

DETROIT REVOLUTIONARY MOVEMENT RECORDS

BOX 3 OF 16

FOLDER 6

UAW LOCAL 961 SAFETY

GRIEVANCES 1969 1970 1 OF

4

17 - 10
19 - 2
23 11
25 4
27 1
31 3
35 2
69 3
70 59
71 23
72 47
73 27
74 32
75 29
76 37
77 6
78 11
79 7
80 3
81 4
82 4
83 7

General (25)

<u>Dept.</u>	<u>(157)</u>	<u>#</u>
A.C. - 72	—	26 -
70	—	25
M.C. - 71	—	24
19	—	16
82	—	8
J.E - 73	—	7
50	—	7
17	—	6
81	—	6
J.T. - 77	—	6
J.T. - 75	—	5
76	—	5
J.T. - 79	—	3
J.T. - 74	—	3
85	—	1
J.T. - 78	—	1
42	—	1
30	—	1
38	—	1
45	—	1
40	—	1

Plus "All" - (4) (158) (159)

NP

83

Sept. 27

27 - 1

72 - 11

69-944 - Violation Preventative Maintenance Program (D-27)

Date presented: 11-13-69 - Presented by: H. Willis, cs

GRIEVANCE:

As recent as Wed. 11-12-69, and on a number of other occasions, employee E. Richardson, B 27-1657, sen. 10-10-44, class 1818, called this union's attention to Bay areas, B-32-33, the present heaters defective and creating a long and well know "Health & Safety Hazard."

This union's investigation finds that, employee Richardson and all other employees assigned work duties in this area are constantly exposed to a well known and long standing health & safety hazard. This union contends that no excuse will be accepted in place of non-operating heaters in the above area in question, except the complete replacement of the defective heaters, or repairs to completely correct the defects, which prevents the heaters from working properly and in the future, this union requests, a continuance of the implementation of the "Preventative Maintenance Program," as per the Local Agreement dated 11-30-67.

ANSWER:

2- 17- 70

In this grievance the Union is alleging a violation of the Preventative Maintenance Program.

The heaters in question in this grievance have been repaired. The Maintenance Department is at present making maintenance checks and repairs where needed on all heaters.

It is Management's intention to comply with our local agreements.

69-449 - Safety Hazard (D-27)

Date presented: 6-25-69

Presented by: H. Willis, ch. st

GRIEVANCE:

On several occasions this Union's attention was called to the fact that employee P.I. McKinney B.#27-1653, Sen 3/12/47, Class #1818, whose work assignment station located at Bay Area CC-9=10, LaSalle 2-way 8 $\frac{1}{4}$ case and conveyor line area, is and has been exposed to a safety hazard.

This Union's investigation finds, that employee McKinney, above named inspector and all other inspectors assigned work duties in the area and station above named, are exposed to an unusual frequent occurrence of the faulty operation of the elevators on the #1, 2 and 3, lines of the LaSalle Two-(2) Way 8 $\frac{1}{4}$ carriers case lines, which causes the conveyor line to operate in conflict with proper timing of the elevators in question, resulting in the falling of 8 $\frac{1}{4}$ cases from the conveyor line: On too many occasions, this unsafe condition has been ignored on the part of Maintenance Division; Therefore the Union requests immediate corrective measures implemented to bring about and end to inspectors exposed to such well known Safety Hazards.

ANSWER:

9- 18- 69

In this grievance the Union is alleging a safety hazard.

Upon investigation of this grievance, two limit switches, which are designed for safety reasons, has been installed prior to the 8 $\frac{1}{4}$ case reaching the elevator. Then there are two limit switches on the elevator operation that controls the elevator. After the elevator reset, there are two additional limit switches, one cancels the oncoming cases, and the other serves as a unlatch relay.

Management is aware that in the past there has been a malfunction on the 8 $\frac{1}{4}$ case and conveyor line, but this occurs only when the arm of the limit switch breaks. There has been several different types of material used as arms. At present time, as a corrective measure, 9 1/8 inch diameter drill rod is being used and are replaced at least once daily to prevent malfunctions.

69-383 - Health Hazard (D-27)
Date presented: 6-13-69
Presented by: H. Willis, ch. st.

GRIEVANCE:

On a number of occasions, this Union made known to Management, that employees assigned inspection functions on the Lemaire Line, Dept #72 and the 8 $\frac{1}{4}$ Case, Dept. #72, Bay Areas Z-7-9 and CC-9, are directly exposed to safety/ and health hazards.

This Union's investigation finds, that areas in question are equipped with inadequate air make-up systems; and the hot and humid conditions, prevailing in these areas are constant threats to the health of each inspector assigned in those areas. We have made oral requests time after time for some type of relief, and to this day and date no improvement have been made: It is a foregone conclusion, that Management interest lies in its production, and by the same token, the Union contends that the employees health is first; and at this time, the Union requests immediate installment of a fan and corrective measures taken and implemented in the air make-up system.

ANSWER:

9- 18-69

In this grievance the union claims a health hazard exists at the inspection station Bay Z-7-9, and they request that a fan be installed.

Investigation reveals that a fan has been placed in the area.

(P)

(8)

Dept. 82

69-670 - Safety Hazard (D-82)
Date presented: 9- 8- 69
Presented by: E. Thomas, cs

GRIEVANCE:

Dept. 82 area bay JJ5 KK5 to JJ12 KK12. The union is protesting the unsafe conditions that exist in this area. Leaking machines w/wet slippery floors. this job is called, the merry go round with machine all around it the machines #17198-8071 18760 LRS1250 15560 B25411 10-3066 10117. Clean and repair as well as washer #15263. Move stock and clean bank area then restack stock so it will be safe to be around. Repair these leaking machines #31-1398-1651 LRS2479-27177 B4258-B1536 30-10143 01-5022 05-8100 30 13531 01 4712-30-1148 plus two other machines w/o a number. The union request that this area be cleaned and that all machines leak be repaired immediately and that management assign (3) janitors to this area to keep it clean immediately.

ANSWER:

10- 14- 69

In this grievance the Union is complaining of unsafe working conditions in Dept. 82. Specifically, floors in a state of poor housekeeping and leaking machines. They are requesting additional janitorial help and the repair of the leaky machines.

