

8:30 am

Fisher Body Historical Team

1-6-05

Interviewer = Renida Taylor

Interviewee = Cheryl McQuade

Seniority = 3-27-81 (28 years old)

Married = No 2 children / daughter 1 stepson

Military = None

Education = High school in N.Y. Many college courses.

First Day = 200 on first day. Very huge building.
Utility (absentee replacement) (2 areas of jobs)

* Come here from New York in 1972 following her husband coming to Lansing.

* Reason to come to Fisher = laid off from previous job for approx 3-4 months.

* Supervision then vs now = earlier years the bosses had some power rather than now with contract supervisors who have very little or no power to use.

= she liked the people she worked with, everyone was equal in a union shop. All the people were the same. Also the pay was much better than what she made on her previous job.

= R.T. enjoyed a night shift better than day shift. Fewer bosses on this shift. More time during the day time to conduct any business you need to take care of.

= Being on Utility was sometimes a problem because there was no rotation until 1987 when contract language was

① Fisher Body Historical Team.

unlitter to make rotation possible.

- * Environmental = No ergonomic matting on the concrete. Today there is matting in all spaces on the line.
- * Stories from the outside were factory workers were lazy and drunk all the time. Inside the plant was much different. People who worked hard each and every day. Valued their job.
- * Pranks = Water fights. Throwing water on each other on hot days.
- * Many people inside the plant had businesses. They sold candy, coffee, raffles etc.
- * Union Involvement = She was not very happy with her representation and she decided to run for committee person and won the election. Back in the early 80's very few women were union involved, but later in the 80's more women got involved and were elected. and future women became more powerful.
- # One of the major ~~the~~ issues is the paint shop was heat relief. which was more break time for people in paint when it was hotter days. from May to Sept each year.
- * Committee = Very hard job, on call 24/7 at home, paged at all hours, looked at umpire decisions and notes from previous cases.
- # Committeemen = there are approx 250 people

③

for your area, sometimes you received 20 to 25 committee calls per day. Most were to refer people to EAP which means Employee Assistance Program for help.

Zone Committee = you are given a dept in the shop but you were responsible plant wide. You basically retained grievances at ~~step~~ step 1 or 1 1/2. You are also involved in negotiations every contract year.

On Committee some of the calls are being denied by various supervisors.

Favorite Moment 9-92 on strike, she was overwhelmed leading 4000 people out of the plant, and be out of a job for sometime.

Good Supervisor = Integrity is number 1. Say what you mean, mean what you say. Contract bosses have no power today but must be given direction by their bosses.

New Plant = some things that are going to happen might be illegal under NLRB. National Labor Relations Board. Such as a new Team Leader taking attendance

③ things for a union leader = Integrity, knowledge and guts. Once you remember these three characteristics you can maintain your status as a good union leader.

Internal Politics of UAW = you know how to persuade people to maintain their integrity on the shop floor.

(4)

Letters out on the floor (unsigned) stating Propaganda about each other or ones that are running for office. People should look at the actual candidates rather than the propaganda that is distributed.

Rumors in the plant - It is human nature to gossip in the plant. Information is set forth and people read or hear stories and no factual basis is given in these letters or stories.

Many changes have happened in the years. Some good and bad, but we need to get back to our roots and use more integrity and honesty in representing our people.

Capital of Quality - Before she lived in her idea of factory workers were lazy and drunken people. But once she became an employee she realized this wasn't the case.

★ Supervisor was holding employees back instead of talking with them about their ideas.