

Electric

Interview with Stanley J. Glinski, Interview 1
Date of Interview: June 1, 1982; Local 235
Release Date:
Interviewer: Pat Pilling
Transcriber: Diane Roth
Begin Tape 1, Side 1

This is Patricia Pilling. I'm talking with
Mr. Stanley Glinski, committeeman at Local 235,
2140 Holbrook, Detroit. The date is June the 1st,
1982.

PP: Stan, when were you born?

Glinski: September the 3rd, 1943.

PP: Where were you born? In Detroit or somewhere
else?

Glinski: Highland Park. It's a suburb of Detroit.

PP: Can you remember your address when you were
small?

Glinski: Not really.

PP: Do you have any brothers or sisters?

Glinski: One brother, one sister.

PP: Are they both living?

Glinski: Yes.

PP: Tell me something about your parents. Is
your mother Polish or part Polish?

Glinski: My mother and father are both Polish. All
four of my grandparents were born in Poland.

PP: How did your parents meet?

Glinski: I have really no idea.

PP: Where did they get married? In Detroit,
this area?

Glinski: Yeah, at St. ~~Ladislav~~. They lived in Hamtramck the first two years of my life. I can't remember the name of that street that we lived on in Hamtramck. Then we moved to the East side of Detroit. (ii) ----- that was the name of the street.

PP: What is your current address now?

Glinski: Sterling Heights.

PP: Is your wife Polish or part Polish?

Glinski: No, she's Italian.

PP: How many children do you have?

Glinski: Four.

PP: What, boys, girls?

Glinski: Two boys, two girls.

PP: Would you want any of them to work in a plant when they grow up? How do you feel about that?

Glinski: (sigh) No, I would not want them to work in a plant but that's a decision that they would have to make. I would hope for better than working in a plant, for them. That's not a decision for me to make. It's for me to guide them and it's a decision they will have to make.)

PP: Would you have felt the same way six or eight years ago? Before the lay-offs started and before inflation? Would you

*Children
in
plant*

PP: have felt the same way? Would you encourage them a bit more at that time.

Glinski: Not to work in a plant?

PP: No, to work in a plant.

Glinski: No, I don't believe I would ever encourage them to work in a plant. It's not a bad life but there is better. And, I hope for my kids, as every parent hopes for theirs, for something better. I would like to see them in some type of professional life, where they weren't so dependent on someone else for their existence. Not that I am totally dependent on ^{the} Gear and Axle. I get discouraged - discouraged is not the best word. You sometimes feel that no matter how hard you work, you're still dependent upon someone else's decision-making for your survival. And, if you were self-employed, or in a business of your own, or a professional, then all of the work that you put into it would be yours. But, then again, you'd have to be able to take the ups and downs of the economy.

*Children
in plant*

*Work
Salary*

*Imp. of
job to
man.*

PP: Do you think this is because, what you do is just one very small part of the automobile? You don't really see the

PP: finished product, except on the street.
Do you think that's part of why you feel
that way?

*Satisfied
w/ job*
Glinski: No. See, I'm very satisfied with the
amount of money I make. In fact, probably,
it'd be tough for me to find a job that
paid me better. But, to gain the wages
that I gain, I work six and seven days
a week, Eight, nine, ten, eleven, and
twelve hours a day. And there's got to
be something more to life than that.

I like a paycheck from working seven days
a week, but I don't like not having the
time to spend with my family and doing
some of the things that I like to do.

PP: Did your father or uncle or other close
relative work in any of the plants?

Glinski: My father worked here. I had two uncles
that worked here.

PP: What kind of job did your father have?

Glinski: He was a journeyman carpenter.

PP: And your uncles?

Glinski: My one uncle worked in Plant 1. He was
a precision grinder. My other uncle worked
in Plant 2, but I don't really know what
he did. He was also heavily involved in
the Union, as was my father.

PP: That's how you got interested in Union work?

