIONS continued

Management will also concentrate on not only the clean-up aspects of good housekeeping but also work of a corrective nature such as elimination of oil leaks, water leaks, etc.

Suggestions from the Union relative to order of area-priority for the janitor task force will be accepted and considered by Management as in the past.

ITEM #6

PROMOTION TO HIGHER PAYING JOBS

Management will be governed by contract provisions. While promotion language as outlined in the National Agreement is not applicable to temporary job assignments, supervisory personnel are encouraged to offer such opportunity to the greater seniority employees, with appropriate consideration of the ability factor.

ITEM #7

CORRECTIVE DISCIPLINE

It is a Corporate policy to utilize discipline for corrective rather than punitive reasons. In those instances where progressive guidelines have been generally followed, such as the case of absenteeism, the program is intended to be consistent. Each affected seniority employee in the absentee procedure should normally progress through the maximum number of steps called for in the program prior to his discharge being effected. In other

CORRECTIVE DISCIPLINE continued

in fraction areas many factors are considered and individual determination made.

Management will discuss with supervisory personnel the Union concern that in some instances issuance of discipline is purposely delayed until shift end to preclude union representation.

ITEM#8

BETTER JOB TRAINING

Temporary job assignments shall be made on a fair and impartial basis. While promotion language of the National Agreement is not applicable to temporary job assignments, there are advantages to having the greater seniority employees familiar with the job offering promotional opportunity.

When other factors do not preclude such assignment, Management agrees with the Union that preferential consideration to greater seniority employees can be appropriately given.

ITEM #9

SHIFT PREFERENCE

Management reaffirms language on this subject as outlined in the January 31, 1969, Settlement Agreement.

Concerned supervision will again be instructed as to the intent to expedite shift transfers and not use the maximum period unnecessarily.

ITEM # 10

EYE GLASS PROGRAM

Eye glasses under the safety eye glass program will be replaced as the need arises through change in prescription. Additionally, ? ? glasses will be replaced when destroyed or damaged on company property when the employee's job is a factor. The loss of glasses damage to glasses by careless handling, or deliberate damage to glasses, however, will not be covered.

ITEM #11

PREMIUM PAY PRACTICES - THIRD SHIFT

The National Production and Maintenance Agreement dated November 10, 1967, outlines those circumstances wherein premium pay is applicable to hours worked on Saturday by third shift employees. Management will be guided by these provisions which are not subject to change at the local level.

Relative to schedule changes of third shift employees during holiday weeks, Management reaffirms the understanding arrived at in Settlement Agreement dated January 31, 1969.

ITEM #12

TEST FOR INSPECTION

The Understanding reached in Memorandum of Understanding dated January 31, 1969, relative to this item is reaffirmed. Questions as to test and/or employee test status may be called to the attention of the Labor Relations Department.

TEST FOR INSPECTION continued

Present plans of Corporate Personnel include a schedule of validation of various tests used, the inspection test in question having high priority.

ITEM #13

EMPLOYMENT OFFICE

Union representatives will have access to the Employment Department during regular office hours and not be restricted to the three (3) posted periods during which employees can conduct business and which are: 6:00 a.m. to 7:30 a.m.; 10:30 a.m. to 11:30 a.m.; and 2:00 p.m. to 3:30 p.m. In the interest of obtaining information for proper and expeditious handling of pay, insurance, and other problems, employees and union representatives should, where appropriate, first endeavor to obtain necessary information or disposition from departmental supervision. Departmental supervision will cooperate to this end. This by no means should be construed as placing employment department personnel in the collective bargaining procedure in the plant.

The Employment and Compensation supervisor will be the contact for union representatives when they visit the Employment Department and he will attempt to assist them personally or refer them to the functional area and person in a position to properly handle the matter. In his absence or unavailability, the Employment Supervisor is designated as the contact in order that unnecessary delay not be encountered.

EMPLOYMENT OFFICE continued

Procedure for handling reinstatements will be improved to expedite their processing through the Employment and Medical areas. Method of preferential handling at the lobby, employment area and Medical Department will be instituted. The Union's suggestion that a separate window be designated for reinstatements will be considered for implementation at time of congestion in the employment area.

Employees eligible for reinstatement will not be delayed because of time required for processing insurance claims.