Investigation reveals that a task force of maintenance employees has been established to repair the leaking machines and clean the floor in question.

It must be understood, however, that this project will take time since the repair work involved must be performed during overtime or non-production hours. In the meantime, Management will endeavor to maintain as high a level of housekeeping as the nature of the operation permits.

69-671 - Safety Hazard (D-82)
Date presented: 9- 8- 69
Presented by: E. Thomas, cs

GRIEVANCE:

Dept. 82 area bay GG13 - HH13 to GG17 HH17. The union is protesting the unsafe unclean condition of the floors in this area as well as the leaking machines and request immediated cleanup and repairs on leaking machines #05-6720 05-672 H6719 H6721 H5285 B222, immediately.

ANSWER:

10- 14- 69

In this grievance the Union is complaining of unsafe working conditions in Dept. 82. Specifically, floors in a state of poor housekeeping and leaking machines. They are requesting additional janitorial help and the repair of the leaky machines.

Investigation reveals that a task force of maintenance employees has been established to repair the leaking machines and clean the floor in question.

It must be understood, however, that this project will take time since the repair work involved must be performed during overtime or non-production hours. In the meantime, Management will endeavor to maintain as high a level of housekeeping as the nature of the operation permits.

69-645 - Safety Hazard (D-82)
Date presented: 8- 20- 69
Presented by: E. Thomas, cs

GRIEVANCE:

Dept. 82 area bay JJ2 KK2 to JJ5 KK5. The union is protesting the unclean unsafe condition of the floor as well as the leaking machines in this area. Therefore we make these request 1 that management will clean this floor and repair all leaking machines as listed below, #3656-6677. 8177 have a water pipe over head leaking as well as the machine. H-5944-H10299 -H7439 CM3081 B5360 - 10290 - 19400 - 18018 - 10083 - 10894 - 7203 - 5132 - 31527 . 2. that management will assign a full time janitor to this area to clean it up and to keep it clean immediately.

answer:

10- 14- 69

In this grievance the Union is complaining of unsafe working conditions in Dept. 31. Specifically, floors in a state of poor housekeeping and leaking machines. They are requesting additional janitorial help and the repair of the leaky machines.

Investigation reveals that a task force of maintenance employees has been established to repair the leaking machines and clean the floor in question.

It must be understood, however, that this project will take time since the repair work involved must be performed during overtime or non-production hours. In the meantime, Management will endeavor to maintain as high a level of housekeeping as the nature of the operation permits.

69-646 - Safety Hazard (D-82)

Date presented: 8- 20- 69

Presented by: E. Thomas, cs

GRIEVANCE:

Dept. 82 area bay HH5-JJ5 to HH9 JJ9. The union is protesting the unclean unsafe conditions of the floors as well as the conditions of the machines, there is some twenty leaking machines in this area #05-8132-12004-30-7385-P1030-H8100-H8111-H8112-05-8131 H6653-05-8130-H7295-H8253 05-6985-H8102-H7258-FC154 FC309-2125-31-1253-5270- LRA333 B-1472-LRA 1007-H8254-10082 4719- 6557 - B4175 H3758. The union contend that a safety hazard does exist here and request that this area be cleaned and all leaking machines be repaired immediately and that one (1) janitor will be assign to this area full time to clean it and to keep it clean immediately.

ANSWER:

10- 14- 69

In this grievance the Union is complaining of unsafe working conditions in Dept. 82. Specifically, floors in a state of poor housekeeping and leaking machines. They are requesting additional janitorial help and the repair of the leaky machines.

Investigation reveals that a task force of maintenance employees has been established to repair the leaking machines and clean the floor in question.

It must be understood, however, that this project will take time since the repair work involved must be performed during overtime or non-production hours. In the meantime, Management will endeavor to maintain as high a level of housekeeping as the nature of the operation permits.

69-644 - Safety Hazard (D-82)

Date presented: 8- 19- 69

Presented by: E. Thomas, cs

GRIEVANCE:

Dept. 82 area bay HH2-5 JJ25. The union is protesting the filthy unsafe conditions of the floors as well as the conditions of the machines in this area. The area is unclean unsafe w/leaking machines as well. The union therefore make these request 1 that management will clean this area and keep it clean 2 that management will repair all leaking machines as listed below #3758-7205-12253-13299-H814-10-382-10301 05-7893-10-117-05-6654-H6655 05-8109-30-16187-05-8048 DM 222 H8114 immediately 3 that management will assign 1 janitor full time to the above mention area to clean it up and to keep it clean immediately.

ANSWER:

10- 14- 69

In this grievance the Union is complaining of unsafe working conditions in Dept. 82. Specifically, floors in a state of poor housekeeping and leaking machines. They are requesting additional janitorial help and the repair of the leaky machines.

Investigation reveals that a task force of maintenance employees has been established to repair the leaking machines and clean the floor in question.

It must be understood, however, that this project will take time since the repair work involved must be performed during overtime or non-production hours. In the meantime, Management will endeavor to maintain as high a level of housekeeping as the nature of the operation permits.

69-647 - Safety Hazard (D-82)

Date presented: 8- 19- 69

Presented by: E. Thomas, cs

GRIEVANCE:

Dept. 82 area bay GG8-9 HH8-9. There is three (3) welding booths in this area booth #55.0095 and 55-0060-31-2888 all of these booth needs curtain and other repairs as well as a good clean up. The union therefore request that curtain be installed on all of these welders and all other needed repairs be made as well as this area being clean immediately and that management will keep this area clean and safe.

ANSWER:

10- 14- 69

In this grievance the Union is requesting new curtains for three (3) welding booths in Dept. 82. They are also requesting that the booths be repaired and cleaned.

Investigation reveals that Management has been in the process of correcting the conditions in the area in question. New curtains have been installed on two (2) of the booths and the third booth will receive a new curtain in the very near future. As far as repairs and cleaning is concerned, Management will continue to maintain the booths in keeping with the highest level of housekeeping and repair as the nature of the operation will permit.