Gliniski: Not really. When my one uncle was transferred, he worked out at Chevrolet Warren, which is now Hydromatic Warren. And my father was out of ^{the} Union activities by the time I started working here.

PP: Before we go into talking about your actual work and association with Gear and Axle, I'm interested in your feelings now about Poland. With the interest now ^{of} people all over the world in the Solidarity movement, I just wonder if you identify more with Poland ^{maybe} than you did when growing up. Or do you think it's about the same? There's a real struggle with the workers over there. Would you say you identify with them?

Gliniski: I identify with their struggle. I'd have to say ~~more~~ ^{so} now because it's a topic of conversation now than before. I have read some history on Poland. How in World War II, Germany was going to overrun Poland, and they figured three or four days, and three or four years later they were still trying to do it. Polish people, I guess by their heritage, are very resourceful, and can survive and make do with very little.

Polish
ID

Glinski: That's what they have done. That's what they're doing today in Poland: surviving and making do with very little.

PP: When you say the struggle's a topic of conversation, does that mean with your own friends or with your parents?

Glinski: No, it's just a matter of casual conversation. We very rarely talk about Poland when I'm with my mother or any of my friends.

PP: Do you have any grandparents living?

Glinski: No, my last grandparent died last year. She was 96 years old.

PP: Did she use to talk about Poland to you?

Glinski: No, the last one that used to talk about Poland, was her husband, my grandfather on my mother's side. Once you got him wound up, he used to tell us about all of his boyhood experiences and the things that he used to do. Just growing up.

PP: Have you had any desire to visit Poland?

Glinski: No.

PP: Why is that?

Glinski: Because I was born in America and as far as I am concerned, I am an American.

PP: *Polish* But, you must have cousins in Poland, don't you?

Glinski: Yeah, cousins. But I have no association with them.

PP: Do you speak Polish?

Glinski: Very few words.

PP: Do you identify with any particular area of Poland? *(65) what was under arms* Russia, Germany or Austria?

Glinski: No.

PP: Do you know what areas your grandparents came from? What area of Poland they came from?

Glinski: No.

PP: Did you say you lived at all in Hamtramck? You did, didn't you?

Glinski: Yeah, on *(68)* .

PP: Where did you go to school?

Glinski: Didn't go to school when I lived in Hamtramck. When we moved to Detroit I went to St. Jude Elementary School, Notre Dame High School. ~~Do you want the whole . . . ?~~

PP: ~~No.~~ You said you went to Wayne State eventually, ~~though.~~ What made you go to Wayne?

Glinski: The VA benefits.

PP: Did you go to *W* Weekend College?

Glinski: Yeah.

PP: Were you satisfied with it? Do you think you learned a lot?

Glinski: I learned quite a lot but I didn't learn all that I could have, all that I should have. I went there for the money, plain and simple. Whatever education I could get beyond the money was fine. If I didn't gain anything, that was okay too, as long as the checks keep coming.)

*Comment
Educ*

PP: When you say VA benefits, were you in Vietnam?

Glinski: Yes.

PP: How many years?

Glinski: I spent twenty-seven months in Vietnam. No, wait a minute, nineteen months. I was twenty-seven months in the Service, nineteen months of it was in Vietnam.

PP: So, you got twenty-seven months of VA benefits then.

Glinski: No, I got ^a full thirty-six months.

PP: Do you plan on getting any more education of any kind?

Glinski: I'd like to but I don't really know when and if I'd be able to fit that in to my schedule. As I said earlier, I have four kids and a house payment and car payment. And I

*Future
Ed*

Glinski: work a pretty full schedule here. And that's part of my disenchantment when I was going to Wayne. Because, you cannot work a full-time job and get all that a formal education has to offer. You cheat yourself. Either one or the other. You either cheat your job or you cheat your education.)

Future Educ

PP: Do you go to a Polish church? Are you a member of a Polish parish?

Glinski: No, it's not a Polish parish. Sterling Heights is the ultimate melting pot. We have ^(people) from every nation in this wonderful world we live in. It's a melting pot.

