

Fisher Body Historical Team

10-19-05

11:10 AM

Interviewer = Doug Kadamacher

Interviewee = Jim Zubkus (Ernest James Zubkus)

Seniority at GM 6-1962

Married = 43 years 4 children (7 grandchildren)

Military = Navy

School = Mont Hall, U of M, U of Virginia, Army
war college.

Beginning at GM, Pontiac division, Third shift
Clerk. (5 weeks) Then supervisor, and growing
up to Area Manager. He was on the design
team for the Pontiac Grand Am.

In previous years there was animosity between
supervision + labor, Today it is much better
than in the past.

First Day = welcomed by Frank Shatters, people felt
someone other than Jim could have gotten this
job.

General Motors is all people. (people motivate
the plant. (better to give time to people than
sit in the office all the time) A good work
ethic in the housing work force, also 2nd +
3rd generations of families work here.

Reaction = working on the line for a day
with UAW 602 President Al Presley. Jobs look
easy until you actually do the job.
The management does a bad job in placing
certain people on certain jobs. (some are
complex jobs with different items on each job

Enrichment = Staff Christmas party, a party for 30 year people in Solary
never dress down part of his staff. around each other. Do it in private.

Memories = Two men in the body shop brought a rosary from home to his mother.

40 years seniority never missed a day. A strike for one day over was relief while Jim was plant manager. (Worst moment)

= Programs = (Substance Abuse) program for safety QWL way of management + union together.
Quality Work Life formerly called Daisy for a Day.

Memories of Plant = People would come in and talk about divorce, substance abuse, health etc. Always listen to people when they need to talk to you - Treat people good they will treat you right also.

Bad Moments = fires in the plant, west side neighborhood complaining about ~~toxic~~ toxic fumes after spending 11 million dollars to address the problem.

Special Group meetings = (just for team meetings)
He did not believe people selling food or vendors selling food in the plant. Coffee was ok to serve up in the plant.

Happy Day: GM gave \$25,000⁰⁰ to Jansing to use however Jim could spend it. Decided to use this and draw names for money to be spent on a scholarship for college.

- # A bad memory was a ~~bad~~ head on collision and his wife and son almost died in a prototype Pontiac spreader.
- # Pizzas = not a bad thing for the plant, but go out on the line and shake their hand & give them a hug.
- * Today you need a 3 legged stool, Community, Union and Management. Our relationship between union and management was a selling point to GM to get the new plants in our city.
- # Horus worked as manager = last ten years about 12 hours per day, prior to that was 16 hours a day, 7 days a week. God to do it over again he would not do this again with all the overtime.
- # Minorities = more minorities in Pontiac, Arlington was mostly Hispanic, losing ~~about~~ percentage hourly about the same as management. We need more women in management, they are more detailed than man are.
- * Good part of Family at work, = promote within your staff, also the bargaining unit talking with Jim on the outside of the plant.
- # Zepher Hill Florida has a community of Pontiac retirees that meet on a regular basis.
- * In first 6 months retirement Jim got depressed and thought he was getting old, being a Lone Duck you felt that you being

replaced and you are not the "man" anymore.
Always take yourself and introduce yourself
to the people in your plant.
Jim always had an open door policy and
was well respected while as area manager.