In the area of general or board scope questions or problem area, Management has no objection to periodic or as requested meetings as arranged by the Personnel Manager and the President of the Local.

Upon proper notification of disability or request for insurance claim papers, they will be given or forwarded to the employee promptly. On many occasions this is done within a day or two and only when volume or some other circumstances interferes would the period exceed three (3) days.

Informal procedure for review of denied claims is outlined on pages 173 and 174 of the Exhibit Book incorporated by reference in the National Agreement dated November 10, 1967. This and subsequent agreed upon changes or additions will be adhered to by Management

ITEM #14

AWOL'S

Employees who have been cleared AWOL will upon applying for reinstatement, have their case reviewed by Labor Relations. In proper cases, such individuals will be returned to work. If they are not considered a proper case for reinstatement and are dissatisfied with the disposition, they will not be denied their contractual rights or information regarding union representation entitlements. Management shall give a copy of the written "Personnel Separation Notice" covering the individual's loss of seniority to the Union. If the Union disagrees with any disposition, such complaints shall be given prompt attention by the Labor Relations Department in an effort to resolve the matter raised.

ITEM #15

OVERTIME PROCEDURES & PRACTICES

It is intended that scheduling of overtime in line with normal procedures be handled in a fair and unbiased manner. The individuals seniority (in areas where the seniority factor has been a consideration) and ability to perform the job other than his own on weekend overtime will be carefully evaluated and he will be so assigned if it is deemed that he can perform in an acceptable manner.

Overtime notification to employees will be in accordance with provisions outlined in the Corporation's policy letter to the International Union, addendum to the National Agreement.

OVERTIME PROCEDURE continued

Overtime schedule is available to the chief steward or committeeman and discrepancies or questions may be discussed with supervision and correction effected where warranted prior to the overtime being worked.

ITEM # 16

JOB PREFERENCE

Job assignments within the same classification will be made in accordance with the operational needs of the department. Such assignments will not be made in a discriminatory manner nor for punitive reasons.

The employees may make known to their supervisor a preference for a specific open job assignment and such request will be given warranted consideration. While seniority is not a contractual consideration in such movement to a preferred job, it will be a factor as per past practice.

ITEM #17

PAY PRACTICES

Management will review with concerned supervision and the Payroll Department the necessity for adherence to interpretations of contract provisions dealing with classification application and pay practices as outlined in Letter #10 dated November 10, 1967. Particular emphasis will be placed on:

- a. Proper and timely initiation and processing of accumulated time tickets.
- b. Prompt issuance of paperwork on classification changes.

PAY PRACTICES continued

- c. Prompt corrective action when errors are called to supervisors' attention. This would apply not only to proper pay class of work performed, but to proper payroll deductions for such items as union dues, income tax deduction, etc.
- d. Supervision is not always in a position to make an on-spot determination of SUB applicability in send-home situations. They will be encouraged, however, to advise employees that they may be subjecting themselves to ineligibility for such benefits if they request that they be excused from other work properly offered to them and are so excused.
- e. The importance of prompt processing of temporary change of rate tickets, permanent reclassifications, and back pay letters is recognized. While volume, date of initiation of paperwork and other factors preclude guarantee of receipt of payment within specified time limits, it is to management's benefit as well as that of the employee that payment be made as soon as practicable.

ITEM #18

EMERGENCY RELIEF

Employees who are not on self relieving operations will, upon request, be provided the necessary relief time expeditiously when conditions warrant. It is understood that neither party condones abuses of emergency relief.

ITEM #19

CONDUCT UNBECOMING A SUPERVISOR

A proper attitude on the part of supervision, employees and union representatives is essential as a basis on which to build harmonious relationships in the plant. Coercion, intimidation, and abusive talk on the part of supervision or others is not condoned and does little to engender the respect to which each employee is entitled. Continuing efforts will be extended towards development and maintenance of proper attitudes of all employees, supervisory and hourly rated. Union cooperation to attain these desirable objectives is solicited and will be helpful.

It is equally reprehensible for either party to use abusive or profane language and proper steps to effect correction is applicable in both cases.

ITEM #20

HEAT AND COLD PASSES

It is Management's intent to abide by the heat pass understanding and grant heat passes to individual employees when the circumstances of the request appear reasonable.

