

DETROIT REVOLUTIONARY MOVEMENT RECORDS

BOX 3 OF 16

FOLDER 17

EWSC CHARGES FILED WITH
NLRB JUNE 1970



Eldon Wildcat

May 28, 1970

Box 1274, Fort Shelby Sta., Detroit, Mich. 48221

pp. 12

NO SAFETY — NO PRODUCTION!

Eldon was shut down again yesterday --for the third time in six weeks. 75% of the second shift stayed out and even more on the third shift.

The walkout was called by the Eldon Workers Safety Committee, following the death early Tuesday of Gary Thompson and the refusal of the local leadership to take any action. On Wednesday morning, Elroy Richardson once again locked the door of the union hall to prevent members from meeting there. I sent the local staff home and trotted off to the plant for more "negotiations."

The walkout already has management worried about its axle supply. Wednesday afternoon they had a Detroit cop go around with orders that pickets can not use the sidewalk where there is a driveway into the plant. Sidewalks are public property. The company just wants to make it easy for scabs to go in.

WHY SHOULD WE STAY OUT THIS TIME?

Our first wildcat got John Scott reinstated. The second one did not get all the fired stewards reinstated, because we want back before we won our demands. We lost because the Richardson leadership maneuvered us back to work.

The men calling this walkout are the ones who got fired because they stood up for us before. By not going in we help to change unsafe conditions. And we defend our own interests by staying out until they are brought back with us.

JOIN THE PICKET LINE

A lot of us on the picket line will show Chrysler we are finished with foremen pushing people around, with our elected stewards kept out of the plant, with people being killed because OUR safety comes after THEIR PRODUCTION.

The bigger the line, the harder it will be for management to pick out victims after we go back to work.

OPEN THE DOOR RICHARDSON!

We need a meeting, RIGHT NOW, to make our demands clear and tell our "leadership" what we want done. Or else take their resignations and put in some new officers.

If necessary we can hold a meeting

outdoors, without a hall--or without a president, for that matter.

GET THE STEWARDS BACK IN THE PLANT!

They were fired for doing their job, passing the word and pulling people out when things reached the breaking point. We are not going to get anywhere with safety problems or other grievances until we get ALL our stewards back on the job--not just the ones that management likes. Four weeks ago we went back to work without them. That was a mistake!

NO MORE MURDERS!

Gary Thompson's death was NOT an accident. It is a FACT that jitney repair men have been WRITTEN UP for REFUSING to give unsafe vehicles an okay for use! Day after day management puts off repair and cleanup work to meet the push for more and more production. For Chrysler, PROFITS COME FIRST, OUR SAFETY COMES LAST.

BUT NOT FOR US.

LATEST VICTIM— GARY THOMPSON

Gary Thompson made it home alive from Vietnam. Gary, who was a jitney driver in Dept. 25 on the 3rd shift, didn't make it out of the plant alive last Tuesday morning.

That day he drove his jitney from the scrap yard to the railroad yard. He had a load of scrap steel to dump in the freight cars. When he got his load there, he lifted the hopper forward on to the loading rail of the freight car. When the clip lever on the hopper wouldn't release he had to get off. The jitney backed away and ran down into a rut. The load shifted and the jitney tipped over. Five tons of scrap steel crushed Gary to death.

Chrysler had put Gary Thompson on a jitney that had so many things wrong with it, the jitney itself should have been sold for scrap.

There were no emergency brakes to prevent the jitney from rolling, although the 1967 agreement calls for

(continued on back page)

Exhibit B-004

GARY THOMPSON

(continued from front)

them. One more instance when Chrysler breaks our contract.

The clip lever on the hatch wouldn't release. And there was no safety release which the driver could reach from his seat. Instead he had to climb down leaving behind a vehicle with no emergency brakes.

There is no safety device to prevent the load from shifting.

This jitney is now in the plant repair shop--undoubtedly Chrysler is covering up all the unsafe features on it. The union, local police--no one stopped Chrysler from tampering with the evidence. That's like letting a murderer retrieve the spent cartridge and clean his gun to remove all traces of firing. The murderer can then say "I didn't do it." Chrysler can now say, "The jitney is perfectly safe. It must have been the driver's fault. We didn't do it."

FIRE NEXT DOOR

The recent fire at the plant next door, Lynch Road Assembly did \$850,000 worth of damage, destroyed two paint departments, and shut the plant for a week. What caused it?

The same kind of penny-pinching negligence that resulted in the death of Gary Thompson. The conveyor mechanism in one of the paint booths was known to be defective and was scheduled for replacement. Then somebody decided that replacement could wait until changeover.

CORRECTION

In some early editions of our last issue, Eldon Wildcat No. 11, we listed, incorrectly, five local officials failing to show at the plant gates on May 1. We understand that McNeely, Gale, Thornton, Farmer and Bucci did make the scene. Our mistake--sorry.

SIMS OFF COMMITTEE

Do we pick our union representatives or does Chrysler?

The company has demanded, and the union agreed, to take Jordan Sims off the local bargaining committee.

The excuse (pretty feeble) is that a fired committeeman can't represent the people who elected him!

But that should be for us to decide, not the company!

PRESIDENT ELROY
AIN'T TALKING

Members of 961 who went to the union meeting last Sunday got very little information about what's been going on.

A month ago we voted 92% in favor of a strike. This was completely ignored at the meeting.

A month ago Richardson told us that the Local was negotiating to get the fired stewards back. If "negotiations" have been going on, they must be "top secret."

INFORMATION AS A P.S.

At the end of the meeting, Elroy did mention--sort of off-hand--something about the 9 stewards. Elroy said the International told him that 7 of the stewards would be back at work this week, and the last 2 by next week. He didn't mention what we were giving up in return.

But why would Chrysler reinstate the stewards now? That hasn't been their game up till now. The only time we got anything is when we forced it.

So why did Chrysler suddenly soften up on the issue of the stewards? There has been no strike threat from the International. Their game was made clear when the stewards were originally fired. The International knew of the firings in advance and advised the local not to do anything about them!

THE MATING GAME--CHRYSLER AND THE UAW

We probably won't find out for a long time what that deal actually was but it probably went something like this:

Chrysler agrees to reinstate the nine. In return, the International agrees that it will not object if the company fires any of the nine who become involved in some future walkout. (Like the present one.) Maybe the International also agreed to stall on giving Local 961 strike sanction.

It's easy to see why the company would like this kind of deal. It would cool off the current situation. The Local would get its stewards back, but they would be working with a gun at their heads.

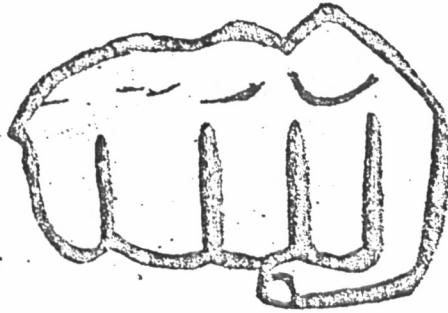
The company could then pick them off one by one whenever it felt like it. Under those conditions they could not do their job properly. And without stewards around who are willing and able to fight Chrysler could ignore safety conditions and increase work loads as they pleased.

We would be completely at their mercy. Like Gary Thompson was.

el

ELDON AVENUE
REVOLUTIONARY
UNION MOVEMENT

VOL. 3 NO. 4



rum

LEAGUE OF
REVOLUTIONARY
BLACK WORKERS

DISCHARGED BECAUSE THEY CARED

Brothers and Sisters, in the past year and a half, three Black people have been murdered at the ELDON AVE. Plant, ELRUM has sought justice in each of the three cases and has tried to highten the conscience of black workers so that they (the workers) would recognize and acknowledge that management at this "Hell Hole" called Eldon is guilty of murder in the first degree.

In the response to the most recent act of genocide against black people (the tragic death of brother Gary Thompson) The Eldon Workers Safty Committee elected to refuse to work under the abnormally hazardous conditions inside the plant. The Safty Comm. which was composed of the discharged stewards, Elrum and Eldon Wildcat stood at the plant gates with signs that explained their reasons for not going inside the plant, the afternoon shift seeing the signs decided that if the plant was unsafe for some, it was unsafe for all and they too refused to go inside. The next enening three members of Elrum and John Taylor, a member of Wildcat received telegrams notifying them that they were discharged for an alleged violation of Sec. 5 of the National Agreement (unauthorized picketing).

Since none of the union officials, received notification in response to their participation in the "work stoppage" it is clear to us that this was another premeditated act between the company and the union in which to rid the plant forever of any voice that cries for justice for black as well as white people. The day following the discharges, James Edwards, Robert McKee, Alonzo Chandler and John Taylor were called into Labor Relations for official notification of their discharge, and were told that they were discharged but all evidence was locked up, but they had no key, they then dismissed everybody with the words "The people ain't seen nothing yet."