69-648 - Safety Hazard (D-82)
Date presented: 8- 19- 69
Presented by: E. Thomas, cs

GRIEVANCE:

82 dept. area bay GG5HH5 to GG9-HH9. The union is protesting the unsafe-unclean wet slippery condition of the floors as well as the leaking machines. and by so doing make these request of management. 1 that you will clean this area and make it safe and in so doing you will keep it clean at all times. 2 you will repair all leaking machines immediately and so doing you will keep them in good safe repair. 3. that you will assign a full time janitor to this area to clean and maintain this area in a clean & safe condition 4 that you will repair the following machines immediately - 31-1219-31-1218 H4817 - 30-15593 - 05-8088 FC.647 31-406- 31-2888 09-3499 - 30-14704 05-8144 10-19564 - 05-8107 10-319 - 30-8755 - 05-6613 - H8317 - 05-8318 - 05-8234.

ANSWER:

10- 14- 69

In this grievance the Union is complaining of unsafe working conditions in Dept. 82. Specifically, floors in a state of poor housekeeping and leaking machines. They are requesting additional janitorial help and the repair of the leaky machines.

Investigation reveals that a task force of maintenance employees has been established to repair the leaking machines and clean the floor in question.

It must be understood, however, that the project will take time since the repair work involved must be performed during overtime or non-production hours. In the meantime, Management will endeavor to maintain as high a level of housekeeping as the nature of the operation permits.

69-649 - Safety Hazard (D-82)

Date presented: 8- 19- 69

Presented by: E. Thomas, cs

GRIEVANCE:

Dept. 82 area bay GG2-HH2 to GG5-HH5. This area is wet slippery and dangerous. W/leaking machines chips covers most of the floor area. Leaking machine #09-9811-05-7206-05-15811 05-8072-H8099 LRA.567 #1211 05-8058-H8074-05-8073-30-9923 31-1210-05-3636- 05 8198-30-13476 05-8233-5-5-0093-19139-30-8693 05-6666-8183-8185. The above machines is leaks and keep the floor wet twenty four hours a day. Management is eather unable or/and unwilling to make the needed repairs. The union therefore request that management clean this area and repair all of the fore-mention machines immediately and keep this area and all other leke area in this dept clean and safe. We also request that (1) janitor be place in this area GG2 HH2 to GG5 HH5 to keep it clean immediately.

ANSWER:

10- 14- 69

In this grievance the Union is complaining of unsafe working conditions in Dept.82. Specifically, floors in a state of poor housekeeping and leaking machines. They are requesting additional janitorial help and the repair of the leaky machines.

Investigation reveals that a task force of maintenance employees has been established to repair the leaking machines and clean the floor in question.

It must be understood, however, that this project will take time since the repair work involved must be performed during overtime or non-production hours. In the meantime, Management will endeavor to maintain as high a level of housekeeping as the nature of the operation permits.

3

Dept. 74

P



J.T. (4/30/70)

ELDON AVE. AXLE PLT.-LABOR RELATIONS MTG. #7 (3-4-69) (THIRD STEP)

69- 94 - Health & Safety Hazard & Working Conditions (Dept. 74)
Date presented: 2- 11- 69
Presented by: E. Ward, Jr., ch. st.

GRIEVANCE:

The Union protest working conditions in dept. 74, namely oily floors, filthy water fountains and housekeeping in general.

The Union contends that the above mentioned conditions are a blatant and flagrant violation of the Local Supplement Agreement as per 11-30-67.

Therefore the Union is requesting that Management take the necessary steps to correct these conditions, and to establish and maintain a consistent maintenance program as per the agreement immediately.

ANSWER:

3-14-69

In this grievance the Union is protesting the working conditions in Dept. 74. They are requesting that Management correct the following conditions: Filty water fountains, oily floors, and housekeeping in general.

Investigation reveals that janitors have been assigned to Dept. 74 on all shifts. Their job assignment includes the cleaning of water fountains, oily floors, and housekeeping in general. Management is aware of the importance of clean working areas and will endeavor to insure that the janitorial staff performs their responsibilities. It should be noted, however, that the employees of Dept. 74 can assist in keeping their areas clean by not throwing or depositing debris on the floors or in the drinking fountains. Also, machine operators should not overfill the machines with machine oil. This will preclude oil from running on the floors from the overfilled machines.

ELDON AVE. AXLE PLT. -LABOR RELATIONS MTG. #7 (3-4-69) (THIRD STEP)

68-719 - Safety Hazard (Dept. 74)
Date presented: 12-29-68
Presented by: W. Mantooth, ch. st.

GRIEVANCE:

The floors in dept. 74 are desperately in need of attention. There is oil and oil soaked floor absorbent throughout practically the whole department creating a safety hazard on the operators, and making it near impossible to get a work saver up the iles with a load of stock. The Union has brought this to the attention of the department foreman and maintenance supervision with very little results. The Union contends that the hazardous condition is a violation to our supplementary agreement, and requests that the floors in dept. 74 be cleaned and that the holes be patched where needed, and that Management maintain a continuous cleaning program on the floors in dept. 74.

ANSWER:

3- 14- 69

In this grievance the Union's complaint is that the floors in Dept. 74 are in need of cleaning and patching. They are requesting that this be corrected in addition to maintaining a continuous floor cleaning program in Dept. 74.

Investigation reveals that the holes in the floor have been patched. The floors are in need of scraping and this work has been scheduled and will be done in the near future. Janitors are assigned on all shifts in the department. However, in order to insure that floors are kept continuously free of oil, machine operators will be required to refrain from overfilling the machines with cutting oil.

ELDON AVENUE AXLE PLANT - LABOR RELATIONS MEETING NO. 29
(7-16-68) (Third Step)

GRV. # 68-347 - Working conditions - Roof leaks (Dept. 74, 1st shift)
Date Presented: 6-10-68
Presented By: John H. Bennett, P.S.C.

GRIEVANCE:

The Union protest wet floors in all area's of dept #74 and particularly at bay location H-21 which is leaking profusely.

The Union has requested Management to repair this complaint on numerous occasions, (everytime it rains) but to no avail.

The Union again request that Management make all necessary repairs to eliminage all of these leaks and prevent recurrence of the same.

ANSWER:

8-12-68

In this grievance the Union is protesting a working condition in Dept. 74, Bay H-21, where they claim floors are wet because of the roof leaking.