Correction of cold conditions caused by such things as heater breakdown and doors jammed will be made promptly in order that employee discomfort be minimized. In the event of an unreasonable delay in correcting an untendable condition, it may become necessary to transfer employees to another area for the balance of their shift or otherwise eliminate the necessity for them to remain in the area.

ITEM #21

VIOLATION OF GRIEVANCE PROCEDURE & BARGAINING IN BAD FAITH

The importance of answering written grievance within the time limits prescribed in the National Agreement is recognized.

Supervision in areas where this may have been a problem in the past have been instructed as to the importance of meeting their obligation in this respect.

ITEM # 22

EMPLOYEES' RECORDS

Management endeavors to maintain, in a uniform manner, accurate records of employees' attendance. To this end, supervision will be reinstructed in the proper method of coding attendance records.

Absences recorded as excused for valid reasons will not be considered as the basis for the administering of discipline at the various steps of the absentee procedure.

Information necessary for the investigation of and/or processing of a grievance will be made available to the Union where such data exists, including pertinent information relative to the employee's record.

ITEM #23

UPGRADING & HIRING PRACTICES INTO SKILLED TRADES

When Management attempts to fill temporary skilled trades openings in the plant, when there are no journeymen available, notices outlining opportunities and procedures for application will be placed in a conspicuous manner in the plant to permit employees to apply.

UPGRADING & HIRING PRACTICES INTO SKILLED TRADES continued

When such applicants are available, they will be reviewed as to qualifications prior to hiring applicants from the street. In this manner on-roll employees will be assured of first evaluation and not be overlooked when upgrader openings exist.

The applicant's committeeman may check the status of the application for upgrading in skilled trades.

ITEM #24

POSTING PRACTICES FOR BETTER JOB OPPORTUNITY

Management will give employees consideration for better job opportunities, consistent with applicable National and Local Agreements.

ITEM #25

NON-STANDARD CONDITIONS THROUGHOUT THE PLANT

Management will abide by the provisions of Section (57) of the Production and Maintenance Agreement.

ITEM #26

EMERGENCY PHONE CALLS & PASSES

Management will notify employees of emergency phone calls as readily as practicable and proper requests to leave the plant will be granted.

In certain circumstances, an employee may be requested to give written substantiation upon his return to work relative to his reason for leaving the plant.

ITEM #27

LOCAL UNION OFFICERS & PLANT SHOP COMMITTEEMEN TO BE ADMITTED TO THE PLANT AT ALL TIMES

Officers and/or Committeemen may enter the plant during scheduled working hours on shifts other than their own for the purpose of carrying out proper union business, by making prior arrangements with Labor Relations, the shift superintendent involved, or other designated management representative, on that shift.

ITEM #28

PLANT PROTECTION INTERFERING IN THE BARGAINING PROCEDURE

It is not intended that Plant Protection personnel participate in the bargaining procedure applicable to the Production and Maintenance Agreement. The scope of their duties include matters affecting the safety of employees, plant security and employee involvement therein.

Plant Protection personnel investigate and report on various matters within their jurisdiction but do not have the authority or responsibility for the disciplining of hourly rated employees. It is not a plant requirement that every employee given disciplinary time off be escorted from the plant by a plant patrolman.

Plant Protection not to get involved in matters involving individual employee problems unless it relates to general plant security.

ITEM #29

MULTIPLE SUPERVISION

Management recognizes the desirability of an employee receiving instructions from his immediate supervisor or designated replacement supervisor. Management will accordingly instruct supervision of same.

MULTIPLE SUPERVISION continued

When the orderly and efficient operation of the plant or emergency situations arise requiring an employee to follow the instructions of other members of Management, the employee will not be placed in jeopardy of discipline for complying with such orders.

ITEM #30

CLERICAL HELP INTERFERING IN THE BARGAINING PROCEDURE

It is not intended that unauthorized personnel interfere in the bargaining procedure. In some instances clerical personnel are assigned duties connected with the bargaining procedure but it is not expected that they perform a bargaining function belonging elsewhere or in violation of the National Agreement.

ITEM #31

PARKING LOT PROBLEMS

Parking lots are for employee convenience and Management will see that they are properly maintained. Waste containers are available in the lots and more will be added if necessary. It is recognized that better employee utilization of containers would also serve to reduce the amount of debris in the lot between periodic clean-ups.

