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pm

12-21-05

# Fisher Body Historical Team

Interviewer - Marilyn Coulter

Interviewee - Monte Jackson

Seniority - 12-3-84 (24 years old)

Married - Yes 1 child 11 years old.

Education - 12th grade education (High school) Some C.C.

Reason for coming to Fisher = wages and benefits package that was available was attractive.

\* First Day = Amazed by building size, scared, point repair 6 months 13 hours a day 6 days week second shift.

\* Prior to hiring = didn't know about Fisher Body but did know about Aldemobile. Monte knew some people that already worked in the shop. He come to put app. in 1979 but changed his mind. Then come back in 1984 and actually got hired in.

\* People = a very good thing, they helped you out and answered your questions

\* Pranks = Go to the Union Hall for your Christmas Turkey etc.

\* Worked 14-16 months in point then to body shop. He is 6'7" tall made some jobs easier for him. Except the door line.

\* Point to Body Shop = Point is clean because of painting clothes, boots etc. Body shop is loud dirty and darker. People in point are sometimes ~~not~~ closed off. Body shop you can see people around you and talk to each other.

\* First Job = Spraying "Clearcoat" on the car

Old time foremans come up through the ranks but later years people come in from college. Very different attitudes and techniques.

- \* Earlier days there was a party every friday but after 9-11 disaster there were some restrictions put on these events.
- \* Changes since 1984 - Fewer people now than in 1984, more robotics, supervision has changed by more college people becoming supervisors.
- # Memories = People he has known for over 20 years, Everyone became close over this period.
- \* Monte worked second shift and his wife was working days, he said this worked out for them because of their child at home.
- \* GM vehicles = His wife bought 2 Grand cars but because of his height he couldn't drive them.
- \* Gender + Race Relations = He said because of his height he doesn't have to deal with this, but he has ~~seen~~ seen certain situations happen.
- \* Changes = First Time Build, Quality work life. Suggestion Program
- \* Layoffs = 2 layoffs Not very extended times His first layoff was scary about not returning to work. This made him change his lifestyle.
- \* Plant Closing = All the friends he worked with, The Fisher Body coach, was a source of pride that just went on cars built by us.

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Capital of Quality = Monte feels that 99% of people want to do a good job. People helping out you w- workers down the line. There is no more alcoholism or addiction in the plant than what the media says in the newspaper.

\* Catering = Monte has a catering business. He feels that catering is not a job but all fun. He has done retirements and dinners up thru the different parts of the plants. Point was a hard place to work in but Trim and Body were good locations for this. Some people also ran small businesses inside the plant.

\* Some spots in the plant there were beds where people slept, and refrigerators for food.

\* Gout jobs = Tables, chairs, lockers, benches etc that you went out and got skilled trades people and asked you to do these things.

\* Supervisors vs Employee = Used to be better communication between the parties than right now. Now there is little or no communication between them.

\* Union activities = Not having the obligation to do union business.

\* Pro Football, Pro Basketball, people would have bowls also guys would cash checks right on the line

\* Closing = Monte will miss the old school way where we did things together. Now changes take so much longer. Monte hopes the plant won't close. But will still remember the people.