Management is endeavoring to find and repair leaks in the roof. As of 7-22-68, repairs were being made to the roof.

(4)

Sept. 77

(P)

ELDON AVE. AXLE PLT.--LABOR RELATIONS MTG. #41 (10-22-68) (THIRD STEP)

#68-551 - Health Hazard (Dept. 77)
Date presented: 9- 10- 68
Presented by: H. Willis, Ch. St.

GRIEVANCE:

On Monday, Sept. 9, 1968, once again this union's attention was called to a long standing and well known "health hazard" in Dept. 77 -Ring Gear section, Bay area H-10, Hollocroft Drawer #41-3264.

This union's investigation finds, that for the past three (3) years management on all levels and all shifts in Dept. 77, are well acquainted with complaints of the employees assigned duties in the ring gears section because of smoke escaping from the Hollocroft Drawer causing headaches, and nasal discomforts and is an admission on the part of both management and the union, that this constitute a health violation and therefore, this union requests, that exhaust stocks be attached to the Hollocroft Drawer #41-3264 immediately to eliminate the above described health hazard; and the same to management's obligation to the employees in general and fulfill its agreed promises to this union (Maintenance program).

ANSWER:

10-31-68

In this grievance the union claims a health hazard in Dept. 77, Ring Gear, Bay H-10, Holcroft Draw.

Investigation by the writer on numerous occasions has not substantiated these charges. The amount of smoke and fumes in this area are negligible. The union has been invited to call the Labor Relations Supervisor's attention to the area when the claimed condition occurs.

ELDON AVE. ANLE FLT.-LABOR RELATIONS MTG. #33 (7-10-68) (THIRD STAGE)

#68-475 - Health Hazard (Dept. 77)
Date presented: 7- 11- 68
Presented by: H. Willis, Ch. St.

GRIEVANCE:

On Wed. 7-10-68, this union's attention was again called to an existing known safety and health hazard at the #4 furnace draw, bay area, #F-14.

This union's investigation finds that the above mentioned condition is of long standing and no correction on the part of management, has ever been implimented even though the union has complained on all levels. It is further cited that because no exhaust system for the #4 furnace draw is in existence, therefore the smoke and strong fumes escaping, are continually cause the employees of dept. 77-ring section to have and suffer with burning eyes, and headaches because of said condition, and in view of the fact that management is well aware of the prevailing and long standing condition this union requests immediate correction actions in correcting the total existence of the above mentioned health hazard.

ANSWER:

10-24-68

In this grievance the union alleges a health hazard at the #4 furnace draw, Bay F-14.

Management is aware of the faulty exhaust on the furnace in question and steps have been taken to correct this condition at the earliest possible date.

#68-474 - Health Hazard (Dept. 77)
Date presented: 7- 5- 68
Presented by: H. Willis, Ch. St.

GRIEVANCE:

On several occasions, this union's attention has been called in question relative to the improper exhaust system operation, in Dept. 77 Ring Gear Section, Bay areas J-11, 14, and 15.

This union's investigation finds that Management's attention has been called to the above known existing health hazard for more than a reasonable number of times. To this date, the following motors controlling the exhaust system are not in operation, #31-17311; #31-17210; and #31-17207; Bay areas J-11-14- and 15, above mentioned; and in view of the fact that ignoring such a critical condition which affects so large a number of employees, thereby confined to this area; this union requests immediate corrective actions on the part of management in eliminating all further continuation of said violated health working conditions.

ANSWER:

10-24-68

In this grievance the union claims a health hazard in that they charge that the exhaust system motors in Bays J-11, 14, & 15 do not work.

As stated in previous answers to this grievance, the three (3) motors mentioned have been checked and found to be operating properly.

ELDON AVENUE AXLE PLANT - LABOR RELATIONS MEETING NO. 29
(7-16-68) (Third Step)

GRV. # 68-283 - Health Hazard (Dept. 77, 1st shift)
Date Presented: 5-27-68
Presented By: J. U. Sims, P.S.C.

GRIEVANCE:

This Union's attention has been called in question, on several occasions, relative to escaping fumes and smoke, from the Draw on #6 furnace, Bay Areas H-11-H-12...

This Union's investigation finds, that Management of the above department, Ring Gears section, has been aware of the "Health Hazard" for some times; but to this day, the same conditions prevails, which constantly permits employees assigned work duties in this area, to be exposed to said mentioned "Health Hazard"; and in view of the fact that failure on the part of Management to correct the above conditions; therefore, this Union requests immediate corrective actions on the part of Management, in eliminating all further occurrences of the above mentioned condition, in any form...

8-12-68

ANSWER:

In this grievance the Union alleges a health hazard due to escaping fumes and smoke on the No. 6 Draw Furnace.

Management is in the process of investigating the conditions on this furnace and will endeavor to correct any hazard that may exist.

appealed to 4th step

(3)

Dept 73

(P)

ELDON AVE AXLE PLT.-LABOR RELATIONS MTG. #43 (11-5-68) (THIRD STEP)

68-591 - Working Conditions - Health Hazard (Dept. 73)

Date presented: 10- 8- 68

Presented by: E. Ward, Jr., Ch. St.

GRIEVANCE:

In dept. 73, all the bullard templa turn machines 2526, 2621, 2510, 2511, 2733, 2734, 2512 and 2527 are smoking excessively during the cutting cycle, thereby creating a serious health hazard.

Since the coming of cool weather creating a need to close all of the windows in this dept. the air content is polluted with smoke above the allowable maximums established by the State of Mich. Occupational Health Code.

The union contends that this is a bad and intolerable working conditions that requires immediate correction.

This is also a violation of the supplemental agreement as per 11-24-66.

The union request that management install a ventilating system on the above mentioned machines to correct this condition, and to refrain from moving or cause to move any machine in this plant that is smoke producing without installing necessary ventilating devices.

ANSWER:

11-14-68

In this grievance the union alleges a health hazard from the bullard templa-turn machines in dept. 73 because they smoke excessively and request the installation of a new ventilating system.