PP: I assume you go to a Catholic church, ^{of some kind} right?

Glinski: Yes. Ste. James Francis ^{DeChantel}. It's a brand new parish. We're going on five years.

PP: Would you repeat the name again?

Glinski: Ste. Jane Francis DeChantel. It's on 17 Mile ^{Road} and Ryan.

PP: Do you belong to any Polish organizations?

Glinski: No.

PP: When you were raised, did your parents own their own home?

Glinski: Yes.

PP: ^You own your own home now, I guess. How

PP: many years have you owned your own home?

Glinski: This one that I live in now? Five years.

PP: Where were you before that?

Glinski: St. Clair Shores for eleven years.

PP: Were you renting?

Glinski: No.

PP: Oh, you owned your own home then. Do you have anything like a boat or a cottage? Or do you want to get either of those?

Glinski: We had a travel trailer that we sold in preference to putting a swimming pool in our backyard. That's what we have.

PP: How old are your children?

Glinski: My oldest boy is ten, seven year old daughter, five year old daughter, and a three year old son.

PP: Does anyone else live in the house, such as a parent?

Glinski: No.

PP: Did I ask you about brothers and sisters? I think I did, didn't I? Do any of them work at Gear and Axle?

Glinski: No. My younger brother, the only brother I have, did work here and because of his experiences with Chevrolet Gear and Axle, he is now in his final year of Dental College.

Glinski: He hates this place. Whenever he's down, I remind him of this place. He is a person who does not want to be associated with a factory. ^{(A) went from a student who} ~~He~~ was kicked out of Notre Dame High School, kicked out of Denby High School, came here, and ^(B) because of his experiences here, graduated with honors from Macomb County Community College, got a scholarship to the University of Detroit, and is doing really well in Dental College. He'll be going into his last year in September in Dental College.

PP: You said you have a sister?

Glinski: Yeah, she lives in California.

PP: Did she ever work in any of the plants?

Glinski: No.

PP: Have you ever worked at another plant besides Gear and Axle?

Glinski: Yeah, I've worked at the Forge Plant behind us. I've worked at Chevrolet Warren, which is now Hydromatic Warren. I've worked at Woodall Industries, which I believe is closed now. LTD too, on 16 Mile Road. It's no longer LTD, it's Volkswagen now.

PP: Actually, what is your job?

Glinski: I'm a shop committeeman.

PP: Before you were shop committeeman, what kind of work did you do?

Glinski: I was a *journeyman* electrician.

PP: Did you like that kind of work?

Glinski: Loved it.

PP: You mean you like being an electrician. *Glinski - Yes.*
Did you ever consider a job change, say, after the age of thirty-five? Did you ever think that *maybe* one day you might try and change, just as your brother has changed?

Glinski: Every other day.

PP: Into what kind of a job?

Future Work
Glinski: I don't know. I have been toying with self-employment for a long time, only I don't know which way to go. Like I said, for me to find another job that pays me as well as this one does, is remote. And I've got a whole lot of security here. Taking that one big step and putting all this security behind me, is a gamble right now I'm not prepared to take.)

PP: Actually, how old are you now?

Glinski: Thirty-eight.

PP: And how much seniority do you have?

Glinski: Nineteen years.

PP: About what ~~(126)~~ ^{number of years} of your seniority are they laying people off now in skilled trades?

Glinski: In the die-maker class vocation it takes ten years to have a job here. On production, we just got some people called back. It takes six years to have a job here.

PP: Would you ever consider relocating in another state?

Glinski: For purposes of a job? It would have to be a hell of an offer.

PP: You like Michigan, you mean?

Glinski: Not really. I don't like the winter months, the snow. It's a waste of my time and everybody else's, as far as I'm concerned. But, this is where my roots are. My mother lives here. Her ~~family~~ family lives here. I've lived here all my life.

PP: Her family, you mean your wife's family, you're talking about.