But we as Elrum tell Carl Paulsgrove and all his lackeys you have once again failed, you have once again showed the people at Eldon your true nature and your mock concern, and we yell with angry voices Elrum will live as long as Black people are exploited, degraded, and oppressed. And we look at you Carl with contempt in our hearts, knowing that you have murdered our brothers and our sisters and seeing the blood of our mothers and fathers on your hands we declare, you will pay, you will pay, you will pay.

LONG LIVE ELRUM IN THIS RACIST LAND
DEATH TO THEIR ENEMIES



ALONZO CHANDLER



JAMES EDWARDS



ROBERT MCKEE

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

INSTRUCTIONS: File an original and 4 copies of this charge with NLRB regional director for the region in which the alleged unfair labor practice occurred or is occurring.

DO NOT WRITE IN THIS SPACE

Case No.

Date Filed

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer
Chrysler

b. Number of Workers Employed
3,500

c. Address of Establishment (Street and number, city, State, and ZIP code) Lynch Rd., Detroit

d. Employer Representative to Contact
Unknown

e. Phone No.

f. Type of Establishment (Factory, mine, wholesaler, etc.)
Factory

g. Identify Principal Product or Service
Automobiles

h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and 8 (a) (3) of the National Labor Relations Act, and these unfair labor practices are unfair labor practices affecting commerce within the meaning of the Act.

2. Basis of the Charge (Be specific as to facts, names, addresses, plants involved, dates, places, etc.)

See Attached

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

3. Full Name of Party Filing Charge (If labor organization, give full name, including local name and number)
James Edwards, John Taylor, Robert McKee, Alonzo Chandler

4a. Address (Street and number, city, State, and ZIP code)

16651 Santa Rosa

4b. Telephone No.

862-2308
~~862-2308~~

5. Full Name of National or International Labor Organization of Which It Is an Affiliate or Constituent Unit (To be filled in when charge is filed by a labor organization)

6. DECLARATION

I declare that I have read the above charge and that the statements therein are true to the best of my knowledge and belief.

By

Michael C. [Signature]
(Signature of representative or person filing charge)

Attorney
(Title, if any)

Address

2761 E. Jefferson, Det.

567-0450
(Telephone number)

6-10-70
(Date)

WILLFULLY FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PHILO, MAKI, RAVITZ, GLOTTA, ADELMAN, COCKREL AND ROBB

ATTORNEYS AT LAW

2761 EAST JEFFERSON AVENUE

DETROIT, MICHIGAN 48207

(313) 567-0450

HARRY M. PHILO
D. WILLIAM MAKI
JUSTIN C. RAVITZ
RONALD D. GLOTTA
KENNETH VERN COCKREL
BARBARA G. ROBB
MICHAEL ADELMAN

June 8, 1970

National Labor Relations Board
500 Book Building
Washington Boulevard
Detroit, Michigan 48226

RE: Dismissals of John Taylor, Alonzo Chandler,
Robert McKee and James Edwards from the
Chrysler Gear & Axle Plant.

On May 24, 1970, Gary Thompson, a twenty-two (22) year old worker, was killed while he was on an assignment at the Chrysler Eldon Gear & Axle Plant.

Mr. Thompson was assigned to transport steel on one of the company's hi-lo machines. The machine assigned to Mr. Thompson was improperly equipped. The hi-lo had faulty brakes and improper guard rails.

The failure of Chrysler Corporation to repair the machine which Mr. Thompson was driving, led to Mr. Thompson's death when he was crushed by three tons of steel. The blow from the steel killed Mr. Thompson immediately.

Prior to Mr. Thompson's death, two other deaths occurred at the Eldon Plant which were caused by work related injuries.

Approximately one year before the death of Gary Thompson, Rose Logan died from injuries suffered on her job at the Eldon Plant. Miss Logan had been run over by one of Chrysler Corporation's forklifts. At the time of the accident, she was hurt badly and was in a serious state of shock. She suffered internal injuries caused by the accident. She was taken to the medical department where she was treated by the Eldon Plant physician. After a speedy examination she was sent back to work. Miss Logan was forced to work the rest of the day before she could go home to recuperate.

A few weeks later, Miss Logan died. Her death was caused by a combination of three factors. (a) She was given a hasty

June 8, 1970

National Labor Relations Board

RE: Dismissals of John Taylor, Alonzo Chandler, Robert McKee
and James Edwards from the Chrysler Gear & Axle Plant

Page 2.

medical examination by the plant physician; (b) she suffered internal injuries which were aggravated when she was ordered back to work after being struck and injured by more than one ton of steel; and, (c) the initial injury itself.

Then, subsequent to the death of Miss Logan, prior to the death of Mr. Thompson, Mamie Williams, a fifty-one (51) year old worker, was killed under similar circumstances. Mrs. Williams had become ill and her physician told her to stay home until such time that he felt she could return to work. Shortly after Mrs. Williams had taken her sick leave, the management at the Eldon Plant informed her by a telegram and a letter that if she wanted to maintain her job she would have to return to work immediately. Since Mrs. Williams feared losing her job, she returned to work at the Eldon Plant. She had returned to work for one (1) week when she became ill and passed out. She had to be carried out of the plant in an ambulance. The next day she went to the doctor and was placed in the hospital, and on Wednesday, May 13, 1970, she passed away.

The deaths of Gary Thompson, Mamie Williams and Rose Logan are only a manifestation of the abnormally dangerous conditions which exist at the Chrysler Eldon Plant. Safe working conditions do not occur accidentally. We know that the Chrysler Eldon Plant decided for profits to eliminate certain safety practices which decision was made because it would save money. Proper safety required:

1. That Mr. Gary Thompson be given a period of training on the operation of this machine. But-this requires the time of two men so Thompson was required to operate the hi-lo without proper training. The result-his death.

June 8, 1970

National Labor Relations Board

RE: Dismissals of John Taylor, Alonzo Chandler, Robert McKee
and James Edwards from the Chrysler Gear & Axle Plant

Page 3.

2. That the hi-los should be a proper size to handle the load required. Mr. Thompson's hi-lo had at least one tone of steel in excess of the legal limit.

But-it costs money to have the proper number of hi-los of the proper size available to the workers, so an inadequate machine was given to Mr. Thompson. The result-his death.

3. That proper safety demands that the run ways where these heavily loaded hi-los are used be smooth and free of obstruction. Otherwise, any mistake will result in someone's injury.

But-this requires a proper maintenance program. It costs money to have a proper maintenance program. So there was no proper maintenance program. The result was the tragic and unjustified death of Gary Thompson.

4. That proper safety demands a continuing maintenance program for the hi-los driven by the workers. Over 50% of the hi-los at the Eldon Plant are in disrepair. Only the money required to repair these hi-los is necessary to prevent the accidents and deaths of the Eldon Plant workers.

The serious safety hazards which exist in one department (#75) characterize the unsafe conditions which the workers in the plant are subjected to. The workers of that department complain of the following: 1) Pools of oil on the floor at the foot of the women's lavatory; 2) loose fitting pinion boots on the Lub-Rite which fills up with hot kerosene (about 200 degrees) that splashes out on the face and the eyes; 3) ring bear girder #10-3289 has a clamp spring which

June 8, 1970

National Labor Relations Board

RE: Dismissals of John Taylor, Alonzo Chandler, Robert McKee
and James Edwards from the Chrysler Gear & Axle Plant

Page 4.

winds up too tight during use and which has recently come loose to clamping shut on the right hands of three separate men; 4) excessive noise and dust on the modern grinder; 5) pools of oil in P aisle between P-10 and P-12; 6) iron plate in aisle B by the Lube-Rite which catches the work-saver and whips it violently out of control; 7) badly bent conveyor hooks on the lines running from the modern grinder to the Lube-Rite and from the Lube-Rite to Department 79; 8) oil and dirt caked on the stairs of the men's lavatory #15; 9) skid boxes stacked 5 high in the gear bank (corporate safety rule is 4 high); 10) foremen who require employees to climb on and into these skid boxes looking for stock.

To combat the abnormally dangerous conditions which prevail at the plant, a number of concerned employees formed the Eldon Safety Committee. The purpose of the Eldon Safety Committee was combating the conditions which led to the deaths of Rose Logan and Mamie Williams in order that further deaths and injuries could be prevented. The Eldon "Safety Director" has made a conscious decision to put as many workers on production as possible which eliminates the possibility of proper maintenance and safety programs. Mamie Williams and Rose Logan were forced back on the production line by this policy-they died. Gary Thompson was forced to work without proper equipment or training by this policy-and he died. The Eldon Safety Committee knows how to save these lives to prevent future maiming and death. The only effort by this Committee was to save their lives and the lives of their fellow workers by changing the policy which resulted in past deaths and injuries.

After the formation of the Eldon Safety Committee, the members initiated a campaign to attempt to educate other workers on

June 8, 1970

National Labor Relations Board

RE: Dismissals of John Taylor, Alonzo Chandler, Robert McKee
and James Edwards from the Chrysler Gear and Axle Plant

Page 5.

the conditions which existed. They attempted to do this by composing and circulating leaflets at the Eldon Plant.