The existing air makeup system is adequate to solve this problem. However, at the time this grievance was presented, it was not functioning. Contractors were in the plant the week of 11-4-68, to repair and check out the system and it is now in good working order and is properly dissipating the smoke in the area.

ELDON AVE. AXLE PLT.-LABOR RELATIONS MTG. #43 (11-5-68) (THIRD STEP)

68-621 - Working Conditions - Health Hazard (Dept. 73)

Date presented: 10- 5- 68

Presented by: E. Ward, Jr., Ch. St.

GRIEVANCE:

The union protests bad working conditions in dept. 73 on Cincinnati grinders #2745 & 2746.

During the cycling of these machines the pressure from the speed of the grinding wheel throws off a tremendous amount of coolant spray causing a health hazard to the operator. The operators eye protection fogs up and his nasal passage is seriously effected by this condition.

The union has consulted with management at all levels about this condition to no avail.

Therefore the union request that management shut down this operation until necessary corrections are made to eliminate this condition imediately.

ANSWER:

11-14-68

In this grievance the union contends that the spray from the new Cincinnati Grinders #2745 & #2746 constitute a health hazard to employees working on them.

Several approaches to the solution of this problem have been attempted. Most recently, a new kind of shield has been installed which seems to have solved the problem.

ELDON AVENUE AXLE PLT.-LABOR RELATIONS MEETING #38 (10-1-68) (THIRD STEP)

#68-531 - Smoking Machines (Dept. 73)
Date presented: 8- 30- 68
Presented by: E. Ward, Ch. St.

GRIEVANCE:

The union protests smoking machines in Dept. 73 namely bullards #1193 and #1195 also new britains #1576 and #1577.

The union contends that this is a flagrant violation of Item #29 of memo of understanding dated 11-30-67, and a health hazard.

The air and the coolant is contaminated above the allowable contents established by the Michigan occupational Health Dept. code.

The union request management to take immediate steps to correct this condition and establish more frequent coolant changes.

ANSWER:

10-24-68

In this grievance the union complains of smoking machines in Dept . 73.

On Oct. 5 & 6, 1968, 30,000 gallons of coolant was removed from the central system and replaced with new coolant. In addition, the coolant was changed in 15 machines not connected to the central system. Bullards on the ring gear were refilled on Oct. 4, 1968. This should materially reduce the smoke from these machines.

(6) Dept. 81

(P)

69-914 - Safety Hazard (D-81)

Date presented: 11-11-69 - Presented by: J. Ingram, cs

GRIEVANCE:

It has been brought to this union attention that management, in this dept is not supplying enough gloves for the employee's to work. This is in direct violation of the agreement between Local 961 and Eldon Ave Axle Plant. Management has in obligation to its employee's to supply them with equipment to work with, now this union is demanding that management live up to the agreement and give these employee's gloves whenever they need them.

ANSWER:

2- 17 -70

In this grievance the Union is alleging that Management is not supplying enough gloves for the employees. They claim a direct violation of the Agreement and are demanding that gloves be given to employees whenever they need them.

Investigation finds that employees are receiving gloves as the need arises. As the answers to previous steps of this grievance reveal, new gloves will be replaced when old gloves are turned in to the supervisor.

Since there was no agreement violation and the employees receive new gloves when they follow established procedures for obtaining them, there was no basis for this grievance.

69-836 - Health Hazard (D-81)

Date presented: 10-22-69 - Presented by: J. Ingram, cs

GRIEVANCE:

On a number of occasion the union has asked that management keep this area around the eating tables between bay area V-21 & Y-21 & V-19 & W-19 clean of litter and stock. Every morning at the start of the first shift the place is in such bad shape that the employee's cannot get to the tables and sit down. Now the union is demanding that management live up to its agreement on good housekeeping and keep this area clean

ANSWER:

11- 20- 69

In this grievance the Union has stated that their particular complaint is that racks are being stored too close to a lunch table in Dept. 81.

The department is aware of the Union's complaint and will maintain an aisle between the lunch table and storage area in question.

69-812 - Safety Hazard (D-81)

Date presented: 10-16-69

Presented by: J. Ingram, cs

GRIEVANCE:

On a number of occasions this chief steward has requested that management keep the aisle's in dept. 81 clear. This morning when I walked through the dept all aisle's were full with shafts in boxes, carrier's in skids, housing, brakes, and every other kind of material that this dept. handles between the Chrysler line and the Dodge line by the bearing's press's. The floor is covered with reject shafts and shaft's that have been taken out of job's that has been torn down. The whole dept. is in very bad shape. So the union is requesting that management live up to its agreement on good housekeeping and clean up this dept.

ANSWER:

11-13- 69

In this grievance the Union is protesting the presence of stock in the aiseways of Dept. 81.

Investigation of this grievance reveals that management was aware of this condition and has taken the necessary steps to correct the problem consistent with the nature of the operation in Dept. 81. A storage area has been allocated for Dept. 81 stock and is being used for this purpose.

69-480 - Health Hazard (D-81)
Date presented: 7- 12- 69
Presented by: J. Ingram, cs

GRIEVANCE:

In a number of area's in dept. 81, there is no ventilation at all..This union has ask the management of this plant on a number of occasion for enough fan's for proper circulation of air. This union find's there is a very bad need for four (4) addition fan's in dept. 81. So therefore the union is requesting that 4 fans be given to dept 81. at once

ANSWER:

9- 18- 69

In this grievance the Union is requesting additional fans for department 81.

The committeeman, W. Farmer and the Labor Relations department previously discussed and resolved fan requirements for department 81. Therefore, no additional fans will be allocated. Mr. Farmer, however, did request that 3 fans be relocated in department 81. "This request was honored."

69-335 - Unjust Penalty (D-81)
Date presented: 5-29-69
Presented by: Robert E. Smith

GRIEVANCE:

In Dept. 81 - 5-14-69 Employees Llewyn Slatyon 81, Dept. 81 - Badge 4620 Charles Hudson 81, Dept. Badge 3208 and Ronald Steen 81, Dept. Badge 3259 was given a Two and one half (2½) day penalty for refusing to lift Carriers from the rack to the slide rail which the Union is saying was non-standard due to the fact that the hoist was broken and because of the fact that lifting carriers from the skids could cause Rupture or injury to the back.