Glinski: No, my mother's family. My wife's family also does live here. They're a little bit more scattered out than my family. Our roots are here. It would have to be one hell of an offer to really pick up and take off.

PP: Even if you got a chance to be self-employed?

Glinski: It would have to be a hell of an offer.

I wouldn't do it spur of the moment. It would have to be something that looked awfully good to me for an awful long period of time. Because like you said earlier, I've got nineteen years. Even ^{the} ~~an~~ turbulent times ~~at~~ the automobile industry, ~~it~~ is in, I should be all right. But, who is ever all right. I could lose this job tomorrow. But, I would have another one the day after tomorrow.

PP: What would you miss most if you did move to another state? What do you think you'd miss most here?

Glinski: My family, my wife's family. I had a bad experience when we moved from St. Clair Shores to Sterling Heights, with my kids and their adjustment period. My number one son was a very outgoing young fellow, and never had a problem making friends. And he went through one hell of a period of adjustment, even though some of the people who lived in our old neighborhood in St. Clair Shores moved out with us in a similar area in Sterling Heights. He had a hell of a period of adjustment. Why

Glinski: that is, I don't know. But, I don't believe I would want to put him through that again. My wife and I feel confident we could adjust to anything, but I don't know if the kids could. That would be one of my reservations.

PP: Does your wife work at all?

Glinski: She has four kids.

PP: Has she done any work outside the home, though, say when you only had one child?

Glinski: Yeah, she used to work for a catering company and she would love to go back into that.

PP: Since you were married?

Glinski: Yeah. She worked the whole time ^{that} I was in the Service also. We were married only a year and a half when I got my ^{greeting} ~~readings~~ from Uncle Sam. And she worked the whole twenty-seven months that I was gone.

PP: Do you know of any Polish auto workers who've gone to find work in another state? Any friends or acquaintances that have gone?

And if so, where did they go?

(Pause)
Glinski: No, not Polish.

PP: So, you don't know any that came back or the reason they came back. So, actually,

PP: how many years of school have you had?

Glinski: Eighteen. Well, more than that, because I had four year apprentice program. Twenty.

PP: As you mentioned, you really were getting education cause you got all the money benefits. Do you think ^{that} you really got anything out of the actual education? Did you really learn something that you enjoy?

Glinski: Sure did.

PP: Which courses did you like the best?

Glinski: I took Industrial Labor Relations and I enjoyed that. In fact, I wrote my thesis on 'Progress Through the Collective Bargaining System'. Some of my disenchantment with Wayne State University professors, is their inability to relate outside of their specialized subject. That was kind of scary for me; that some highly educated and extremely intelligent people could only be that way in a particular field. And be totally removed and be unable to relate to ^{the real world,} what's happening around them.

*Current
Educ*

PP: In what way? Can you give me an example? Can you remember a question somebody asked, ^{or} you asked that the person couldn't answer ^{it,} except from a book. I was just curious

PP: to know. Certainly we've all known professors that are living in what they call the 'Ivory Tower'. But, I just wondered from your point of view, if you could remember something that struck you as ^{being} unreal.

Glinski: Recognizing that we were working a full-time job and trying to go to school, some of the assignments that they gave us were unbearable. They couldn't seem to understand if we came to class and we were tired, why we were tired, and we shouldn't have been tired.

PP: Well, could you have ever explained to anybody there? Say, look, you've just come off a shift and you couldn't possibly expect ~~it~~ to be anything else but tired?

Glinski: We had that conversation on numerous occasions. *(* Some of the professors were understanding. *)* Others were, hey if you can't cut it, then you can't cut it. And I really didn't have a problem cutting any of the classes. Making the grades in any of the classes. I did rather well. *)*

PP: Let's get back to your job. What was your very first job? Can you remember what your very first job was before the plants.

*Comment
relate*

PP: When you were a kid. High school.

Glinski: I was a newspaper boy.

PP: What did you deliver, Free Press?