On May 24, 1970, subsequent to the committee's leafletting campaign, Gary Thompson was killed. The Eldon Safety Committee met and agreed that the dangers existing at the Eldon Plant had so continually and flagrantly put their lives in danger and the lives of their co-workers in danger that a more decisive course of action would have to be pursued.

Therefore, on May 25, 1970, the Eldon Safety Committee established pickets to inform the workers that continuing to work at the Eldon Plant, under status quo conditions, posed a serious threat to their lives. The committee attempted to persuade their fellow workers that the only way to combat these conditions was to withhold labor in a good faith attempt to alleviate abnormally dangerous conditions. Such pickets were maintained for all three shifts on May 25, 1970 and the 1st shift on May 26, 1970.

On May 26, 1970, four members of the Eldon Safety Committee were discharged for their participation in activities such as the picketing. The four members of the safety committee who were discharged were: James Edwards, Alonzo Chandler, John Taylor and Robert McKee.

These four members of the committee were discharged because, pursuant to Section 502 of the National Labor Relations Act, they withheld working, in good faith, because of the intolerable, dangerous conditions that they were forced to work in. They were discharged because they advised their fellow workers, in good faith, that the only way to effectively remedy the abnormally unsafe conditions in the plant was by withholding labor.

Under Section 502, the activities which occurred on the 25th and 26th of May, 1970, cannot be characterized as a "strike."

June 8, 1970

National Labor Relations Board

RE: Dismissals of John Taylor, Alonzo Chandler, Robert McKee
and James Edwards from the Chrysler Gear & Axle Plant

Page 6.

The picket signs and written materials never termed the committee action as a "strike" or a "walkout." The scope and purpose of the committee's campaign was educational with a view towards eliminating the lethal hazards which the workers face at the Eldon Plant. Their activities were geared toward this end. These activities are clearly protected under Section 502 of the National Labor Relations Act.

The discipline and discharge of James Edwards, John Taylor, Alonzo Chandler, and Robert McKee constitutes reprisals by Chrysler Corporation for exercising rights guaranteed under Sections 7 and 502 of the National Labor Relations Act.

Thus, these reprisals constitute unfair labor practices under 8 (a) (1) and 8 (a) (3) of the National Labor Relations Act.

ELDON WORKERS' SAFETY COMMITTEE

Bulletin #4

May 28, 1970

NO SAFETY - NO PRODUCTION

Yesterday, workers at Eldon Gear and Axle Plant took the most meaningful and certainly the most powerful step towards correcting the deadly working conditions in the plant, namely that of withholding their labor...refusing to work until conditions are corrected. Many of the dayshift employees and about 70% of the afternoon shift employees refused to enter the hazardous plant in response to the recent (Tuesday, May 26) murder of Gary Thompson in Department 25. It is important that we continue to "refuse to work" as long as management maintains:

1. Jitneys with no brakes; lop-sided tires, no horns, no lights.
2. Floors covered with grease and oil.
3. Aisleways blocked by skid boxes, axles and scrap iron.
4. Drill presses, grinders and cutting machines with inadequate or no safety devices.
5. Excessive heat and cold.
6. Inadequate ventilation systems.
7. Broken, slippery machine platforms.
8. Dangerous stacks of skid boxes and metal.
9. Many more too numerous to list.

We must understand that Chrysler Corporation maintains these conditions purposely because they are PROFITABLE. Yes, Chrysler saves millions each year by not replacing old, faulty machines, installing decent ventilation systems and correcting plant conditions in general. We must also understand the fact that we HAVE A RIGHT TO REFUSE TO WORK UNDER THESE OUTRAGEOUSLY DANGEROUS CONDITIONS. The National Labor Relations Act supercedes any agreement between the union and the company and it clearly states that we, the workers, need not put our lives in danger in order that Chrysler may continue to reap its super profits.

The reason we must move in this manner is clear, Our sellout leadership, Elroy Richardson and Co., has steadfastly refused to take any type of stand in regard to the corporation murders of Rose Logan, Mamie Williams and

(OVER)

Gary Thompson.

Elroy has not taken any steps towards correcting any of the above safety hazards and as a matter of fact, the only action Elroy has taken in regard to the Work Stoppage has been to lock the union hall to prevent the Safety Committee from meeting with the workers.

Elroy knows that the Work Stoppage is out of his hands.

Elroy knows that he cannot continue to keep OUR local locked.

Elroy knows that he will soon have to find an answer to the anger of the Workers.

MEET AT THE LOCAL HALL

7575 LYNCH ROAD

The ELDON WORKERS' SAFETY
COMMITTEE

George Bauer
Johnny Moffett
Jordan E. Sims
John Taylor
J.C. Thomas
William Sparks
Robert McKee
Tony Moore
Alonzo Chandler

ELRUM SPEAKS

We, of Elrum, would like to explain the function and purpose of the Eldon Workers' Safety Committee. The committee was originally composed of all the recently discharged stewards. These union officials, after being unjustly discharged for their participation in a recent wildcat Strike, felt there was a need for positive action at the plant to insure an immediate end to the unjust treatment and unbearable conditions workers were forced to work under. They also felt the need for participation on the part of every element inside the plant for 100% participation on the part of the membership. It was under this condition that a coalition was formed, representing union officials, Elrum and Eldon Wildcat.

The primary function was to educate the workers about the conditions in the plant that had become a routine part of their day - oily floors, unsafe machines and countless more. This was done by distributing leaflets throughout the plant. Within two weeks 2 people were murdered in the plant due to these very same conditions we had been calling attention to.

Mamie Williams had become so sick that her doctor demanded that she stay in bed. Joe Hefner, disregarding this, ordered her (through the plant doctor) to return to work. After being back to work for one week she died - was killed - was murdered.

Gary Thompson was a 22 year old veteran of Vietnam. He had a wife and child. He survived Vietnam to be crushed by a 3 ton mass of steel. Gary was murdered - killed. The weapon...a faulty machine.

At the next committee meeting it was decided unanimously that the committee would initiate a Work Stoppage. This concurred with the law that states: ANYONE HAS THE RIGHT TO REFUSE TO WORK WHERE CONDITIONS ARE DEEMED TO BE ABNORMALLY HAZARDOUS.

We, the committee, decided to picket the gates and ask our fellow workers to show their contempt for Chrysler and its lackeys by refusing to work until such a time when these conditions ceased to exist. The picket line appeared Wednesday morning, May 27, at 3 gates. The lines were met with little response on the part of workers. After this most of the members on the committee showed their real nature. They turned to members of Elrum and Eldon Wildcat and made statements to the effect that the membership is fucked up, so let's fuck it. Some members of the committee understood that after two senseless so-called wildcat strikes the people were disappointed and fed up with token displays of concern, so these members of the committee decided to stick it out and work for some constructive reforms regarding conditions in the plant. Those who stayed have been working without sleep to stop the murders and maimings and all the other unjust treatments and conditions in the plant. Jordan U, Sims, Robert McKee, James Edwards and Alonzo Chandler and John Taylor. The rest have dropped back with a fuck-the-membership attitude.

In the afternoon shift Brothers and Sisters, both black and white, have responded in a positive and vocal way saying "hell no, we won't go" until conditions are corrected. Midnight was much the same as days with people content to walk into a plant where death awaits them.

And now there are two! Elrum and Wildcat. And we come to you asking you, tell us what to do. We all know that it takes a whole plant effort, we all know it takes three shifts, for us, the workers at Eldon to get justice and a chance at life.

ALL POWER TO THE WORKERS

AFTERNOON SHIFT WORKERS

Rose Logan, Mamie Williams and Gary Thompson are dead; many other workers have been maimed and injured. But what can we do about it? For two days now, the Eldon Worker's Safety Committee has called for a Safety Work Stoppage. The afternoon shift workers have been the only workers at Eldon who have responded effectively to our call as 80% of the afternoon shift responded faithfully to the Work Stoppage. Day shift and midnight shift workers have stormed through our lines as if they did not exist. Management has stood in the gates and laughed in our faces. What were they laughing at? They were gleeful because workers went back into the plant to the oil and grease on the floor, to the death-ridden jitneys, to the smog and polluted air, to the many, many dangerous machines. Lastly, they were, in effect, laughing at Mrs. Thomas and her baby; laughing at Gary Thompson's family. They were laughing at the way Brother Gary was crushed under his skid box, the way he lay dying, unattended. Yes, they laughed at the thousands of other potential Gary Thompsons who came through the gates. The response of the workers has greatly affected our ranks; the loose coalition comprising the Safety Committee was a grouping of Eldon Wildcat, Elrum and the discharged stewards. They, the stewards, have faded into the background--they have tucked tail and run, leaving Elrum and Eldon Wildcat carrying the load. Therefore, our ranks are not as strong as they were when we started. Our resolve has been somewhat shaken, both by the response of the midnight and day shift workers and the cowardice in our ranks. We do not intend to make this an Elrum or Eldon Wildcat Strike, but Gary Thompson died and great anger burns in our hearts, while Chrysler laughs in our faces. The money being earned here, until we rid this plant of its unsafe conditions, should be considered blood money; those checks are drenched with Gary's blood. But the afternoon shift should not be forced to carry the burden, for the burden is everybody's. We stand ready to support your actions; we are not Elroy Richardson or cowardly stewards. As long as you decide to stand strong we will stand with you.

