

DETROIT REVOLUTIONARY MOVEMENT RECORDS

BOX 2 OF 16

FOLDER 19

CHRYSLER ELDON

DISCRIMINATION JORDAN

SIMS GRIEVANCE 1968

REPORT OF GRIEVANCE AND ADJUSTMENT

PLANT Eldon Avenue Axle	DISTRICT 2	SHIFT 1 2 3	DEPT. NO. & NAME ALL	GRIEVANCE NO. 68-53
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LOCAL UNION NO. 961 CHECK ONE: FIRST STEP SECOND STEP

X - Third Step

PRESENTED BY:	NAME & TITLE J. U. SIMS - Plant Shop Committeeman	DATE PRESENTED 1-17-68
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COPY OF ORIGINAL GRIEVANCE EXACTLY AS SUBMITTED:

"This Union is protesting the discharge of employees that are in their probationary periods for personal, prejudicial, & discriminatory reasons rather than for violations of company rules or being adaptable to the jobs available!

This Union has long been aware of and has waged a continuing but futile struggle with management at all levels of management to get fair and proper representation for our new hires.

Numerous cases involving probationary employees continue to bring out the point of probationary employees being put under special rules, conditions, and restrictions as in relation to the conditions applied to our regular seniority employees. This kind of practice puts an unnecessary burden on the new already nervous and inexperienced employee that is trying to adapt to a new world or environment. These methods of subougating, intimidating, and humiliating the new employees and then hiding these actions behind the probationary employees' lack of legal union protection and representation under the contract, management is abusing their rights and those of the probationary employee. (OVER)

MANAGEMENT'S DISPOSITION OR ANSWER

The grievance was extended by mutual consent.

The union is referred to "Article 59" (a) (b) of the National Agreement dated Nov. 10, 1967.

OK'D 4-22-68

I appealed to 4th step 3-26-68

J. U. Sims

THE GRIEVANCE NUMBER WILL BE ADDED BY LABOR RELATIONS. COPY GRIEVANCE EXACTLY AS SUBMITTED; FOLLOW WITH MGMT'S. ANSWER & FORWARD TO LABOR RELATIONS SUPERVISOR.

SIGNATURE OF MGMT. REPRESENTATIVE <i>R. T. Brown</i>	DATE ANSWERED 3/20/68
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in the eyes of this Union!

This Union does firmly and emphatically request that this management take definite steps to properly instruct and develop the attitude of helping the probationary to learn to adapt to the new responsibilities and environment of a factory worker. Lack of understanding or some degree of patience on the part of the supervisors involved with the probationary employees or in any way, making the situation extra difficult for the probationary to complete his qualifying period, should not and will not be tolerated.

This union is formally requesting the full cooperation of this plant management in the implementation of a program to assist rather than abuse the new hires at the Eldon Avenue Axle Plant!

ELDON AVENUE AXLE PLANT - LABOR RELATIONS MEETING NO. 30
 (7-30-68) (Third Step)

GRV. # 68-423 - Abuse of counselling program (Dept. All)

Date Presented: 7-10-68

Presented By: Jordan U. Sims, P.S.C.

Willie Farmer, P.S.C.

Oscar Bates, P.S.C.

GRIEVANCE:

About 3 or so months ago, J. Hafner, Personnell Manager & top negotiator for the Eldon Ave. Axle Plt. gave the bargaining committee of Local 961 notice of the comming of a probationary guidance counselor to this plant to work out the "new employee turn-over "problem"!

His stated position at that time was that (1) the program was from Highland Park Headquarters, (2) the man or counselor would work directly for him and report to him, (3) the probationary employees of the plant would be his only concern, (4) that all probationary employees having any major difficulties would be referred to this L. R. Office prior to suspension or discharge, (5) that he, J. Hafner, would do all in his power to assist successful implementation of this program, (6) not only would this program be in line with this Local's position in the area of probationary representation, it would help to "strengthen" & improve it, (7) that he J. Hafner, would make every effort to seem and obtain the full cooperation and participation of all levels of Local Union and Plant Mangement! These commitments have not been kept by J. Hafner and the Union has been ridiculed and probationary employees in many areas are not only still being discharged without counsel by Labor Relations Dept., many are being denied even Union Representation! The general attitude of most supervisors and foremen is still one of partial or total ignorance to or of any special mandatory probationary counseling program, any necessity to recognize, cooperate with or respond to some alledged counselor, or to change in any way the manner in which they assign, teach, restrict, chastise, discipline, release, suspend, or discharge a probationary employee and not notify anyone, union included!

This union is shocked and outraged ever the manner in which this counseling program is being used and abused by this plant management and is insisting on an immediate and complete explanation of this management attitude and program!

ANSWER:

8-29-68

In this grievance the Union is accusing Mr. Hafner, Personnel Manager of bargaining in bad faith in respect to the probationary counseling program. They are requesting an immediate explanation of Management's attitude and program.

Applied to 4th Step 9-11-68

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ANSWER (CONTINUED):

8-29-68

It appears that the Union did not understand the explanation previously given, since they are asking more of the program than can be permitted under the current Company-Union Agreement. Furthermore, this program is not subject to the bargaining procedure.

Management infatigably denies that there has been any bad faith bargaining.

Appeared to 4th Step 9-11-68