The Union is contending that this was a bad move on the part of Management by asking employees to do the work that they should normally be doing with a hoist.

Therefore the Union is requesting that the above named employees be made whole for all time lost because of this infraction immediately.

ANSWER:

6-19-69

In this grievance the Union is protesting penalties assessed to three employees as being unjust. They are requesting that the employees be made whole for all time lost.

Investigation reveals that the three employees, Messrs. Hudson, Slayton, and Steen were given three day penalties for refusing to follow their supervisor's instructions and perform a job as directed.

Inasmuch as the employees admit to refusing to perform as directed; and, since this serious infraction of company rules could have resulted in discharge, the penalties were not unjust. There is no evidence to substantiate the Union's contention that the work could not have been performed by the grievants, in view of the fact that when they refused to perform the work, other employees did the work with no ill effects. In fact, in previous periods, other employees have performed this work also.

Grievance denied.

ELDON AVE. AXLE PLT.-LABOR RELATIONS MTG. #3 (1-21-69) (THIRD STEP)

68-678 - Safety Hazard (Dept. 81)
Date presented: 11-29-68
Presented by: R. Smith, ch. st.

GRIEVANCE:

In Dept. 81 there is a very unsafe and oily floor condition in and around the valiant line shuttle press between bay Z-19 & Y-19, also there is an oil leak on the Chrysler bearing press no. 2598 between X & Y-19 bad floors on the Dodge 8 3/4 by the bearing press this writer also observe on the Chrysler 8 3/4 by the oil seal press a bad oil leak.

Therefore the union is requesting that this condition be corrected immediately.

ANSWER:

2- 20- 69

In this grievance the union claims a safety hazard in the nature of oil leaks and bad floors, Bays Z-19, Y-19, and X & Y-19.

The machines noted in this grievance have been placed in pan and as of 2-7-69, the floor in the area is free of oil.

①

Sept. 78

②

ELDON AVE. AXLE PLT.-LABOR RELATIONS MTG. #40 (10-15-68) (THIRD STEP)

#68-515 - /Working Conditions & Safety Hazard (Dept. 78)
Date presented: 8- 22- 68
Presented by: P. Taylor, Ch. St.

GRIEVANCE:

In dept. 78 brake shoe fabrication, working conditions and safety hazard has been existed since the new shave dies has been installed. The new shave dies are twice as heavy as the old shave dies and this create another problem. After the shave die has been place on the die buggy three machine operators has to stop doing their work to help the two jobsetters to push the die buggy to its respective position before it can be installed. Mr. Bill Robinson, was on the case at one time andhe sujested an electric die buggy. However, this union requested immediate action for better working conditions and before someone gets hurt.

An electric hoist is also needed.

ANSWER:

10-24-68

In this grievance the union complains of "working conditions and safety hazard." They claim the die buggy used to move new shave dies are too difficult to push.

Investigation does not reveal any safety hazard in this case even though the die buggy may be difficult to move. Management is reviewing the conditions, however, and will endeavor to make the work easier.

(2)

Sept. 79

(2)

69-915- Safety Hazard (D-79)

Date presented: 11-11-69 - Presented by: J. Ingram, cs

GRIEVANCE:

On a number of occasions it has been brought to the union's attention, that the foreman's in this dept. (79) was not giving the employee's gloves for them to work in, this is in direct violation of the agreement between Local 961 and Eldon Ave Axle plant and it is also a very bad safety hazard for the employee's to work without proper material and equipment so this union is demanding that management live up to its agreement with the union and give these employee's gloves to work in.

ANSWER:

2- 17- 70

In this grievance the Union is alleging that Management is not supplying gloves to employees of Dept. 79. They claim a direct violation of the Agreement and demand that the employees receive gloves to work in.

Investigation reveals that employees are receiving gloves as the need arises. As revealed in previous steps to this grievance, Management will replace excessively greasy or worn gloves on an exchange basis.

Since there was no agreement violation and the employees receive new gloves when they follow established procedures for obtaining them, there was no basis for this grievance.

69-413 - Safety Hazard (D-79)

Date presented: 6-25-69

Presented by: Jeremiah Ingram, CS

GRIEVANCE:

Upon investigation the Union finds that Dept 79 is a complete safety hazard.

One employee was injured this morning because of this hazard skid boxes & gears all over the floor and isles. The union is asking this Company to live up to the agreement on good housekeeping.

That the isle way would be kept clear.

ANSWER:

7-24-69

In this grievance the Union is citing a safety hazard in Dept. 79.

Upon investigation of this grievance, said area in Dept. 79 was free of hazardous skid boxes and gears. This is a production area where skid boxes are enroute in and out of the department all day. Due to the great demand for stocking this area, it can be clear of excessive skid boxes and gears on the first shift but have an accumulation by the third shift.

However, Management will endeavor in the future, as in the past, to keep this area as free of safety hazards as possible.

(3) Dept. 80

(P)

J. Edwards

69-859 - Safety & Health Hazard (D-80)

Date presented: 10-29-69 - Presented by: B. Washington, alt. cs

GRIEVANCE:

On 10-28-69 it was brought to the unions attention that management has failed to live up to their obligation in the issuance of gloves.

The employees on the first (1st) shift in dept. 80, are being denied gloves; which are so vital and necessary for their work performance. Too many employees are victims of cuts from chips of steel in their hands; from broken fixtures and rough stock.

The Union contends that management is in violation of local agreement; and, at this time, the union requests an immediate end to management insistence that employees perform their assignments, under prevailing unsafe conditions.

ANSWER:

11- 20- 69

In this grievance the Union is alleging a safety and health hazard in that not enough gloves are being issued to the employees.

Investigation reveals that this is not true. Every morning between five and six dozen pairs of gloves are delivered to Dept. 80. This covers the normal number of people requesting gloves. If more people require gloves, a man is sent to the crib for them. It is Management's intention to provide employees with safety equipment, including gloves, as required.

69-619 - Skid Boxes Stacked in Aisle (D-80)

Date presented: 8- 16- 69

Presented by: P. Taylor, cs

GRIEVANCE:

In dept. 80 between no 8 line and no 9 line management has stacked 49 skid boxes in the isle.