Glinski: No, I originally delivered the Times when I was twelve years old. From the Times I went to the Free Press. A Free Press night route. ^{the} I got a job as a packer in Chatham supermarkets. At Chatham supermarkets, I was promoted into a produce clerk, an assistant manager in produce at the old Chatham on Kelly Road and 7 Mile Road. From there, I got my job in 1963 here. With the exception of the couple of lay-offs I had, I've been here ever since.

PP: If you started to move up within Chatham, what made you decide to leave Chatham and come to the plant?

Glinski: Money.

PP: What was your first job in the plant?

Glinski: I was a precision grinder on the stem ^{precision} bending job, plant number 1.

PP: How old were you, actually, when you started?

Glinski: Nineteen.

PP: How did you learn to be a precision grinder?
On the job?

Glinski: On the job.

PP: There was no apprenticeship or anything like that? How long did you stay in that?

Glinski: Well, I got transferred from the stem ^{precision} bending- job to the housing job as a precision grinder. I ~~st~~ayed on the housing job until I got laid off.

PP: What year was that?

Glinski: '63. Exactly when, I don't know. I made 90 days. I hired in here April 1st. Must have been around August that I first got laid off. The day after I got laid off, I got a job working for Chatham again. Then, I got called out to Chevrolet Warren. I worked out at Chevrolet Warren a week and a day. I got called back here and I came back here. I worked back here for a couple, three months, I don't remember exactly how long.

PP: As a precision grinder?

Glinski: No. When I got called back here, I was a machine welder, in Plant 3. (235) *Convent Class member*

PP: Did you have any training for that?

Glinski: No. Jump in the saddle and ride. Production welder.

PP: When did you get into electrician work?

Glinski: In 1964, February, I believe.

PP: Did you go into an apprenticeship program for that?

Glinski: Yeah, once I obtained seniority here, I put my application in.

PP: How much seniority did you have to have before you could do that?

Glinski: You just had to be a seniority employee; 90 days. And I put my application in and was called for interviews while I was on the Corvair cross member job. Went to a series of interviews, above and beyond taking the tests and getting your name on the list. In '64, my boss came up to me one day and he said, "I got a transfer here. Effective Monday, you'll be classified an electrical apprentice." Do I want the job? I kind of looked at him like he was nuts - do I want the job. I wanted the job. At that time, I was going to school nights, working days. Or going to school days and working nights. I was going to Radio Electronic and Television Schools, RETS. That's where I got my interest in the electrical field. And I got the apprenticeship.

PP: You said you were laid off in '63. Were you laid off again at all?

Glinski: I was laid off twice in '63. The one time I was laid off, I got the job at Chevrolet Warren. The other time I was laid off, I got the job at Chevrolet Forge Plant. Under Appendix A, ~~(265)~~ .

PP: But, you haven't been laid off since that?

Glinski: Not since '64.

PP: Have you ever thought about what age you plan on retiring? Are you going to stay past your thirty-and-out?

Glinski: Thirty-and-out has always been a dream of mine, but realistically, when I'm at thirty years here, I'll still have a daughter that is fifteen and a son that is fourteen. They'll be my two youngest. The other two may or may not still be with me.

End Side 1, Begin Side 2

(ne Wife? ~~Wife~~ on charge of ^{his} job)
Glinski: I think she would be concerned.

PP: Why do you think that?

Glinski: *(* Because she is for stability, I would say.

Although I think she would be very supportive.

She would support me in any decision I made.

I think she would be concerned about giving up security versus the unknown. *)*

PP: Do you think that's a real generational thing?

PP: That people who lived through the Depression feel that way?

Glinski: I think it's something I inherited from both my parents. /

PP: Do you think that's why you ^{would} be more likely to ^{try and} get a job as an electrician rather than go into something completely different?

Glinski: Well, I got to work and I couldn't survive as a person or as head of my household without working.

PP: How do you feel about a man taking early retirement because he's been laid off so much that he might ^{just} as well.