Lighting facilities are adequate and burned out lights will be replaced promptly,

A schedule for locking parking lot gates, at periods other than shift changes, will be established. It is understood, however, that at least one (1) gate to each lot will be open at all times for emergency entrance and/or exit.

PARKING LOT PROBLEMS continued

Plant Protection will continue its frequent tours of the various lots and the City Police will also continue its normal surveillance to discourage theft attempts.

ITEM #32

LINES OF DEMARCATION

This item referred to method of handling as outlined in Section (11) (i) of the Supplemental Agreement pertaining to skilled trades employees and a meeting will be scheduled for a satisfactory date.

The Skilled trades committeeman in the plant may request the Labor Relations supervisor to arrange a special conference to hear the skilled trades representatives' views concerning the work assignments of skilled trades employees and to discuss the matter per Section (11) (i) of the Agreement.

ITEM # 33

PROTECTIVE CLOTHING

Management will provide safety equipment and protective clothing, including gloves, to employees who require such items in order to perform their work safely.

The Union has stated that in some areas employees have no storage facility for protective clothing. A survey will be made within thirty (30) days to determine the need for cabinet or cabinets the supervision can look and installation of same where space limitations and utilization would warrant.

ITEM #34

LOCKERS

Since there have been no appreciable changes in circumstances from the date of the last agreement relative to this item at this plant, Management feels that sufficient lockers are presently provided.

ITEM #35

INTERFERING WITH LOCAL UNION ACTIVITIES

- a. Rules applicable to electioneering in the plant apply to all candidates
- b. Management does not contemplate any change at this time in the manner of handling requests from candidates to be excused from work to leave the plant during the period the polls are open for elective offices.
- c. Management will recognize emergency appointments of substitute plant shop committeemen or chief stewards by the ranking officer in the plant or other recognized representatives in the district.
- d. Management recognizes the disposition of Item No. 18 of the Memorandum of Understanding dated November 30, 1967, and it is expected that the Union will do likewise.

ITEM # 36

ABUSIVE CHANGES OF REGULAR LUNCH SCHEDULE & RELIEF PERIODS

Management does not intend to change regular lunch or relief periods under ordinary circumstances. However, occasions do arise when changes are necessary for the continued efficient operation of the plant.

ABUSIVE CHANGES OF REGULAR LUNCH SCHEDULE & RELIEF PERIODS continued

Any alleged abusive changes should be brought to the attention of the Labor Relations Supervisor in a timely manner.

The Union recognizes that work during the normal lunch period is occasionally necessary and positive efforts will be made to notify the chief steward as to the reason prior to making such change.

ITEM #38

ENTERING THE PLANT LATE

No employee shall be denied admittance to the plant during the first hour of his shift solely because of his lateness.

An employee who calls the plant and receives permission to report for work later than one (1) hour beyond the start of his shift will not be denied admission to the plant, provided he reports on or before the authorized time.

The agreement in no way precludes implementation of the normal absentee and tardy disciplinary procedure where applicable.

ITEM #39

COAT HANGERS

Management will provide an adequate number of coat hangers for the use of employees in the plant in a timely manner.

ITEM #40

UNION & MANAGEMENT JOINT SAFETY COMMITTEE

Management, the Union as well as all employees should be properly concerned with safety in the plant. Management appreciates the Union's expressed interest in safety matters and welcomes exchange of ideas

UNION & MANAGEMENT JOINT SAFETY COMMITTEE continued

In this area. Management will accordingly seek to correct unsafe conditions brought to its attention. Disputed safety conditions not resolved by floor agreement may be immediately referred to Labor Relations Department for aid in resolving the matter.

ITEM #41

CAFETERIA, VENDING & LAUNDRY SERVICES

Complaints and/or suggestions concerning the cafeteria, vending and laundry services may be brought to the attention of a designated member of Management by Union representatives.

Management will give timely and reasonable consideration to these complaints and/or suggestions in an effort to satisfactorily resolve the matters raised.

ITEM #42

UNION CONFERENCE ROOM

This item was withdrawn.

ITEM #43

TRAFFIC LIGHT AT WEST GATE

Management is willing to request a joint Union-Management meeting with appropriate city authorities to discuss the feasibility of the requested traffic light.