The people cannot get any benefits from the air makeup system because these skid boxes block all air coming from the units.

This union has requested a numerous of time about the skid boxes being moved and nothing has been done.

Therefore, this union requests that management comply with the local supplement immediately.

ANSWER:

9- 26- 69

In this grievance the Union is grieving skid boxes stacked in aisle.

Upon investigation of this grievance all skid boxes have been removed from the aisle in Dept. 80.

It is Management's intent to keep all aisles clear of skid boxes, and Management is endeavoring to do so to the extent possible, consistent with the nature of the operations.

69-420 - Working Conditions (D-80)
Date presented: 6- 25- 69
Presented by: P. Taylor, ch. st.

GRIEVANCE:

On 6- 25-69 in dept. 80 James Edwards badge 1269, sen. 8-26-68 ask the foreman D. Mallory for a pair of gloves before the 6:30 a.m. whistle. The foreman D. Mallory had five minutes to get the employee a pair of gloves. The foreman flatly refused to give a pair gloves. James Edwards went to work at 6:30 a.m. and put up stock for fifteen minutes without gloves.

James Edwards ask the foreman to call for his steward, at that point he gave him a pair of gloves. Therefore, this union requests that the above action taken by the foreman cease and desist immediately.

ANSWER:

7-23-69

In this grievance the Union protest what they call working conditions in that J. Edwards claims he was not given gloves when he requested them, but had to wait 15 minutes.

After reviewing the facts of the case, the conditions of work, time of request, etc., Management does not feel that the 15 minute delay was unreasonable.

10

Dept. 69

NP

Inspector

75 III - JT.

71 II - R.M.

79 I

72 I - A.C.

70 III

69-980 - Health Hazard (D-69)

Date presented: 12- 5- 69 - Presented by: W. Sparks, cs

GRIEVANCE:

The air condition in the 75 roll room has been out of order for the past two weeks, and management have done nothing to alleviate the problem.

Therefore this union are demand that management put two fan in the roll room to move the air around so that the employees may be able to breathe in there. Immediately!!!

ANSWER:

2- 17- 70

In this grievance the Union claims a health hazard in that the air conditioner in the Dept. 75 roll room is out of order.

This condition was corrected on December 8, 1969.

69-979 - Safety Hazard (D-69)

Date presented: 12-5-69 - Presented by: W. Sparks, cs

GRIEVANCE:

On this date, 12-2-69, the conveyer that bring the stock in from dept. 75, into the roll room, broke on the said date. and reverse it couse, and came back at a high rate of speed throwing stock in every direction. The only reason no one was hurt, because it happen after 10 p.m. Therefore this union is requesting that management will fix the safety stop on the said convey at the south end of the roll room and keep it working proper from nowon.

ANSWER:

2- 17- 70

In this grievance the Union claims a safety hazard in that a conveyer in the roll room broke.

This conveyer has been repaired and is in safe working order.

69-865 - Safety Hazard (D-69)

Date presented: 10-29-69 - Presented by: H. Willis, cs

GRIEVANCE:

On Wed. 10-29-69, it was brought to the union's attention that, employee L. Dye, 69-1046, sen. 8-11-68, class 2118, was injured by a falling valiant tube from the washer conveyor, dept. 71, bay area DD10; and as recent as Friday, 10-25-69, employee C. Copeland, 69-2700, sen. 5-8-69, also received a foot injury, from the same assignment.

The union's investigation finds that, complaints have been registered on several occasions, on the part of both the union and management, relative to falling valiant tubes, from the conveyor, passing through the parts washer, dept. 71, bay area DD-10. Management did make an attempt to correct the safety hazard in question, however, not enough effort on the part of management, has been demonstrated, to satisfy the union; and in view of the fact that another employee sustained an injury as late as Friday 10-25-69, this union must insist that immediate complete corrective actions on management's part, to effectively eliminate the above mentioned "safety hazard."

ANSWER:

11-20- 69

In this grievance the Union is citing a safety hazard.

Investigation reveals that the hooks along the valiant line have been bent. Maintenance is currently in the process of straightening these hooks out so as to alleviate the problem.

It is Management's intent to live up to the housekeeping obligations and to make Eldon Ave. Axle a safe plant to work in.

69-790 - Safety Hazzard (D-69)

Date presented: 10-7- 69 - Presented by: D. Williams, alt. cs

GRIEVANCE:

On 9-23-69 Richard Drayton of dept 69, badge no. 3381 called the chief steward to complain about how close the rack's were to the inspection area, and that he kept bumping his arm's & back on the rack.

I Donzell Williams (alternate steward) of dept's 69- 27, 25, 19, & 77, investgated the area of bay Z7 & Z9 and found that the rack does interfere with the inspector's checking their stock,, and that if a carrier falls of the line he has no way to get out to safety. The union contends that this is very hazzard's and should be corrected immediately.

ANSWER:

11- 6- 69

In this grievance the Union is alleging a safety hazard.

Investigation finds this condition to be temporary, but it is still not a safety hazard.

The stock coming down the line is protected from falling off the line by a guard rail. Also, the inspector does have enough room to perform his job in a safe manner.

However, the racks under complaint will be moved shortly.

69-587 - Safety Hazard (D-69)
Date presented: 8- 13- 69
Presented by: W. Sparks, cs

GRIEVANCE:

This union is protesting the unsafe condition of the floor in dept. 71 air test area (FF15). As a result of this unsafe condition, employees have been injured. This union is requesting that Management take the necessary steps to correct this unsafe condition immediately.

ANSWER:

10-14-69

In this grievance the Union is alleging a safety hazard.

The condition of the floor mentioned on the grievance resulted when the housing came out of the washer and water was sometimes dripping out of the housing onto the floor. Upon two (2) investigations, it was found the first time that speedi-dry was thrown on the floor to absorb the liquid and the inspectors were given cardboard to stand on. Subsequently, their work area was clean and dry. However, on the second trip to the air test area, it was found that this condition of the water dripping has been completely alleviated.

ELDON AVE. FLT.-LR MTG. #12 - 4-15-69 (3rd step)

69-209 - Safety Hazards (D69 & 27)
Date presented: 3-24-69
Presented by: H. Willis, ch. st.