Glinski: God bless him if he can make it on the money they give him. I wish that was me. If they'd pay me enough right now, I'd retire.

PP: What about the man that feels he can retire early because his wife is working? Do you think he should retire?

Glinski: If that's a decision he and his wife can make together and live with it. As long as they are happy.

PP: What do you think about the man who is laid off, say, from Polish background, who ^{'s} ~~his~~ wife is working and his kids are

PP: working, perhaps they're living at home, and contributing, and he's laid off and his benefits are running out. What do you think his position is in the family? Do you think he might feel threatened?

Glinski: Absolutely.

PP: It would seem in our culture, in general American society, would be a very unhappy situation. I just wonder how you would think, being Polish and how you know the Polish family as you do, how you would feel.

Glinski: The male member of a family, not working is unacceptable. That's inbred in me, I think. That's probably why I do some of the things I do.

Imp of job to a man MB Polish Id

PP: Do you know any cases where there's been illness or real strain, mental strain, because people's benefits have run out? And a man doesn't have a ~~real~~ chance at a job and ^{just} doesn't know where to turn.

Glinski: No.

PP: Do you think that Affirmative Action has had anything to do with who's laid off or is it strictly on seniority?

Glinski: ~~Yes~~, It's strictly on seniority. And

Glinski: the hourly ranks.

PP: How long have you had an active role in the Union?

Glinski: Seven years.

PP: What did you start out as?

Glinski: Benefit Rep.

PP: And then went to what?

Glinski: District committeeman to district committeeman-alternate shop committeeman to my present capacity as a shop committeeman.

PP: Have you taken any of the education classes?

Glinski: Yes, I have.

PP: In what subject?

Glinski: Collective bargaining procedure, arbitration. ~~I've taken a number of~~ (30) . I haven't taken any lately.

PP: Have you been up to Black Lake?

Glinski: Yes, I went up to Black Lake in '73.

PP: For a week? What was the course on?

Glinski: Arbitration was the course I took. The gentleman ^{that taught me} is one of the sharpest people I've ever met since I've been in the Union. I'll never forget him.

PP: What was his name?

Glinski: Larry Stark.

PP: Where was he from? ^{gle} International?

Glinski: Yeah, he served on the umpire staff for GM.

Not for the International Union. He was an older guy who was spry as a whip and had a mind sharp as a razor blade. He ~~knew~~ ^{his} business.

PP: If you knew a few years ago what you know now about economic conditions, would you possibly have tried a different kind of work? Would you have done something differently?

Glinski: How many years ago?

PP: Well, say fifteen years ago or so.

Glinski: If I knew what I know today? Absolutely. I would be in one of the professions that I would like my kids to be in: Doctor, lawyer, dentist. (A profession where you have something for everything you put into it. And it is what it is because of what you have done to it. And someone else isn't reaping your hard work.)

Imp. of job to man Ch. in plant

PP: Let me ask you a rather unusual question at this point. How do you feel about Japanese ^{and other} foreign cars? ^{And} the jobs being taken away from American workers? Knowing, as most people do, that many American cars have parts made in other countries, too.

Glinski: How do I feel about the Japanese people?

PP: No, not the people, the cars. The fact that the cars are coming into the American market.

Glinski: I detest the cars. I can't, for the life of me, understand why anyone - and I got a neighbor who drives a Honda, who works for Chrysler Corporation - can justify that ^{but he drives it} I have been brought up believing the guy who signs your paycheck, if he's manufacturing a product, you buy that product. That's only smarts, common sense. Why buy something from Japan when they're not putting anything into your pocket.

*For
cars*

PP: Would you feel differently if they were assembled in the U.S.? Some of these cars? Cause I think Volkswagen has a plant here, don't they?

Glinski: Yeah, in Pennsylvania and another one. Yeah, if they're employing the people of the United States. Why not purchase them.

PP: I just wondered because I thought GM was going into some kind of arrangement with Toyota.