The decisions you make must be based on the above facts that we have given you. Each and every worker must understand the situation. We know that in the final analysis, the only solution to our problem is to meet blow with blow in our battle with the corporation. We are in an open class war with Chrysler Corporation and the sell-out union leadership is serving as shock troops for the corporation, trying to fan the flames of class war. We are in a situation in which production lines have turned into battle lines. Casualties on our side have continued to pick up and the death toll is rising. The ground being gained by the company is measured by the fusion of blood, sweat and steel that rolls out of the gates of Eldon Avenue in blue and white Chrysler trucks. Their profits swell as our wages are wiped away by high prices and taxes. We are losing the War--the battle wages fiercely 24 hours a day, seven days a week. Today odds are against us, there are only a few workers who are fighting back. Many others have been weakened by dishonest and insincere strike action by the union leadership.

In order to turn defeat into victory, each worker must be armed with a basic overall understanding and a path to victory. Above all -- we must be united. Your convictions can only be made individually and by each worker. With this in mind -- WE TURN TO YOU FOR OUR LEADERSHIP AND ASK

WHERE DO WE GO FROM HERE?

JAMES

EXHIBIT "D"

JOHNSON

JAMES JOHNSON, an employee of the ELDON AVE. PLANT for the past 2 years, yesterday decided to bring to an end, the months and years of degradation and harassment that he had received at the hands of management and its lackeys at the plant. And after the brothers voice was heard three(3) men lay dead on the nasty, filthy floors of this HELL HOLE! called ELDON where they had sent hundred's of brothers and sisters to there deaths.

Brother Johnson who worked in dept. 78 on the afternoon shift, reported to work as usual yesterday, only to face management and yet another attempt to strip him of his manhood. Brother Johnson was told by his forman to work a job different from the one he had worked in the past, so that a man with less seniority could work his(Bro. Johnson) job. When Bro. Johnson protested and asked for his union rep., the forman charged Bro. Johnson with insubordination and had him go to Labor Relations where he was placed on suspension, after trying to explain his case and hoping for some form of JUSTICE, management maintained its charge and its position on the suspension.

It was then that Brother Johnson decided that Justice would be served and left the plant only to return minutes later to "RING THE BELL OF JUSTICE" for a representative of every reactionary element within the plant----- "A HILLBILLY", "A POLACK" AND A "UNCLE TOM NEE-GROM"



June 4, 1970

TO: ELDON AVENUE AXLE EMPLOYEES:

The events that occurred at our plant last week have been of deep concern to me as I am sure they have been to you. Most disturbing, of course, was the tragic accident which resulted in the death of Gary Thompson, one of our jitney drivers. Rest assured that our continuing efforts to make our plant a safe place in which to work will be intensified. This, together with your observance of good safety practices, will prevent future accidents.


I am also extremely concerned because of the disruptions that have taken place at our gates at shift change times, resulting in the loss to plant employees and their families of many thousands of dollars in wages. I am convinced that the vast majority of Eldon people want to come to work and want to perform their jobs conscientiously. Regrettably, however, there is a small group of people who seem not to care about their own welfare nor of the welfare of others. It appears that their aim is to disrupt our operations by any possible means.

Last Wednesday, May 27, our gates were obstructed by a number of people, many of whom were not our employees. These persons had no legitimate interest or responsibility for what goes on in our plant. Most had nothing to lose by their irresponsible demonstrations. The fact that hundreds of our employees were deprived of their wages apparently did not concern them.

You should be aware that we have taken and we will continue to take every legal step to insure your safety and to keep our plant operating. To this end, it was necessary to discharge those employees who were responsible for, or elected to participate in, the disruptions at our gates.

Although deeply disturbed by the events of last week, I am encouraged by the large numbers of loyal employees who came to work despite the outside protesters and disruptors at our gates. You are to be commended for your patience during these times of stress. Your continued responsible conduct will serve to preserve our security and ability to earn a living.

Very truly yours,



Harry T. Engelbrecht
Plant Manager
Eldon Avenue Axle Plant

(2)

This week Harry T. Engelbrecht lackey plant manager of the Eldon Gear and Axle Plant sent out letters to all of the Eldon employees in regard to the recent safety work stoppage. Below is Engelbrecht's letter and ELRUM's reply to it.

June 4, 1970

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Very truly yours,

Harry T. Engelbrecht
Plant Manager
Eldon Avenue Axle Plant

An Open Letter to Funky, Honky, Flunky Harry T.

Engelbrecht and White Racist Chrysler Corporation

Dear Harry,

You and the racist corporation you work for have demonstrated beyond all doubt that you're nothing but a gang of fools, thugs and low life liars who will stop at nothing to produce one more axle, one more car and suck the life blood of one more worker. You say that you are "concerned" about the "events" at "our" plant last week, that you are "disturbed" by the tragic "accident" which took the life of Gary Thompson. Yes, you, Harry Engelbrecht, stand before the Black workers of Eldon with the fresh blood of Rose Logan, Mamie Williams and now Gary Thompson dripping from your fangs and claws and say that you are "concerned and disturbed"! What is the nature of your "concern" Harry? Are you "concerned" about the family of Rose Logan now motherless because of one of your brakeless high-lows? Are you "concerned" about the family of Mamie Williams Harry? The same Mamie Williams whom you made leave a hospital bed and doctor's care to return to the death pit of Eldon Avenue? Are you "concerned" Harry, about the pregnant wife whose husband you killed, about the 19 month old son whose father you murdered? Gary Thompson was only 22 years old Harry, he survived 18 months in Vietnam yet could not survive five months in your plant. But, of course, your "concern" will remove this huge burden of sorrow that rests on the families whose loved ones you murdered.

(3)

We suppose too, Harry, that you are "concerned and disturbed" about the outrageous and deadly conditions which exist in the Eldon gear and axle plant. We imagine it "disturbs" you to see high-lows with lopsided tires, broken horns, lights and hydraulic lines, missing safety rails and faulty and completely non-existent brakes and emergency brakes. We suppose too, that while you sit in your air conditioned office, sipping Cutty Sark and Chival Regal that the dangerous oil covered floors and cluttered aiseways weigh like millstones on your humanitarian mind. Yes Harry, when you sit in your cozy leather chair in your plush office and watch Black workers coming into the plant bandaged, in casts and splints, wrapped up like mummies VICTIMS of your oil belching, rusty, and unsafe machinery we know your "concern" brings tears, crocodile tears to your eyes.

You say observance of good safety practices will prevent future accidents as if a flimsy pair of safety glasses can stop five tons of cold hard steel. You say that efforts to make the plant safe are being intensified but we know that the only thing being intensified is the already outrageous production. You say that you are concerned about the employees loss of wages as if their wages are more valuable than their lives.

Yes Harry, we of ELRUM clearly understand the nature of your "concern" and the reasons you are "disturbed". We understand that lives and limbs of Black workers are meaningless to profit hungry pirates as yourself. We can understand why you and the other racist criminals of Chrysler would spend thousands of dollars to send out hypocritical and deceitful letters yet spend not one penny to correct the hazardous conditions which are maiming and killing Black workers daily.

You praise the "patience" of the "overwhelming" majority of workers in these times of stress but even you cannot see that patience rapidly turning to outrage and anger. Your discharge of Robert Mckee, Alonzo Chandler and James Edwards along with other members of the Eldon Safety committee will not stop ELRUM from organizing that anger and outrage. The day when you could snuff out Black lives with impunity is gone. No longer will we play victims to your deadly plans of profit. Yes Harry, you say that you are "concerned" and "disturbed" Well Harry you will soon be in a panic you will soon be pulling hair out of your already greying head and the ulcers you now have will soon spread through your whole body. You see Harry, we are concerned and disturbed too and we are making revolution, Harry, and we will win!!

Uhuru na Umosa

Freedom and Unity

Eldon Avenue Revolutionary Union Movement

NO MORE ROSE LOGANS
NO MORE MAMIE WILLIAM

NO MORE GARY THOMPSON

JOIN ELRUM NOW!!!!

WHY

Within the space of two weeks two of our fellow workers, Black workers, a sister Mamie Williams and a young brother Gary Thompson were murdered by Chrysler Corporation. Attendance by Eldon employees at both of these funeral services was sparse, but perhaps that is understandable in view of the present economic situation. However it should be noted and noted well that Not a Single 961 union official attended Mamie Williams' funeral and only two, Al Holly and James Cavers, attended Gary Thompson's funeral. Our Uncle Tom President and his Supersonic Nigger Executive Board consisting of James Franklin, Leon Johnson, Dan Toomer, Big Davis, Charlie McNeeley, J.C. Thomas, etc., together with the mass of so called "Black" stewards and committmen did not see fit to enen send a telegram or a wreath to the family of the deceased union members much less attend the last rites.

