

**Diane Archer discusses her career as a skilled trades woman
and maintenance supervisor at the Fisher Body plant in Lansing, MI**

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5 Cheryl McQuaid: This is Cheryl McQuaid. I'm with the Lansing Fisher Body historical
6 team. Uh, we're preparing to interview Diane Archer. It is November 10,
7 2005, approximately 10 a.m. We're in the Labor Relations Conference
8 Room at Fisher Body. First of all, we're going to state everybody's names
9 so that we have that for the record.
10
11 Doreen Howard: Doreen Howard.
12
13 Diane Archer: Diane...
14
15 Linda Jackson: Linda Jackson.
16
17 Diane Archer: Diane Archer.
18
19 [laughter]
20
21 Doug Rademacher: Doug Rademacher.
22
23 Marilyn Coulter: Marilyn Coulter.
24
25 John Fedewa: John Fedewa.
26
27 Cheryl McQuaid: [00:36] And Diane, could you state your name, spell your last name for
28 us?
29
30 Diane Archer: Diane Archer. A-R-C-H-E-R.
31
32 Cheryl McQuaid: [00:43] And what's your address, Diane?
33
34 Diane Archer: 456 South Rosemary, Lansing, Michigan 48917
35
36 Cheryl McQuaid: [00:49] And are you married? Do you have children?
37
38 Diane Archer: I'm divorced. I have 2 children, a 25-year-old daughter and a 26-year old
39 son.
40
41 Cheryl McQuaid: [00:57] And have you ever done any military service?
42
43 Diane Archer: No ma'am.
44
45 Cheryl McQuaid: [01:02] Um, could you give us a little bit about, about your educational
46 background?

1
2Diane Archer: I graduated from high school in Flint Burton from Atherton High School
3 in 1976, and I attended Mont College in Flint until [throat clearing] for 4
4 years, part time.
5
6Cheryl McQuaid: [01:23] And what is your hire-in date at Fisher Body and why did you
7 come here?
8
9Diane Archer: I hired into Fisher Body in August of 1983 as I was laid off from
10 Chevrolet.
11
12 [throat clearing]
13
14Cheryl McQuaid: [01:38] Okay, so was that like a, like a GM gypsy? Did they move you
15 here or was that a whole new hire-in?
16
17 [laughter]
18
19Doug Rademacher: Doug Rademacher. [01:55] Diane, how, how...
20
21Diane Archer: I guess [inaudible 01:55]...
22
23Doug Rademacher: [01:57] ...how did you find out about Fisher Body hiring in? Did you put
24 in for it or did you, did they send you here [inaudible 2:00]?
25
26Diane Archer: I was laid off from Chevrolet and I went back to get my toolbox 3 days
27 later and it had to be cleared through, um, personnel and when I went in to
28 Personnel, Bob McMonigal from Lansing was there to hire pipefitters and
29 he happened to be in the office I walked into when he said Lansing was
30 looking for pipefitters so, um, I was told to report to work the next day in
31 Lansing.
32
33Doreen Howard: Oh, wow.
34
35Diane Archer: So it was coincidental, but...
36
37Linda Johnson: Linda Johnson. [02:38] What, did that – were you relieved? Were you
38 happy? Were you saying, "Oh I gotta move to Lansing," or, I mean, how
39 did you feel about having to switch places of employment?
40
41Diane Archer: I was cite, excited that I had a job because I had been laid off once
42 previously when the sub fund went dry, so I had no money from before
43 and now that I was back to work at Chevrolet when they laid me off the
44 second time, I was a nervous wreck, but when I found out from
45 McMonigal Lansing was hired, I was excited. I was scared because I, I
46 never had been in any other GM facility before, you know, so I was scared

1 a meeting all new people [throat clearing] and that, but I was glad I had a
2 job.
3
4Doreen Howard: Doreen Howard.
5
6Linda Johnson: You talked about the Chevrolet plant. [03:25] When did you first hire-in
7 to Chevrolet?
8
9Diane Archer: I hired in to Chevrolet May 12th of 1977.
10
11Linda Johnson: [03:33] And that's the first plant and facility that you worked at for
12 General Motors?
13
14Diane Archer: Yeah, for General Motors, that was the first plant. I had completed a pre-
15 apprenticeship program through Mont Community College, so I made
16 application, and I, and I got hired on the production line first.
17
18Linda Johnson: [03:51] And then you said you were laid off from there?
19
20Diane Archer: Wha...
21
22Linda Johnson: And that is when you came here, but you talked about another t...
23
24Diane Archer: I got laid off...
25
26Linda Johnson: ...timeframe.
27
28Diane Archer: ...back around 1981.
29
30Linda Johnson: Okay.
31
32Diane Archer: 1981.
33
34Linda Johnson: From the Chevrolet and then...
35
36Diane Archer: From Chevrolet.
37
38Linda Johnson: ...you were recalled back to that facility.
39
40Diane Archer: I was laid off for approximately 6 months and then I was called back to
41 Chevrolet Manufacturing again.
42
43Linda Johnson: Okay.
44
45Doreen Howard: [04:22] And at Chevy Manufacturing, you hired in hourly on the line and
46 then went into this trade?