ITEM #44

SENIORITY BOARDS

A current seniority list was posted on November 25, 1969. Management will endeavor to post current lists in accordance with the Production and Maintenance Agreement.

Bulletin boards for use by the Union will be provided in accordance with the Production and Maintenance Agreement.

ITEM #45

CORRECTED ENTRANCE AT THE JORDAN GATE

This item was withdrawn.

ITEM #46

PREVENTATIVE MAINTENANCE PROGRAM

Preventative maintenance is a continuing process and Management will apply itself to the individual items.

ITEM #47

EROSION OF THE BARGAINING UNIT

Alleged cases of erosion where the union charges bargaining unit work is removed from the bargaining unit with detrimental effect to the unit may be reviewed on an individual basis.

In the event production or non-productive non-skilled employees are assigned temporarily to a skilled trades job, they will be paid an appropriate temporary change of rate for the time spent on the higher classification, per Letter #10, dated November 10, 1967.

EROSION OF THE BARGAINING UNIT continued

Other matters dealing with individual claims of working out of classification may be referred to the regular grievance procedure.

ITEM #48

DUAL CLASSIFICATIONS

May be handled as outlined in Item #32 on an individual basis.

In those instances where employees are assigned to do work that falls within two or more classifications with different rates of pay, they will be treated as outlined in Letter #10, dated November 10, 1967, attached to the National Agreement.

ITEM #49

VACATION SCHEDULING PRACTICES

Management will follow the procedure outlined in the 1967 Supplemental Agreement.

ITEM #50

DOUBLE STANDARDS

During Special Conference the Union expressed great concern over the importance of Management applying unbiased and uniform disciplinary measures. Management agrees that such ends are beneficial to good employee morale as well as serve to promote harmony in the plant.

It is understood that abusive conduct by supervisory personnel as well as by hourly rated employees is equally reprehensible and will not be condoned.

ITEM #51

VIOLATION & ABUSE OF SECTION (58) OF THE P&M AGREEMENT

Management will abide by the provisions of Section (58) of the Production and Maintenance Agreement.

ITEM #52

UNION REPRESENTATION AT APPROPRIATE RANK WITH MANAGEMENT ON ALL SHIFTS

Contractual provisions dealing with union representatives have been adhered to by Management. The assignment of Labor Relations representatives to the various shifts is not improper. However, it is not intended that the Labor Relations representative displace the foreman in the bargaining procedure.

ITEM #53

RESOLVE ALL GRIEVANCES BEYOND THE THIRD STEP

This item was resolved to the satisfaction of the parties.

ITEM #54

COMPANY PROVIDE TOOLS FOR JOBSSETTERS, UTILITY MEN & OTHER EMPLOYEES WHERE NEEDED

Management will provide tools for use by jobsetters, utility men, and other production and other non-skilled employees, as required in the accomplishment of their job functions.

ITEM #55

CALENDAR YEAR FOR TEMPORARY EMPLOYEES IN SKILLED TRADES

This item was withdrawn.

ITEM #58

CLARIFICATION OF HCW SECTION (56) OF THE NATIONAL AGREEMENT
IS TO BE APPLIED

Management will comply with this section of the Agreement.

copied by:
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January 16, 1970

Elroy Richardson
President Local 961 UAW
7575 Lynch Road
Detroit, Michigan 48234

Dear Mr. Richardson:

Relative to issue No. 53 of the Memorandum of Understanding dated January 16, 1970, certain grievances were resolved in a series of meetings. The individual dispositions shown below shall form no basis or precedent for settlement of any other case. All other grievances that had been processed through the third step of the grievance procedure on or before November 21, 1969 are considered resolved.

Grievance No. 69-165 W.C. VanHorn, 19-3494, will be paid 8 hours pay at double time rate.

Grievance No. 69-208 S. Bell, 69-9737, will be paid 8 hours pay at time and one half.

Grievance No. 69-225 S. Bell, 69-9737, will be paid 8 hours pay at time and one half.

Grievance No. 69-226 S. Bell, 69-9737, will be paid 8 hours pay at time and one half.

Grievance No. 69-370 P. Nester, 79-2997, will be paid 8 hours pay at double time.

Grievance No. 69-421 S. Murray, 76-3787, will be paid 8 hours pay at double time.