We of ELRUM can make these statements because we were present at both of the funerals and we are presently doing everything in our power to aid the families concerned. We say this not out of self glorification but out of a true and sincere feeling of concern for all of our brothers and sisters. The present administration from top to bottom, has demonstrated time and time again its lack of concern with the problem of Black workers at Eldon. Its lackadaisical attitude in regard to the deadly conditions in the plant which have just recently, taken two lives, indicates that Elroy and Co. are in partnership with management. The time to break up this union management partership is now!!

The time to obtain BLACK representation is now! The time to stop all the racist harassment, intimidation, degradation and murders is Now.

(H)

IS THIS CONDUCT BECOMING OF A STEWARD?

It is a tragic outrage that some stewards use any means necessary to implement the honky's racist program. We're speaking of one brother in particular: Chuck Burton, faggot ass steward of 3rd shift. Historically there has been mass complaint of Chuck's incompetence and inconsistency in dealing with the basic needs of his constituents within this racist corporation.

Several times Chuck faggot ass Burton grossly and willfully neglected his constituents in order to leave the plant at 12:30 to go to sleep in his car. From 12:30 to 4:30 there were many calls for Chuck to come and represent his constituents in this racist corporation. However, faggot ass Chuck was nowhere to be found. Consequently, guards were posted at every gate for Chuck's glorious arrival. At 4:45 Chuck walked his big faggot ass through the gate and was warmly welcomed. Management quickly hushed this up because Chuck is one of their tools to pacify and implement their racist policies. Is this conduct becoming of a steward?

May 21, 1970, Chuck faggot ass Burton was patrolling the plant for racist management and allegedly didn't see any 2nd shift janitors on their jobs at 11:00. Like a little punk he ran to the honkie General Foreman and squealed. Consequently, the honkie General Foreman jumps on the brother foreman Simmons who can't understand why faggot ass Burton didn't consult with him first. As a result, Simmons runs on his men that Chuck had went over his head and squealed on them and that they must make sure they stay on the job until 11:30. The next night, the men caught Chuck and questioned him about his tommying ass. He replied by saying, "I got you off your ass." Chuck Burton's middle name is, "You ain't shit," brother Ford Anderson called him that. Chuck leaped and grabbed the man and was restrained by brother Eugene Ramsey. At this point faggot ass Chuck threatened brother Ramsey. Brother Ramsey proceeded to the locker area to change clothing. Chuck broke and ran to where Ramsey was and had to be restrained by other brothers. Less than a minute later Chuck ran back in and told brother Ramsey to take his glasses off because Chuck was ready to lose his job. However, brother Ramsey felt if Chuck wanted his glasses off he should take them off. So Chuck knocked the man's glasses off. Consequently, brother Ramsey had to defend himself which he did very gallantly. Manifestations of his victory is one of Chuck's half bitten off fingers.

It is clear cut that Chuck faggot ass Burton was the aggressor and that he contemptuously and maliciously attacked two brothers to implement the honky's program.

Is this conduct becoming of a steward?

LOCKED OUT

Elroy has done it again. Twice before Elroy has locked the membership out of their local hall. But this last time takes the cake.

Last Wednesday when the brothers and sisters came to work and found out there was a safety protest going on, they then went down to union hall to find out more about it. There they found out that Elroy had ordered the union hall locked. This was on Wednesday, May 27 when the hall was first locked. Punk Elroy didn't reopen the union hall until Wednesday, June 3rd. That means our local hall was closed down for five days. The hall that we paid for. That same union hall that they are taking dues out of our checks to maintain was closed down for five working days.

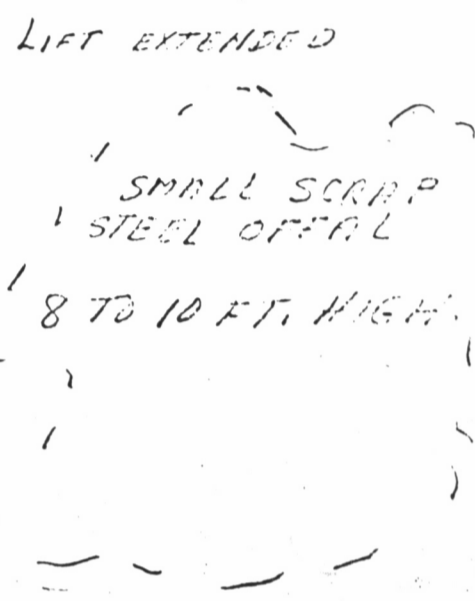
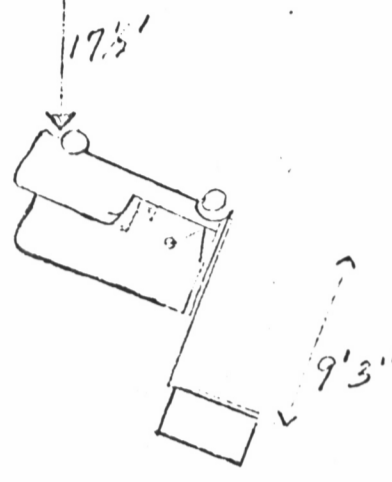
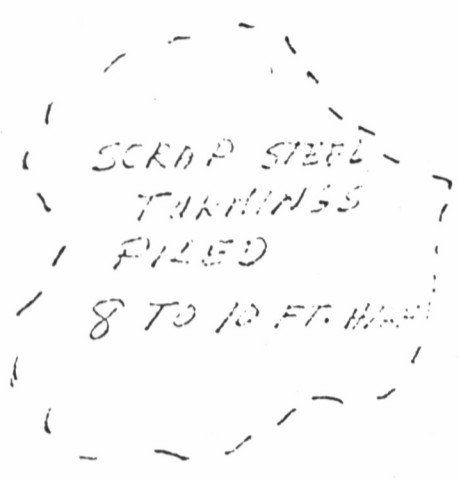
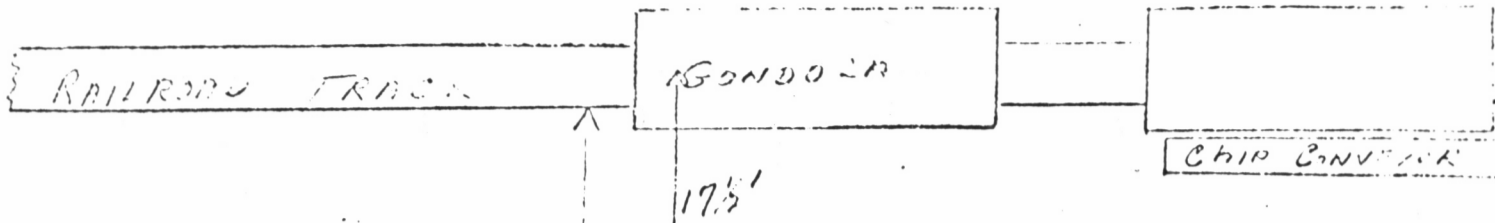
To close our union hall down for one day is bad enough, but to deny the use of our local to the membership for five days is a crime. And to ELRUM, Elroy is a criminal and needs to be dealt with as the same. We the membership better wake up to the fact that Local 961 is our union hall and it belongs to the membership not to faggot Elroy or any one man.

18
12 PM
EAST GATE

PM 3 18
12
EAST GATE
JOIN ELRUM
179 CORTLAND
865-8184
923-1273
SEND ARTICLES
VOICE PROTESTS
SUPPORT THE
BLACK WORKERS
STRUGGLE AT
ELDON

JOIN ELRUM
179 CORTLAND
865-8184
923-1273
SEND ARTICLES
VOICE PROTESTS
SUPPORT THE
BLACK WORKERS
STRUGGLE AT
ELDON

JOIN ELRUM
179 CORTLAND
865-8184
923-1273
SEND ARTICLES
VOICE PROTESTS
SUPPORT THE
BLACK WORKERS
STRUGGLE AT
ELDON



NOTE: AREA OF INCIDENT IN GOOD CONDITION. CONCRETE GRADING GRADUALLY TOWARDS TRACK, WORKING AREA ABSENT OF HOLES, TRENCHES OR OBSTRUCTIONS.

--- CHIP YARD AREA SURFACED WITH CONCRETE FILLED STEEL GRATING.