1
2 Linda Johnson: Yeah.
3
4 Diane Archer: Yes, into the pipefitter apprenticeship.
5
6 Marilyn Coulter: Marilyn Coulter. [04:36] And now you said that you were the first female
7 pipefitter there?
8
9 Diane Archer: At Chevrolet Manufacturing.
10
11 Marilyn Coulter: [04:42] What was that like to be the first female? What, what did you go
12 through being the first female pipefitter?
13
14 Diane Archer: Um, that, it was difficult. I had 6 brothers so I was used to being picked on
15 as a girl, but, um, we did not have sexual, um, laws against sexual
16 discrimination or harassment back then so, um, I'll be honest, it was very
17 difficult. I mean the first day the supervisor took me to 2 other pipefitters
18 as an apprentice and said, "You'll be working with these 2 guys, grin and
19 bear it". [05:18] So, yeah, it was difficult back in the 70s being a female. I
20 was reminded that it was, you know, nontraditional work almost daily for
21 women, but, um, I did carry my share of the load, you know? I was raised
22 with 6 brothers. My father forgot there was that line there, you know,
23 when he raised us so, I mean, I tolerated and women can do it and be
24 successful, but you have to prove yourself. You are constantly proving
25 yourself. Even when I came to Lansing, I came down as a journeyman
26 pipefitter and you had to prove yourself again to the male, to the male
27 pipefitters. I applied to go on supervision and the first thing they told me
28 in Personnel here was, "Well, first you've got to get a journeyman's card
29 to be a maintenance supervisor and we don't have female journeymen in
30 Lansing in the pipefitters", and then I had to explain I came down as a
31 journeyman pipefitter so I'm like, yeah, it was a struggle.
32
33 Marilyn Coulter: [06:27] When did you notice the, um, [throat clearing] biggest change for
34 women?
35
36 Diane Archer: I think that really started changing for women around the 90s, maybe as
37 late as 95. It has been very recent as far as I'm concerned for women.
38
39 Doreen Howard: Doreen Howard. [06:48] Were you the first woman here in our facility as
40 a pipefitter?
41
42 Diane Archer: Um, the first journeyman. We had 2 female apprentices when I came
43 down here. They were in their 3rd and 4th periods, so that's why in the
44 office Personnel they didn't know they had female journeyman pipefitters.
45 There was 2 of us down here, another girl, Cathy, who also came from

1 Flint the same week I came down. She has since returned to Flint. She
2 was here a couple of months and went back.
3
4 Doreen Howard: [07:22] And journeyman means that you've already gone through all of
5 your training and you're a full-fledged pipefitter?
6
7 Diane Archer: Right.
8
9 Doreen Howard: [07:27] Is that what that means?
10
11 Diane Archer: You've gone through the apprenticeship, yep.
12
13 Doreen Howard: Okay. [07:30] So you, there was you and another woman that were
14 already journeymen and then there was 2 that were in training, is that
15 correct?
16
17 Diane Archer: Yeah, there was 2 here going through their apprenticeship.
18
19 Doreen Howard: Okay.
20
21 Diane Archer: And then 2 of us came down, Cather and myself. She hired on 2nd at
22 Chevrolet. She was behind me in the apprenticeship program, but she
23 actually came down here the week before I did because she had found out
24 – it wasn't like they took us in pecking order, you know. [laughter] Yes.
25
26 Doug Rademacher: [08:02] Diane, would you tell us about your first day coming into Lansing
27 Fisher Body and also did the apprentices, the female apprentices, did they
28 appreciate you or were you a threat to their advancement? How was that
29 perceived? Could you share your first day and a little bit about that?
30
31 Diane Archer: I think the females were very excited, you know, because power does
32 come in numbers. So, the larger your group gets the easier it is. It lessens
33 the power to prove and so, yeah, they were happy. I mean, they were the
34 first 2 to introduce their selves to me, "Hi, I'm [inaudible 08:42], I'm
35 Louann." They were odd that Chevrolet had put on apprentices so many
36 years prior to Fisher Body putting on the apprentices, but they did have
37 some EITs in Small Tools when I came here and back then – and Marlene
38 and the same, they came down. All the women come over to meet you
39 first and, um, the men some, some accepted you were here and that was
40 not – toward the men I didn't feel any animosity gender related when I
41 first came here. Um, they were, we were outsiders. We had come from a
42 different facility so we were – and you look at both sides. I mean, I
43 looked at both sides. Most of them wanted their children employed here
44 and when outsiders are transferred here from other facilities it knocks out
45 their chances to get their family or friends employed. So, um, that wasn't

