

11-9-05 @ LCA John Rosendahl

Hired Aug 64, 10-14-64 out of H.S.

#357/M, here for the #, hired before Civil Rights Act Passed  
hired into trim-hardware - 13 employees - <sup>over 100</sup> G.F. - Earnie Reese

New hire - no training like today, Big that's what determined where he went to work, Door Channels - day 2  
Worked thru wagon - yelled at by employees, no protective equipment. Took to window - others went you're job.

didn't know anything about the union, "just went to work."

Wagon - break <sup>6 min</sup> - went away in ~~70's~~ 70's

Trim-hardware - things you didn't see.

Racism in the plant -

Woman in Paint - Put up male posters caused havoc and was told to take down, and men had to take down their posters.

Women - in Sealer and Cushion room. - Not the same as men, Changed in 1970's Women's Liberation Movement. met with resistance

Showers in Locker room - men only

Personnel - Sent 11 page resume

Worked in Q.C. Hated working the line, looked outside for a different job, used G.I. Bill to get degree,  
<sup>12 to 20 yrs</sup> young people hired into plant - a lot of money to them - absenteeism increased.

Hiring - favoritism verse other

PPH - Personal Paid Holiday - you were supposed to use as a day to get ~~appt~~ appointments.

<sup>paint</sup> Inspector in Final - worked 14 to 15 hours/night  
Worked here, made many cars, quality not as good.

G.I. Bill - Check each month base upon # credits you took to go to school.

Couldn't use Tuition Assistance Program (TAP)

Repair hole in paint dept - rotation, reading was prevalent among employees. <sup>Before</sup> (light reading) (too focused) Paperbacks, newspaper, school books - asked not to read school books. Now No reading at all.

~~Hourly~~ Hourly to Salary back to Hourly - lost 25% pay 1st day back - wrote up a 78 on the job, 78 - paragraph in National Agreement - too much work on job.

Could look at job

70's - get high at lunch - not approved by mgt, but tolerated in culture.

Norm drugs in area - don't smoke in my area, go to another area.

Mgt wanted to discipline - 30 days DLO disciplinary lay off  
1980 - Labor Relation Mgr - John had floor experience. He had something to bring to the table.

Mgt - 6<sup>th</sup> level chair with arms, 7<sup>th</sup> level credenza

John Alcohol - man drink + smoke - took home - cover job - not discipline employee - shouldn't cost employee money.  
Labor Relations - Mgt Rep disciplinary interview, 948-Form discipline - had to read to the employee - changed way interviewed no reading of form by supervisor. No reason to extend the interview.

Dave Brown - Keith Ward - John Rosendahl interviews - No Case  
Ron McKeever, Dorothy Stevens, Ron Perry - John Rosendahl - agreement as to the facts of the case. Compare notes.

Didn't stay long in Labor Relations - didn't like to be the bad guy. Ask a lot of questions

QWL - Quality Work Life - beginning  
Joint Activities -

Work Shops - 2 days/week

Work together - problem solving

EPG - Employee Participation Group -

Make the work environment better. Most asked for things they needed.

Employee involvement in how to make their job better.

Employees started to talk between each dept - how to make things better.

Golf, baseball, many good things.

Employees started to like each other, until stopped paying for the involvement.

~~Now~~ Now - More Diversified in our culture. 1980's more family oriented. We don't rely on the work environment for involvement in the community. More exterior things to do with family. Not with co-workers

1980's Black Lake Movement - GM-UAW went to learn to like each other.

Some of this training drifted back to the plants.

Successful - OK to work together and share information.

602 vs 652 - Lansing Unions want their own autonomy

Need to move on from this perspective. Need to keep product.

Keep Lansing working.

## Events

60's Dinners didn't exist 42 min lunch

Thanksgiving, X-mas, - small dinners, chips, bologna, cheese

Crock Pots, Microwaves - made difference

More Giving employees now, More dinners

Caring organization. People appreciated.

@ Breslin Center  
Zubkus

"Best Launch Ever" - 100,000 cost, 5,000 people, good show

get people excited about coming to work. Morale builder.

worked with Future Media Company to do this event. Generalized Ideas

Invitations, ~~pyrotechnics~~ pyrotechnics, Not about Speeches.

Busses, Added costs to everything, 3 cars given away to use for a year. Robert Meyers - given a car also because of a mistake.

Why Lansing? - Recognition for a good job and mgt was willing to give a recognition award.

2 New Plants - Lansing good for the next 30 years

Never a labor issue in Lansing. It is not allowed to have bad labor relations. We treat people the same.

Best Day @ GM - The events - Breslin Center was a big accomplishment. Things went right.

Autonomous work group - do what you need to do to get the job done, Make work fun for employee. Everything has restraints. Work within those restraints.

Jobs - Joint Activities, Joint Training, QN Rep, Plant Tours, Special Events, Newspaper, United Way - Salary - Personnel Choice,

Gm ~~the~~ Mgt Employees on Board's in Lansing - Tax Abbatements -

Gm shifted to make mgt involved in committees for anything we give money to the organization.

Proposal request to get money - seat on the board

Good Community Neighbors, support Lansing,

Assemblies 64 to 73 QA, Salary 73-75, ~~Hourly~~ <sup>Hourly</sup> - 76, L, R-81 QWL-82, Training <sup>Late</sup> 80's,

LAMP - Lansing Area Manufacturing Program - learn about Manufacturing - National Recognition - Flaw - Cannot hire out of this group. Goes against hiring policy.

Realign Docker's with Mgt Heads so when you have talks they are partners. Make them <sup>(Union)</sup> full partners.

Joint - struggle at how to be joint yet autonomous.

Docker's - Dock 46 of National Agreement - International

Appt - Work for best interests of the membership.

Office environment - Golf photos

Pam Gates - plant artist - signatures on photos

Owl - "John Wise like an owl" <sup>UAW</sup> Joint OWI - Dilbert Book <sup>Signed book</sup>

"Are we ever going to get anywhere" <sup>Book - Wise - Tom</sup>

Trusted People - didn't look anything <sup>weekly</sup>

Auto Show Evaluations - competitive analysis, design is very important.

Future of Automotive industry -

"95" hiring - at large hiring - family effect diminished, take away work teams, Send to School 4 weeks, not enough time on floor working. Teach GMS, Union <sup>new</sup> best doesn't help them build better job. Hiring procedures are not necessarily the best way. Mentoring important.

Zubkus - put Oldsmobiles in every plant in Lansing and rotate the exhibit. Drawing to drive vehicles.

Monday staff meeting - question from Marcus - <sup>Zubkus -</sup> Never saw this project, ~~Typical~~

Manager doesn't get support - kill the idea

Last Dinner in Plant - Chicken dinner