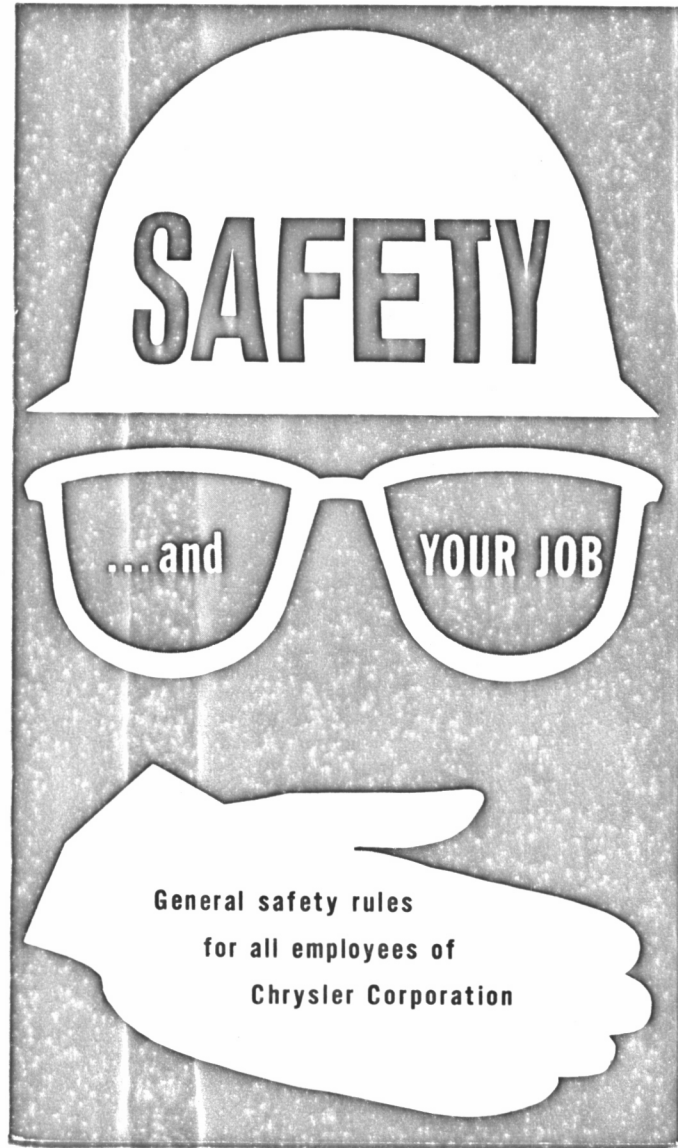
RAURA HOPPER.

CAPACITY	1 CU. YDS.
SIZE	85" X 72" X 61"
WT.	1500 LBS.

DRIVEWAY

DESIGNED BY G. J. ...

BUILDING



FORM 84 260 9861 5 69

CORRECTIVE ACTION TO BE TAKEN BY OPERATOR PRIOR TO USE OF VEHICLE

GAS & LPG TRUCK - CHECK
 WATER LEVEL - OIL LEVEL
 FUEL & TIRES

ELECTRIC TRUCK - IF LOW BATTERY
 DETECTOR LIGHT IS ON -
 CHANGE BATTERY

REPORT TO SUPERVISOR IF
 CORRECTIVE ACTION IS
 REQUIRED

GAS - LPG

ELECTRIC

BRAKES	X	X
STEERING	X	X
HORN & LIGHTS	X	X
HOISTING MECHANISM	X	X
TILTING MECHANISM	X	X
TIRES	X	X
DRIVE CONTROL OPERATION	X	X
FORKS	X	X
WATER LEAKS	X	
OIL LEAKS	X	
OIL PRESSURE	X	
CHARGING	X	
DEAD MAN BRAKE		X
LOW BATTERY DETECTOR		X
OTHER	X	X



WILLIAM C. MILLIKEN, Governor
BARRY BROWN, Director

STATE OF MICHIGAN
DEPARTMENT OF LABOR
DEPARTMENT OF LABOR BUILDING
7310 WOODWARD AVE., DETROIT, MICHIGAN 48202

RECEIVED
JAN 25 1971
C. R. C.

January 25, 1971

Miss Ruth Rasmussen
Director of Compliance
Civil Rights Commission
1000 Cadillac Square Building
Detroit, Michigan 48226

10386-EM
10382-EM
10388-EM
10390-EM

Dear Miss Rasmussen:

I have your letter of January 19, 1971, requesting the results of our recent intensive official inspection of the Chrysler Corporation - Eldon Avenue Plant.

The actual safety orders and safety recommendations comprise several pages of handwritten reports filed by the Occupational Safety Inspector of our Bureau of Safety and Regulation. For ease in reading, I have asked that a summary be prepared which includes the vital elements of the inspection. This memorandum is attached for your review.

As you know, our inspection records are not confidential and are available to a party of interest upon request. We are therefore happy to cooperate with your department to the extent which prevailing statutes allow.

Very truly yours,
John G. Thodis

John G. Thodis
Chief Deputy Director

JGT:ls

Attachment



Michigan Department of Labor

BUREAU OF SAFETY AND REGULATION

M E M O R A N D U M

January 18, 1971

TO: John Thodis, Deputy Director
FROM: William H. Sebring, ^{WHS} Chief, Occupational Safety Division
SUBJECT: Inspection of Chrysler Corporation, Eldon Avenue Plant,
6700 Lynch Road, Detroit

An Official Inspection of this establishment was conducted on January 11, 12 and 13, 1971 by Inspector Robert Delaney of this Division. Mr. Jim Hayes, Safety and Security Supervisor, and Mr. John Dagenais, Safety Administrator, accompanied the Inspector on this inspection. The following are violations of Safety Standards or safety practices that were noted and cited on Safety Orders or Safety Recommendations:

General Plant - Broken and bent guards on conveyor lines in accordance with the "Guards for Power Transmission" Standard.

Inadequate safety devices on power presses in accordance with the "Power Presses" Standard.

Inadequate guards on elevated platforms used for repair of machinery in accordance with the "Floor and Wall Openings and Stairways" Standard.

Employees not using lock-out power disconnect procedures in accordance with the "Guards for Power Transmission" Standard.

Eye protection not being worn in accordance with the "Face and Eye Protection" Standard.

Head protection for maintenance personnel not being worn in accordance with the "Head Protection Equipment" Standard.

Hair enclosure not being used where there is danger of hair entanglement in accordance with the "Head Protection Equipment" Standard.

Need for improvement of housekeeping conditions throughout the plant. - Safety Recommendation

High lift industrial trucks to be equipped with canopy guards. - Safety Recommendation (Standard requiring this not effective until January 15, 1971).

Portable ladders not properly stacked. - Safety Recommendation (Standard governing this not effective until January 15, 1971).

Department 35 - Grinders inadequately guarded in accordance with the "Use, Care and Protection of Abrasive Wheels" Standard.

Employees not to wear gloves on turning operations. - Safety Recommendation

Department 70 - Install guard rail on welding transformer platform in accordance with the "Floor and Wall Openings and Stairways" Standard.

Inadequate safety devices or guards in accordance with the "Power Presses" Standard.

Unguarded belts and pulleys in accordance with the "Guards for Power Transmission" Standard.

Department 71 - Unguarded belts and pulleys in accordance with the "Guards for Power Transmission" Standard.

Department 72 - Unguarded belts and pulleys in accordance with the "Guards for Power Transmission" Standard.

Department 73 - Unguarded belts and pulleys and unguarded chain drives in accordance with the "Guards for Power Transmission" Standard.

Repair or replace damaged guard rail in accordance with the "Floor and Wall Openings and Stairways" Standard.

Department 74 - Unguarded grinders in accordance with the "Use, Care and Protection of Abrasive Wheels" Standard.

Department 76 - Inadequate guarded grinders and grinding wheels improperly stored in accordance with the "Use, Care and Protection of Abrasive Wheels" Standard.

Foot controls unguarded in accordance with the "Power Press" Standard.

Repair or replace guard rail - open pit in accordance with the "Floor and Wall Openings and Stairways" Standard.

Unguarded chain drive in accordance with the "Guards for Power Transmission" Standard.

Department 78 - Unguarded floor openings in accordance with the "Floor and Wall Openings and Stairways" Standard.

Department 82 - Unguarded floor openings in accordance with the "Floor and Wall Openings and Stairways" Standard.

Unguarded belts and pulleys in accordance with the "Guards for Power Transmission" Standard.

John Thodis

3.

January 18, 1971

Department 85 - Unguarded belt and pulley; unguarded chain drives in accordance with the "Guards for Power Transmission" Standard.

Unguarded grinders in accordance with the "Use, Care and Protection of Abrasive Wheels" Standard.

The items that have been noted as a violation of a Standard have been cited on Safety Orders with a compliance date of February 15, 1971.

More specific information can be provided if you desire.

WHS:mas

Avenue Plant, reaching this conclusion by virtue of Mr. Polsgrove's testimony, specifically with regard to his testimony that he did not consider the question of racial discrimination at the Eldon Plant to be a problem, even though, there were a number of workers who thought same was a problem and, in fact, pressed grievances through the U. A. W.

