

DETROIT REVOLUTIONARY MOVEMENT RECORDS

BOX 3 OF 16

FOLDER 5

JORDAN SIMS GRIEVANCE
PLANT SAFETY FEB 1970

Co. Refused To Respond To This
Protest At The Sap. Comm. Level!

G R I E V A N C E R E P O R T

No. _____

DISTRICT ALL

PRESENTED BY: PLANT COMMITTEEMAN X
CHIEF STEWARD _____
INDIVIDUAL _____

DEPARTMENT ALL

DATE PRESENTED 2-20-70

NATURE OF GRIEVANCE VIOLATIONS OF THE EXHIBITS (EXH. B, INSUR. PROGRAM) ¹¹⁻¹⁰⁻⁶⁷

THE 1970 "M of U" ITEM #13, AND SEC. 30 & 118 OF THE P & M AGREEMENT DATED 11-10-67! THE FOLLOWING CASE IS TYPICAL OF LOCAL MANAGEMENT'S ATTITUDES IN DEALING WITH THIS UNION AND ITS' MEMBERS.

ON OR ABOUT JAN. 16, 1970, THIS UNION WAS SITTING AROUND A CONFERENCE TABLE WITH CHRYSLER CORPORATION. IT WAS THE PRESUMED UNDERSTANDING AT THAT TIME THAT MUCH EFFORT HAD BEEN PUT FORTH BY BOTH SIDES TO SINCERELY BARGAIN IN GOOD FAITH AND EFFECTIVELY RESOLVE THE MANY PROBLEMS AND MISUNDERSTANDINGS THAT WERE PLAGUING THIS PLANT ON AVE. AXLE PLANT. THIS UNION WAS FIRMLY ASSURED BY CORPORATE REPRESENTATIVES LOWELL PERRY & M.C. HAUGHTON THAT WHAT HAD BEEN DISCUSSED AND AGREED UPON AT THAT BARGAINING TABLE WOULD BE RESPECTED AND LIVED UP TO BY LOCAL

DISPOSITION or ANSWER: MANAGEMENT. RECENT INCIDENTS AND EVENTS HAVE PROVEN THIS COMMITMENT TO BE PRESUMPTUOUS, NAIVE, AND FALSE!

EMPLOYEE C. BRANHAM, 79-5140 WAS INJURED IN SOME ACCIDENTS AND ON LEGITIMATE SICK LEAVE WHEN ORDERED BACK TO WORK BY MANAGEMENT IN OUR PLANT. HIS JOB & SENIORITY WERE THREATENED IF HE FAILED TO REPORT TO EMPLOYMENT FOR REINSTATEMENT DESPITE

Division Plant Committeeman

Employees Signature

OVER

r/ceiu42afl-cio

Jordan H. Sims
COMM. CHAM.
LOCAL # 961

- THE PHYSICAL CONDITION HE WAS IN AND THE STATEMENTS AND RECOMMEN-
- DATION FROM HIS DOCTOR. IT WAS FIRMLY IMPLIED BY MANAGEMENT PERSONNEL
IN OUR INSURANCE, EMPLOYMENT, & LABOR RELATIONS DEPARTMENTS THAT THE
EMPLOYEE (BRANHAM) HAD TO RETURN TO WORK, HAD TO DO THE ASSIGNED
WORK GIVEN HIM, OR HE WOULD HAVE TO RUN THE RISK SEVERING RELATIONS
PERMANENTLY WITH THE CORPORATION. AT THIS POINT EMPLOYEE BRANHAM
REQUESTED UNION REPRESENTATION TO ASSIST HIM IN PLEADING AND
CLARIFYING HIS DILEMMA. HE WAS TOLD BY MANAGEMENT PRESENT "THAT
IT WASN'T NECESSARY AND HE DIDN'T NEED THE UNION.

IT IS THE POSITION OF THIS LOCAL UNION AND THIS TOP INSURANCE
AGENT FOR THE UNION THAT LOCAL MANAGEMENT AT THIS PLANT ARE STILL
DOING ALL THAT IS POSSIBLE TO DENY NEGOTIATED BENEFITS & RIGHTS
TO THIS UNION AND ITS MEMBERS.

1. IT HAS NEVER BEEN A CORPORATE POLICY TO FORCE EMPLOYEES
TO WORK UNDER CONDITIONS OR CIRCUMSTANCES DETRIMENTAL TO THEIR
PHYSICAL WELL-BEING AND THE INSURANCE PROGRAM WAS NEGOTIATED
TO LEND SOME ECONOMIC ASSISTANCE. THIS PRACTICE OF FORCING OUR
MEMBERS THAT ARE DISABLED BACK TO WORK WITHOUT DUE CONSIDERATION AT
THIS ELDON PLANT IS A LOUSY PRACTICE; IT SHOULD BE STOPPED!

2. LOCAL MANAGEMENT IS ASSUMING COMPLETE CONTROL AND ATTEMPT-
- ING TO ESTABLISH ITS OWN RULES IN APPLYING THE INSURANCE PROGRAM.
THEY ARE USING THE PROGRAM TO INTIMIDATE AND DISCIPLINE EMPLOYEES!

3. THEY (MANAGEMENT) ARE ARBITRARILY DENYING BENEFITS WITHOUT
ESTABLISHING GOOD CAUSE; SUSPICION IS NOT REASON ENOUGH!

4. THE EMPLOYEE HAS EVERY RIGHT TO REQUEST HIS UNION REPRESENTATIVE;

5. THE LOCAL UNION DESERVES AND WILL GET RECOGNITION, RESPECT, AND
A PROPER RESPONSE FROM LOCAL MANAGEMENT IN ALL AREAS IN WHICH IT HAS
THE LAWFUL RIGHT AND MORAL OBLIGATION TO REPRESENT ITS MEMBERS!

BRO. BRANHAM, 79-5146, LIKE MANY OTHER EMPLOYEES, HAS SUFFERED THE
ABUSES AND INJUSTICES OF MANAGEMENT FOR NOT BEING ABLE TO WORK WHEN
HE WASN'T WELL AND BECAUSE OF THE INSENSITIVE ABUSES OF THEIR AUTHORITY &
POWER BY CERTAIN MEMBERS OF MANAGEMENT... THE UNION'S RELIEF IS, PAY BRANHAM
BACK INSURANCE, PROPERLY CODE HIM (PXX), AND LIVE UP TO YOUR AGREEMENTS WITH THIS UNION.