

Fisher Body Historical Team. 11-15-05

9:30 ~~am~~

Interviewer = Doug Kadamocher

Interviewee = Mark Groce

Seniority = 9-6-76 (night shift)

Military = None

Married = Single (no children)

~~First Day~~ Education - High School and some College

First Day = Trim Dept, Putting down seat belt.  
Bill Barwath Sr. (First Boss)

# Father worked here at Trucks Industrial Service. ~~But~~ Mark wasn't ready for this much work. He needed a job so he come to Fisher Body to stay here.

First Day also = started at 3x department, lunch time he lost his lunch but found it just in time to eat. She broke him in on seat belt install, he was very tired after the first few nights.

\* Trim area 5-6 years, then to utility and vacation replacement. 1 year on utility then pickup repair and repair line on a horseshoe for repaired vehicles. Then went on material for 2 weeks training and come on material in the bodyshop. Then onto dock 15 36-42 trucks per day.

Body shop was much more noisier and dirtier than the trim shop. Very busy not much time for

communication. Lots of the parts that come in were just in time, this caused much confusion because the parts were ~~to~~ unloaded as fast as possible. Parts shortages occurred sometimes. If you made mistakes on your counts you were written up or given time off.

Some of the responsibilities that were normally supervisor responsibilities were given to the group leader to perform. # Weather was a major factor in the flow of parts to the plant.

Some of the parts come in on railroad cars also but sometimes they had the wrong parts on them.

Changeovers = 1 model car to another, body shop changes, trim changes, etc.

Most were 1 month to 6 months long. Unemployment and subs pay were paid. Unemployment was paid by the state and supplemental unemployment benefit (SUB) was paid for by the company.

A strike occurred that was about 4 weeks long. When they returned things were just as normal. But in a changeover there was more work in the material dept. New part numbers, new locations, where they were in the plant.

This strike Mark said was politically motivated, and he didn't like it, but he understood and supported the union.

# Probes = Fill your road with bolts also your lunch box full of bolts.

Trucks ~~to~~ sneaking up on one another. Telling you there are no parts left.

Sealant on a telephone in your area. When people left or ~~etc~~ retired, all the forklifts would raise their forks to half high and all beep their horns.

# Hiring in with women, minorities etc.

Mark felt there was some around but he felt everyone was fun to work with.

Environment improved by the use of just in time parts with less amount of boxes in the plant. This was more safe in the aisles and in the plant

# Safety = safety glasses, gloves, checks your trucks by a safety check card with a list of checks done daily.

Truck in the aisle was a forklift moving containers, watch for people walking in and ~~to~~ around the rocks in the plants

# Team leader = Material is much different than production. Material is a lot of communications, and find backup drivers when needed. AUV? Automatic ground vehicles were used but always

had some problems. The people on the floor made most of the decisions to perform the job as management wanted this done.

As a trucker you have a large responsibility to be safe in this plant.

# Copitol of Quality = we build vehicles and have industrial experience. People work well together and no prejudices between different races or genders.

# Co-workers are considered friends

# Best Memory = 7-8 guys were fishermen. They all got together and went fishing on one morning after work and had fun.

# Bad Memories, layoffs, but have a return date

# Best Supervisors = Tim Wampler, Randy Simich, Tim was a people person, but Randy was not, more of a management person.

# Mark had a hobby of wood crafting a group of different things for sale in the plant.

# Several Motels had programs for AA and counseling. UAW and GM had different routes to give help to individual and help them to retain their job and help them live a better life.

# Best Bargained Benefit = Health Care Package, especially for retirees, also wages. also joint UAW GM programs.

Attended union meetings, but didn't participate in them because he was single

He believes when he votes in an election he has a voice in the workplace. No community service full time.

# Mark's father went to the military for 20 years and returned to Fisher Body in Industrial Truck Repair. Retired a few years ago and passed away with lung problems a short time ago.