25. The Referee finds that on the basis of the testimony given by one John Dagenais, Safety Administrator of the Eldon Avenue Axle Plant, that while Mr. Dagenais is a hard-working, responsible and concerned employee with regard to the safety of machinery, mobile equipment and the environmental aspects at said plant, the safety program of the Respondent at the Eldon plant is abominable. The Referee finds that on the basis of the testimony of Mr. Dagenais that while the reporting of industrial accidents is in accordance with the standards as set forth by the National Safety Council, that said reporting does not take into account accidents which he determined would not involve a potential loss of time.

26. The Referee finds that the safety program of the Respondent at the Eldon plant consisted of the efforts of Mr. Dagenais with virtually no other assistance. The Referee finds that on the basis of the testimony of Mr. Dagenais there are twenty-five hundred (2,500) different machines in the plant, seventy-five to eighty (75 to 80) pieces of mobile equipment, such as jitneys and trucks, all of which were the responsibility of Mr. Dagenais. In addition, Mr. Dagenais had the responsibility for the general environment of the Eldon plant, including problems of heat, light, and ventilation. That with regard to the safety program it appears and the Referee so finds that Mr. Dagenais is the only party directly concerned with the correct and safe operation of the aforementioned pieces of equipment and systems and that Respondent requires Mr. Dagenais with no assistance in order that Respondent have an effective and on-going safety program at the Eldon plant. Mr. Dagenais would

examine the above-mentioned equipment on a yearly basis, devoting from approximately five minutes in time to ten to fifteen minutes in time on each piece of equipment, to determine the condition, operability and safety of said equipment. The Referee finds, as admitted by Mr. Dagenais, that he did not know nor could he know on a regular basis the condition of all of the equipment and machinery located at the Eldon Avenue plant. While Mr. Dagenais testified that he did not know of any occasion where a safety device was removed from a particular machine, it is the belief of the Referee that he was not in a position to know, where by his own admission Mr. Dagenais was not fully apprised on a regular basis of the condition of these various machines. Further, Respondent employs only Mr. Dagenais in its safety program at the Eldon Avenue Plant and it is the finding of this Referee that the safety program at said plant is minimal and that the burden upon Mr. Dagenais is incalculably large, burdensome and impossible of administration without the addition of other personnel competent to assist Mr. Dagenais in the performance of his duties as a safety administrator. When asked by Mr. Bledsoe, attorney for the Civil Rights Commission, whether or not he was the safety director for any other buildings in the Eldon plant vicinity, Mr. Dagenais responded, "No. Thank God for that!"

27. It is the finding of the Referee that the working and safety conditions at the Eldon Avenue Axle Plant as testified to by the Claimant, is more likely to be the case than not. That is to say, that the Claimant's specific representations as to the condition of certain machines in Department 70 and 71 and further, his testimony regarding the malfunctioning, removal or lack of a safety device on a machine stands uncontroverted and the testimony of Mr. Dagenais in particular, Respondent's own witness, leads the Referee to conclude that Respondent is guilty of failing to provide safe and healthy working conditions at the Eldon Avenue Axle Plant.

N

FORM NLRB-501
(2-67)

Form Approved
Budget Bureau No. 64-R001.12

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

INSTRUCTIONS: File ~~an~~ original and 4 copies of this charge with NLRB regional director for the region in which the alleged unfair labor practice occurred or is occurring.

DO NOT WRITE IN THIS SPACE
Case No.
Date Filed

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer
Chrysler

b. Number of Workers Employed
3,500

c. Address of Establishment (Street and number, city, State, and ZIP code) Lynch Rd., Detroit

d. Employer Representative to Contact
Unknown

e. Phone No.

f. Type of Establishment (Factory, mine, wholesaler, etc.)
Factory

g. Identify Principal Product or Service
Automobiles

h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and 8 (a) (3) of the National Labor Relations Act, and these unfair labor practices are unfair labor practices affecting commerce within the meaning of the Act. (List subsections)

2. Basis of the Charge (Be specific as to facts, names, addresses, plants involved, dates, places, etc.)
See Attached

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

3. Full Name of Party Filing Charge (If labor organization, give full name, including local name and number)
James Edwards, John Taylor, Robert McKee, Alonzo Chandler

4a. Address (Street and number, city, State, and ZIP code)
16651 Santa Rosa

4b. Telephone No.
662-2308
862-2303

5. Full Name of National or International Labor Organization of which it is an Affiliate or Constituent Unit (To be filled in when charge is filed by a labor organization)

6. DECLARATION

I declare that I have read the above charge and that the statements therein are true to the best of my knowledge and belief.

By: Michael Wolfman
(Signature of representative or person filing charge)

Attorney
(Title, if any)

Address 2761 E. Jefferson, Det. 567-0450
(Telephone number)

6-10-70
(Date)

WILLFULLY FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PHILO, MAKI, RAVITZ, GLOTTA, ADELMAN, COCKREL AND ROBB

ATTORNEYS AT LAW
2761 EAST JEFFERSON AVENUE
DETROIT, MICHIGAN 48207

944-1190-

43137-587-0450

Suite 400
Hartz Building
1529 Broadway

HARRY M. PHILO
D. WILLIAM MAKI
JUSTIN C. RAVITZ
RONALD D. GLOTTA
KENNETH VERN COCKREL
BARBARA G. ROSS
MICHAEL ADELMAN

June 8, 1970

National Labor Relations Board
500 Book Building
Washington Boulevard
Detroit, Michigan 48226

RE: Dismissals of John Taylor, Alonzo Chandler,
Robert McKee and James Edwards from the
Chrysler Gear & Axle Plant.

On May 24, 1970, Gary Thompson, a twenty-two (22) year old worker, was killed while he was on an assignment at the Chrysler Eldon Gear & Axle Plant.

Mr. Thompson was assigned to transport steel on one of the company's hi-lo machines. The machine assigned to Mr. Thompson was improperly equipped. The hi-lo had faulty brakes and improper guard rails.

The failure of Chrysler Corporation to repair the machine which Mr. Thompson was driving, led to Mr. Thompson's death when he was crushed by three tons of steel. The blow from the steel killed Mr. Thompson immediately.

Prior to Mr. Thompson's death, two other deaths occurred at the Eldon Plant which were caused by work related injuries. the Eldon Plant which were caused by work related injuries.

Approximately one year before the death of Gary Thompson, Rose Logan died from injuries suffered on her job at the Eldon Plant. Miss Logan had been run over by one of Chrysler Corporation's forklifts. At the time of the accident, she was hurt badly and was in a serious state of shock. She suffered internal injuries caused by the accident. She was taken to the medical department where she was treated by the Eldon Plant physician. After a speedy examination she was sent back to work. Miss Logan was forced to work the rest of the day before she could go home to recuperate.

A few weeks later, Miss Logan died. Her death was caused by a combination of three factors. (a) She was given a hasty

June 8, 1970

National Labor Relations Board

RE: Dismissals of John Taylor, Alonzo Chandler, Robert McKee
and James Edwards from the Chrysler Gear & Axle Plant

Page 2.

medical examination by the plant physician; (b) she suffered internal injuries which were aggravated when she was ordered back to work after being struck and injured by more than one ton of steel; and, (c) the initial injury itself.

Then, subsequent to the death of Miss Logan, prior to the death of Mr. Thompson, Mamie Williams, a fifty-one (51) year old worker, was killed under similar circumstances. Mrs. Williams had become ill and her physician told her to stay home until such time that he felt she could return to work. Shortly after Mrs. Williams had taken her sick leave, the management at the Eldon Plant informed her by a telegram and a letter that if she wanted to maintain her job she would have to return to work immediately. Since Mrs. Williams feared losing her job, she returned to work at the Eldon Plant. She had returned to work for one (1) week when she became ill and passed out. She had to be carried out of the plant in an ambulance. The next day she went to the doctor and was placed in the hospital, and on Wednesday, May 13, 1970, she passed away.

The deaths of Gary Thompson, Mamie Williams and Rose Logan are only a manifestation of the abnormally dangerous conditions which exist at the Chrysler Eldon Plant. Safe working conditions do not occur accidentally. We know that the Chrysler Eldon Plant decided for profits to eliminate certain safety practices which decision was made because it would save money. Proper safety required:

1. That Mr. Gary Thompson be given a period of training on the operation of this machine. But-this requires the time of two men so Thompson was required to operate the hi-lo without proper training. The result-his death.

June 8, 1970

National Labor Relations Board

RE: Dismissals of John Taylor, Alonzo Chandler, Robert McKee
and James Edwards from the Chrysler Gear & Axle Plant

Page 3.

2. That the hi-los should be a proper size to handle the load required. Mr. Thompson's hi-lo had at least one tone of steel in excess of the legal limit.

But-it costs money to have the proper number of hi-los of the proper size available to the workers, so an inadequate machine was given to Mr. Thompson. The result-his death.

3. That proper safety demands that the run ways where these heavily loaded hi-los are used be smooth and free of obstruction. Otherwise, any mistake will result in someone's injury.