Glinski: They are. Well, not with Toyota right now but they'e going into some kind of arrange-

Glinski: ment with the S-car. It's going to be made in Japan. But the only reason it's being made in Japan is ^{that} we cannot make it here. This is what they tell us. How accurate it is, I don't know. But we can't build the S-car and GM make money on it. The only way they can make it, is import it.

PP: What kind of car do you drive?

Glinski: I drive a Chevrolet Monza and I have a Chevrolet van.

PP: What year are they?

Glinski: '76 and a '78.

PP: The van is '78?

Glinski: '76. I'm looking. As soon as we get a little (332) then I'll probably buy one.

PP: If you thought you might be laid off, would you try ^{and} get any retraining of any kind at all?

Glinski: Yeah.

PP: What would you go into? Would you go into one of these professions?

Glinski: (pause) ^{a Sigh} That's a very difficult question for me to answer because I would have to look at the quickest way for me to get employment. And whether or not I could devote the time in education, I'd probably look for the quickest training means

ambascary
just:
import

Future
asking

*future
plan*
Glinski: to get me employed.

PP: Would you go to Wayne or ^{or} Community College
or some other type of educational program?

Glinski: I'd have to look. I couldn't tell you.
I'd have to look at what is offered where.
I would probably go to somewhere that is
close to my home, which would be a
Community College.

PP: Would you get any money from the Union for
this kind of retraining?

Glinski: I don't believe there's any money from the
Union.

PP: What happened to the TRA that was used by
some people that were laid off? Is that
all stopped now?

Glinski: That's all stopped now, yeah. It's exhausted.

PP: Do you think people should be trained for
more than one kind of a job?

*Future
Ch. in
plan*
Glinski: Absolutely. Always got to have that ace in
the hole.

PP: Would it be something that you might
encourage your kids to do?

Glinski: Absolutely. My kids saw that this weekend.
I carry a bag in here seven days a week and
I had a electrical job to do this past
weekend that I promised a guy I'd do for him.

Glinski: And I did it. (You don't put all your apples
in one basket. That's something I learned
a long time ago. I'd like to have four or
five different jobs that I would) (349) .

PP: Four or five, that's alot.

Glinski: You never know which one would be going and
which one would be nonexistent. If my talents
were all within the automobile industry,
what would I be doing if there was no
automobile industry? I don't want to be
put in that position.

PP: How many people do you think feel that way
way, though? Or thought about it?

Glinski: Right here, right now? Probably very few.
Because as bad as things are, people here
at Chevrolet don't know how bad it is.
We've got, even with the last call backs,
1700 people permanently laid off. And yet,
every day that goes by there's ~~23%~~ of the
people don't show up for work.

PP: Of those that are working?

Glinski: Of those that are working. How do you
justify that? I don't know.

PP: It must be very hard to justify that to
a laid-off worker.

Glinski: Yeah, especially the guy on the bubble,

*Oh -
in plank
Future edu*

Glinski: as I relate to the next guy to be called back.

PP: The guy on the bubble is what? The one who's just about to go, you mean?

Glinski: No, the next one to be called back. We fight to save some people's jobs in here who aren't steady workers but they have seniority rights to be here. But they don't come here. We fight for their jobs, and yet, the next guy that we call back might be a guy that comes back to work and never gives us a hassle 'til he retires.

PP: What age do you think you will retire? Have you any idea?

Glinski: No idea. Whenever I see that I'm financially ready and psychologically ready I'll be gone. But I don't know when that's going to be.

PP: What do you feel of these Quality of Work circles?

Glinski: C I think the philosophy is outstanding. I think the manner in which they are implemented here at Chevrolet Gear and Axle is a farce. They're a haven for a few and they're not doing what they were intended to do (367).

PP: Why do you say that? How could they be improved? Who's the farce; both management and labor? They sit and just talk?