Grievance No. 69-427 J. Morgan, 25-6462, will be paid 24 hours pay at straight time rate.

Grievance No. 69-442 J. Elliott, 73-4189, will be offered reinstatement with full seniority, but without back pay provided he meets the normal employment requirements and lost time will be changed to disciplinary layoff.

Grievance No. 69-446 J. Dulcamaro, 73-2777, will be paid 8 hours pay at straight time.

Grievance No. 69-452 H. Peglowcki, 69-3955; C. Glaza, 69-0143; J. Touhey, 69-9122; T. Latimer, 69-2061; and B. Trayner, 69-2856 will be paid 8 hours at double time.

- Grievance No. 69-472 E. Crockett, 71-7456, will be paid 8 hours pay at double time.
- Grievance No. 69-483 B. Penner, 70-2961, will be paid 8 hours pay at double time.
- Grievance No. 69-494 One department 31 employee who was next in line to work July 5 and 6, 1969, will be paid 8 hours for each of those days at the appropriate rate.
- Grievance No. 69-510 thru 523 The foreman's report issued for the incident that Occured on 7/17/69 will be removed from the employees record.
- Grievance No. 69-529 S. Kopich, 73-3722 will be paid 8 hours pay at time and one half and 8 hours at double time.
- Grievance No. 69-576 R. Wilson, 27-8969, will be paid 8 hours pay at time and one half.
- Grievance No. 69-577
578 The foreman's report issued for the incident
579 occuring on 8/8/69 will be removed from the employee's record 60 days from date of this settlement if there is no recurrence of the offense.
- Grievance No. 69-630 R. Wilson, 27-8969, will be paid 8 hours pay at time and one half.
- Grievance No. 69-631 R. Porties, 69-7474, will be paid 4 hours pay at straight time.
- Grievance No. 69-632 T. Latimer, 69-2061; J. Franklin, 69-6243; J. Davis 69-8441; E. Black, 69-7899 and N. Mann, 69-2567 will be paid 8 hours pay at time and one-half.
- Grievance No. 69-639 C. Henderson, 83-4771, will be offered reinstatement with full seniority, but without back pay provided he meets the normal employment requirements, and lost time will be changed to disciplinary layoff.
- Grievance No. 69-676 S. Bell, 69-9737, will be paid 8 hours pay at time and one-half.
- Grievance No. 69-677 S. Bell, 69-9737, will be paid 8 hours pay at time and one-half.
- Grievance No. 69-693 S. Bell, 69-9737, and L. Black, 69-7899 will be paid 8 hours at time and one-half.
- Grievance No. 69-735 R. Moore, 80-6435, will be paid 8 hours pay and the foreman's report dated 8/12/69 will be removed from her record.

- Grievance No. 69-776 T. Washington, 78-92 68, will be paid Holiday pay for September 1, 1969.
- Grievance No. 69-789 R. Kenaan, 73-9911, will be paid the proper rate (\$3.53) for all hours worked on Class 2855 Between May 19, 1969 and August 4, 1969.
- Grievance No. 69-792 J. Meredith, 69-3753, will be paid 8 hours pay at time and one-half.

Very truly yours,
Chrysler Corporation
Eldon Avenue Axle Plant

/s/ J.G. Hafner
Manager-Personel
Eldon Avenue Axle Plant

Accepted and approved
Local 961 UAW

/s/ Elroy Richardson
President Local 961

All other matters set forth in the Union's agenda and those discussed in the meetings and all similar grievances in the procedure have been withdrawn.

INTERNATIONAL UNION, UNITED
AUTOMOBILE, AEROSPACE AND
AGRICULTURAL IMPLEMENT
WORKERS OF AMERICA, UAW

CHRYSLER CORPORATION
ELDON AVENUE AXLE PLANT

/s/ Homer Jolly

/s/ Lowell W. Perry

/s/ William Gerbe

/s/ K.C. Haughton

LOCAL UNION NO. 961

/s/ J.G. Hafner

/s/ Elroy Richardson

/s/ C.E. Polsgrove

/s/ Daniel Toomer

/s/ J.E. Gardener

/s/ Leon Johnson

/s/ A.M. Ector Sr.

/s/ Gordon Francis

/s/ Charles M. Thornton

/s/ James R. Franklin

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