But-this requires a proper maintenance program. It costs money to have a proper maintenance program. So there was no proper maintenance program. The result was the tragic and unjustified death of Gary Thompson.

4. That proper safety demands a continuing maintenance program for the hi-los driven by the workers. Over 50% of the hi-los at the Eldon Plant are in disrepair. Only the money required to repair these hi-los is necessary to prevent the accidents and deaths of the Eldon Plant workers.

The serious safety hazards which exist in one department (#75) characterize the unsafe conditions which the workers in the plant, are subjected to. The workers of that department complain of the following: 1) Pools of oil on the floor at the foot of the women's lavatory; 2) loose fitting pinion boots on the Lub-Rite which fills up with hot kerosene (about 200 degrees) that splashes out on the face and the eyes; 3) ring bear girder #10-3289 has a clamp spring which

June 8, 1970

National Labor Relations Board

RE: Dismissals of John Taylor, Alonzo Chandler, Robert McKee
and James Edwards from the Chrysler Gear & Axle Plant

Page 4.

winds up too tight during use and which has recently come
lose to clamping shut on the right hands of three separate
men; 4) excessive noise and dust on the modern grinder;
5) pools of oil in P aisle between P-10 and P-12; 6) iron
plate in aisle B by the Lube-Rite which catches the work-
saver and whips it violently out of control; 7) badly bent
conveyor hooks on the lines running from the modern grinder
to the Lube-Rite and from the Lube-Rite to Department 79;
8) oil and dirt caked on the stairs of the men's lavatory
#15; 9) skid boxes stacked 5 high in the gear bank
(corporate safety rule is 4 high); 10) foremen who require
employees to climb on and into these skid boxes looking
for stock.

To combat the abnormally dangerous conditions which prevail
at the plant, a number of concerned employees formed the
Eldon Safety Committee. The purpose of the Eldon Safety
Committee was combating the conditions which led to the
deaths of Rose Logan and Mamie Williams in order that further
deaths and injuries could be prevented. The Eldon "Safety
Director" has made a conscious decision to put as many workers
on production as possible which eliminates the possibility of
proper maintenance and safety programs. Mamie Williams and
Rose Logan were forced back on the production line by this
policy-they died. Gary Thompson was forced to work without
proper equipment or training by this policy-and he died. The
Eldon Safety Committee knows how to save these lives to pre-
vent future maiming and death. The only effort by this
Committee was to save their lives and the lives of their fel-
low workers by changing the policy which resulted in past
deaths and injuries.

After the formation of the Eldon Safety Committee, the members
initiated a campaign to attempt to educate other workers on

June 8, 1970

National Labor Relations Board

RE: Dismissals of John Taylor, Alonzo Chandler, Robert McKee and James Edwards from the Chrysler Gear and Axle Plant

Page 5.

the conditions which existed. They attempted to do this by composing and circulating leaflets at the Eldon Plant.

On May 24, 1970, subsequent to the committee's leafletting campaign, Gary Thompson was killed. The Eldon Safety Committee met and agreed that the dangers existing at the Eldon Plant had so continually and flagrantly put their lives in danger and the lives of their co-workers in danger that a more decisive course of action would have to be pursued.

Therefore, on May 25, 1970, the Eldon Safety Committee established pickets to inform the workers that continuing to work at the Eldon Plant, under status quo conditions, posed a serious threat to their lives. The committee attempted to persuade their fellow workers that the only way to combat these conditions was to withhold labor in a good faith attempt to alleviate abnormally dangerous conditions. Such pickets were maintained for all three shifts on May 25, 1970 and the 1st shift on May 26, 1970.

On May 26, 1970, four members of the Eldon Safety Committee were discharged for their participation in activities such as the picketing. The four members of the safety committee who were discharged were: James Edwards, Alonzo Chandler, John Taylor and Robert McKee.

These four members of the committee were discharged because, pursuant to Section 502 of the National Labor Relations Act, they withheld working, in good faith, because of the intolerable, dangerous conditions that they were forced to work in. They were discharged because they advised their fellow workers, in good faith, that the only way to effectively remedy the abnormally unsafe conditions in the plant was by withholding labor.

Under Section 502, the activities which occurred on the 25th and 26th of May, 1970, cannot be characterized as a "strike."

June 8, 1970

National Labor Relations Board

RE: Dismissals of John Taylor, Alonzo Chandler, Robert McKee
and James Edwards from the Chrysler Gear & Axle Plant

Page 6.

The picket signs and written materials never termed the committee action as a "strike" or a "walkout." The scope and purpose of the committee's campaign was educational with a view towards eliminating the lethal hazards which the workers face at the Eldon Plant. Their activities were geared toward this end. These activities are clearly protected under Section 502 of the National Labor Relations Act.

(underlined added by Union)

The discipline and discharge of James Edwards, John Taylor, Alonzo Chandler, and Robert McKee constitutes reprisals by Chrysler Corporation for exercising rights guaranteed under Sections 7 and 502 of the National Labor Relations Act.

Thus, these reprisals constitute unfair labor practices under 8 (a) (1) and 8 (a) (3) of the National Labor Relations Act.

P

The grievant's version of the events in issue was, in substance, as follows: He went to the salaried employees' gate because he saw violence there when he left the Union Hall opposite the plant. When one of the strikers who had gone down to the bottom of the ramp was knocked down, he ran down the ramp to help. At the bottom he saw Foreman Ba. There was personal hostility between them arising from a matter about which Management was familiar, and they had a fight. When the grievant heard a shout, "Get that camera," he left Ba and went for A's camera and tried to take it away from him; but he did not strike A. When Foreman Bo spoke to him, he said that he wasn't there to make trouble but Bo could have trouble if he wanted it. Bo did not respond, but Foreman C said he wanted some trouble, whereupon the grievant hit him. The grievant did not intend violence when he went down to the bottom of the ramp, but lost his temper when he saw Foreman Ba, and was caught up in the atmosphere of violence that prevailed. He did not picket or urge anyone else to strike or picket.

OPINION

From the evidence the Umpire believes that in the course of his effort to wrest A's camera from him, the grievant probably struck A, but is not satisfied beyond a reasonable doubt that there was a deliberate and intentional blow. The striking of Foreman C, on the other hand, was intentional. But while the grievant struck the first blow, C was guilty of some provocation, and it is a fair inference from the evidence that C was looking for a fight which Bo avoided. The grievant's actions, whether or not so intended, were in furtherance of the wildcat strike and in support of strikers who deliberately engaged in violence. No doubt, as the Union claims, the grievant moved into an emotionally charged atmosphere. But violence is usually a product of emotion; and while emotion may be the reason for the grievant's actions it cannot excuse them.

The evidence, therefore, warrants a severe penalty against the grievant. In view of the grievant's length of service and previous unblemished record, the Umpire considers that the extreme penalty of discharge is too harsh in this case. On the whole record, the Umpire is of the opinion that the grievant's discharge should be set aside and the penalty reduced to a disciplinary layoff of 120 days, with back pay for time off in excess of that.

DECISION

The grievant's discharge shall be set aside and the penalty reduced to a disciplinary layoff of 120 days, with back pay for time off in excess of that.

(signed) Abner Brodie
Abner Brodie, Umpire

10. Kenneth Baumgardner

Baumgardner was a stick carrier on the picket line and was in the group clustered around the government inspector's car.

On the basis of the record made in his case, I conclude that the Company had just and reasonable cause to discharge.

A few general observations seem to be required. Discharge, in this case, cannot flow automatically, from the acts of walking off, refusing to cross a picket line or walking a picket line. This is not a rule that this Arbitrator has legislated, establishing his own brand of industrial jurisprudence! This is the rule which the Company has followed. If it were otherwise, other employees who walked off, refused to cross the picket lines or picketed could not reasonably have been reinstated when these grievants were not.

The Arbitrator, then, is reduced to forming a judgment, from his observation of the witnesses and the evidence in the record, as to the extent to which the

grievants, or any of them misconducted themselves in the course of picketing. The judgments made, to a considerable extent, tend to be subjective, based as they must necessarily be, on the extent of credibility accorded to a witness. Beyond this, there is the requirement that the Company (aside from considerations such as burden of proof) must establish, show and demonstrate to the reasonable satisfaction of the Arbitrator that it had just and reasonable cause for the discharge. In respect of several of the grievants, there was a total failure of proof to support discharge and a lack of probative evidence to support the alleged facts. However, in each of these cases, the grievants did engage in self-help for some cause (God only knows what!) and fought for a principle that nobody at the hearing was prepared to defend as rational and worth fighting for. They struck against the sound advice of their International Union representatives and they acted in an improper and sometimes in an immature and juvenile way. They are mature men, yet they turned their backs on the procedure for the resolution of disputes in their

contract, ignored the no-strike clause and joined a mob. For such irresponsibility, even those whose misconduct does not merit discharge, the record abundantly justifies the imposition of a severe sanction.

Peter Seitz
Peter Seitz, Arbitrator