QWL

X
C
Glinski: Yeah. They spin their wheels. For a man to have an ultimate say in how the work environment is going to be, a working man couldn't really ask for that much more. But to just go sit down and make suggestions and not to believe that the person you're making the suggestion to is fully committed to hearing you and doing something about what you suggest, there's disenchantment. I guess you can't expect instantaneous results. But if you're open enough to put your thoughts to someone who should be able to do something about it and he doesn't, you get very disenchant^oed. It's a wonderful philosophy but, I don't really know if it will ever work, here. You've got too many personalities involved. You got too much of the old school still here, who believe that, this is the way I've been doing it for the last twenty-five years and nobody's going to make me believe there's a better way or an easier way. My way is the only way. Those are some of the things that that type of program have to overcome.

PP: How long have they been here?

Glinski: It's got to be ^{going} on two years.

X

PP: Has any good come out of any of this discussion?

Glinski: Yeah.

PP: There have been some good things. What are the good things?

Glinski: (Some of the workers ^{areas} have cleaned up dramatically. Plant 1 has a very good program going. And the way they're putting Plant 8 together is supposed to be with the suggestion of the employees. It's looking good. Whether or not it functions, only time will tell. In the skilled trades, the guys figure it's a half-hour break, so let's not rock the boat and get a half-hour to shoot the shit or whatever. How you get a program like that to really work, with all the different personalities that are involved in it. - -

(I can't speak for the supervisors)

RWL

My reservations is why is he doing it; what's he looking for. And unfortunately, I shouldn't be thinking like that. I should be thinking this is for the betterment of us all. But everyone that gets involved in it, seems to be doing it for his own ultimate end; to help him get out of something. And maybe that's why I'm somewhat disenchanted with it.)

PP: I asked you a question before about the man's role in the family, the laid off worker. I want to ask you now how you rate the importance of a job to a man. As far as he looks at himself, his own image. Answer as an American and also as being of Polish background.

Glinski: On a scale from one to ten? Ten.

PP: For both being an American and being Polish? Well, these are all the questions that I had. But I just ^{now} wondered if there was anything that you would like to add in connection with how you, as a Union person, particularly, view the laid off worker and his problems. What you see as the future for that laid off worker. What's going to happen to him?

Glinski: I am a optimist. But for the guys in the street today, I have to be very pessimistic. I don't see much for them. If I was laid off, I would definitely be looking for another avenue of employment. If it took education to get me there, that's what I would be about. I don't believe that the auto industry will ever employ what it once did; because of automation; because of our ever-shrinking domestic auto market.

~~Qwt~~
Fulvia

Glinski: If my brother, who would still have a job if he was here, was one of those laid off, if he wasn't going to school, I'd tell him to go to school. Find something different. I'd point him in the direction of self-employment.

PP: What about when you meet some of these men ^{that} are laid off? Do you ever suggest that they look at something else?

Glinski: Well, you have to take a look at some of the people ~~that~~ we deal with. What do you tell a guy who has very limited education? To go look for something else when there is nothing else, unfortunately.

PP: But he could get a little bit more education perhaps. Maybe that would help.

Glinski: But how do you tell a guy that's thirty-five or forty years old, that doesn't have a high school diploma, that he's got to get that first? Some people will do anything other than go back to school. Including shoveling shit. If that's the way they could make a living, that's what they would do. But don't tell me to go back to school. I can relate this to one gentleman in the plant who is of German descent. He can't read

Future educ.

Glinski: the English language very well. He's an old school, old talk brick mason. He was into a training program as a millwright, because at that time there was no openings. And he was scared to death to go to school. I can only assume what his fears were. The fear that some younger person would ridicule him because he's a middle aged man who can't read. (I guess that fear, as I see it, is the thing that prevents a lot of people from going back to school. Fear of being ridiculed by someone else who is younger.)

*Future
educ.*

PP: Well, thank you very much. I appreciate your talking to me.

Glinski: I hope some of those peoples that I gave you names for will be helpful to you.

PP: *I am sure they will.*

End of Interview