GRIEVANCE:

It has come to this Union's attention that, employees J. Casey, E.#27-2123, Sen. 11-20-35, Class #1818, and E. A. Wahoski, E#69-6376, Sen. 10-26-64, Class #1821, presently assigned Inspection Duties on the "Lemaire 3-way Finisher Line" and Inspection Station, Bay Area Z-7, Dept. #72, are exposed to an undue Safety Hazard, on a daily basis, in the performance of their Work Assignment.

This Union's investigation finds, that Management of every level in both Production and Inspection are very well aware of the greasy floor area, along with the Metal Covers over the Chip Conveyor, also adding to the present Slippery Conditions existing at the Line and Station, in question. This Union contends that Management should impliment corrective measures immediately, in eliminating the present conditions. We therefore requests that an ample amount of absorbent (Oil & Water) remain in the area in question for available immediate use, until another corrective means of completely eliminating the above cited Safety Hazard.

ANSWER:

4- 25- 69

In this grievance the Union claims a safety hazard at Bay Z-7 in Dept. 72.

Investigation of this area did not reveal any unsafe condition. The floor was free of oil and grease.

Management will endeavor to maintain the area in this condition and make absorbent available when required.

ELDON AVE. AXLE PLT -LABOR RELATIONS MEETING #42 (10-29-68) (THIRD STEP)

#68-592 - Health Hazard (Dept. 69)
Date presented: 9- 12- 68
Presented by: H. Willis, Ch. St.

GRIEVANCE:

On Thursday, Sept. 12, 1968, this union's attention was called in question by the employees assigned duties at the north end of the dept. 75 Roll Room relative to the continued prevailing "Health Hazard," long existing in the 75 Roll Room.

This union's investigation finds that for more than a year, Management has only promised to correct the well known and long stand "Health Hazard." Excuses have been offered on the part of management of every nature, as to the reasons for not fulfilling their promises of extending the Air Make-up system in the Roll Room to accommodate all employees required to perform work assignments in same. The employees in question complains of having head-aches, nasal conjestions, and also nausea conditions; this union contends that management has since the initial complaint filed by this union, extended the Roll Room changed and added machines to produce more and failed to correct the health hazard; therefore, this union requests immediate corrective measures in eliminating the above described "Health Hazard."

ANSWER:

11- 7- 68

In this grievance the union alleges a health hazard at the north end of Dept. 75 Roll Room in that the air makeup system is not working to their satisfaction.

It is well known to the union that the Dept. 75 Roll Room is one of the few areas in the plant that is air conditioned. At worst, the area in question may be less comfortable than the middle of the Roll Room, but the temperature and atmospheric condition is one of the most desirable in the plant, and, therefore, is not a health hazard.

This grievance is without merit.

ELDON AVE. AXLE PLT.-LABOR RELATIONS MTG. #43 (11-5-68) (THIRD STEP)

68-520 - Unsafe Working Condition (Dept. 69)

Date presented: 8- 21- 68

Presented by: J. C. Thomas, Ch. St.

GRIEVANCE:

On 8-16-68 the union was call to investigate a conditin. Upon investition the union find this to be a long standing problem in this area. It have been call to management attentive many of time that the roof in this area B-2 through B-5 and the surround area have been leaking for sometime on high voltage boxs in the area, causing thim to short circuit and cause a loud explosion and possible bodily harm. Management has promise many time to correct this problem but have fail to keep there word. And is causing undo hardship on employees in this area.

Therefore the union demand that this matter be corrected immediate.

ANSWER:

11- 14- 68

In this grievance the union alleges an unsafe working condition in Bays B-2 through B-5 involving water leaking on high voltage boxes and requests that the condition be corrected.

The electrical panels in question have been changed and moved to eliminate this hazard.

ELDON AVENUE AXLE PLANT - LABOR RELATIONS MEETING #31
(8-6-68 Third Step)

GRV. #68-382 - Safety Hazard
(Dept. 69 - 1st shift)
Date presented: 7-8-68
Presented by: J. U. Sims

GRIEVANCE

On Friday, June 14, 1968, this Chief Steward's attention was called in question, relative to a sizeable hole in the flooring area of the Paint Line (Dept. #70) Bay Area B-5&C-5.

It is clearly indicated, on Management's part from every investigation of this Union, in reference to "Safety Hazards", that Management ignores and neglect to fulfill its obligation in, instituting corrective measures, to assure the employees of safer working conditions, and areas; For more than a long period of time, the Supervisor and Management in general, in the above described area have been made aware of this known "Safety Hazard" existing at the paint line, Dept. #70, Bay Areas B-5&C-5, and to this day the same hazard exists; therefore, once again this union requests immediate corrective actions in curbing, and totally eliminating the above described safety hazard, and any/or all others, that might be brought to Management's attention.

ANSWER:

This grievance was withdraw with prejudice.

ELDON AVENUE AXLE PLANT - LABOR RELATIONS MEETING NO. 28
(7-9-68) (Third Step)

GRV. # 68-257 - Safety hazard (Dept. 69) (1st Shift)
Date Presented: 6-3-68
Presented By: J. U. Sims

GRIEVANCE:

It has come to this Union's attention on a number of occasions, that employees of Dept #69, assigned work duties on the Paint Line, Dept. #70, Bay Area #C-5, are yet required to perform their duties, with a continued existing "#Safety Hazard", well known to Management.

This Union's investigation finds, that Management from several levels, are well aware of the uneven floors; as well as the holes in the flooring of the area in question; and Management is also aware of the inability of employees, assigned duties in that area to avoid being exposed to the existing "safety hazard"; And in view of the fact that Management has failed to impliment corrective actions since called to their attention, early in 1967; Therefore, this Union is reducing its request, to written form, for immediate corrective actions, in the above area in question.

ANSWER:

7-24-68

In this grievance, the Union is protesting what they claim to be a safety hazard in Dept. 70, Bay C-5. They are requesting that holes in the floor and other unevenness in the floors be repaired.

Management is endeavoring to maintain the floor in good repair and will make repairs where repairs are required as conditions permit.

*No 2nd step ^{ANS} court!
appealed to 4th step*