1 anything gender that I felt from the men when I come down here. It was
2 more I was taking a job that they wanted someone else to have.
3

4Doug Rademacher: Diane, you said EIT. [09:56] What is EIT?
5

6Diane Archer: An EIT is an Employee in Training. That takes 8 years versus 4 years
7 through an apprenticeship.
8

9Marilyn Coulter: Marilyn Coulter. [10:09] Diane, because you came from 2 different
10 cultures not only from cities and plants, what was the biggest difference
11 that you noticed between Lansing plant and the Flint plant as far as
12 people?
13

14Diane Archer: The biggest culture as far as people and, and it took me a while because
15 myself I was abusive in that area. Working at Chevrolet, you were right
16 down in the hole, right downtown. Okay, and a very diversified group and
17 everyone drove into the city to work. So, the expression up there is, "He
18 is acting like a farmer". When I came to Lansing I didn't, didn't realize
19 most everyone working here was from a farm community and so the
20 expression came with me, you know, when someone was doing something
21 different I would say, "Oh, he is acting like a farmer" to find out that was
22 their other business, farming.
23
24 [laughter]
25

26Diane Archer: So, it's like I brought on a couple problems myself because of the
27 expression; boy, they're a farmer" or "They come in off the haystack, the
28 hay wagon", you know, in Lansing because it's, it's spread out, you know,
29 it's not in the city or downtown. It's a difference between Hicksville and
30 Downtown. [laughter] But, I quite saying, "He's acting like a farmer".
31
32 [laughter]
33

34Doug Rademacher: Because you knew he was.
35

36Diane Archer: The first one was Pauley, you know Pauley Ureg. He's a great, wonderful
37 guy. I said, "Man, he acts like a farmer" and he is.
38
39 [laughter]
40

41Diane Archer: He like farms 3000 acres. Yeah, that was the hardest cultural shock for
42 me because I never knew a farm. My daughter was 9 years old before
43 she'd ever seen a chicken, you know, so it was like – it's different and...
44

45Marilyn Coulter: [12:01] Where the facilities run primarily the same being both of them
46 General Motors [inaudible 12:05]

1
2Diane Archer: Um, yes. At that time, back in the early 80s, you know, hourly didn't go
3 into the office and management stayed in the office. Must've had a reason
4 to come out of the office and it was that way I'd seen through my eyes at
5 both Chevrolet and down here.
6
7Marilyn Coulter: [12:23] Was that the same for 659 and 602 UAWs also?
8
9Diane Archer: Um, as far as I could tell. I didn't really see any, any difference in the
10 Union um representation up there versus down here, you know, that was
11 very similar. That I was pro-Union up there and went management down
12 here, but that was not because of the difference in the locals. Um, that was
13 because – which the Union has changed today, when I came down here I
14 already had 7½ years with the corporation and when I hired into Lansing I
15 had to start over again as Day 1 for picking shift, vacations, you know,
16 and the company assigned me to work down here. I didn't qualify for
17 unemployment if I didn't come, so I didn't have a choice but to report.
18 Then they made me sign a document that I would stay at least 1 year
19 without returning, so I'm forced to be here and then they had hired 2
20 pipefitters off the street the day before my arrival and they get to pick a
21 shift and an area before I do, see, and I was upset with that but – and so I
22 did go management because they count all of your GM seniority and,
23 therefore, I could raise my children being a single parent. They were 2
24 and 3 when I came down here. I could work 3rd shift and day shift and
25 then raise them all afternoon. I was home with them when they come
26 home from school and I was there when I put them to bed at night by
27 working Midnights, which I could not do had I stayed on the floor as a
28 pipefitter. So, therefore, I went into management to accommodate my life,
29 my personal life, and now it's changed with, you know, with the Union
30 where they take their seniority of the 85 within a few years that will be
31 corporate, but it does, it really hurts you when you think, "Wait, I have 7½
32 years with this company and that guy as a day and he gets to pick a shift
33 over me", when it wasn't Diane Archer saying, "Hey, I want to go live in
34 Lansing. I want to move 75 miles away from everybody I know and now I
35 want to work a shift where I can never see my children because this guy
36 has 1 day on me?" So, but it's – I, I do like that the Union has that now
37 for other hourly because I don't know if I'd have went on management
38 had I been able to stay on days or 3rd and raise my children.
39
40Doreen Howard: [15:04] What, what was the timeframe, Doreen Howard, what was the
41 timeframe for the transition from the hourly to the management? How
42 long were you here before you went into management?
43
44Diane Archer: I came down here August of 83, applied for management in December and
45 started a pre-supervisory trainer in January and went on as a permanent
46 supervisor in May. So, it was about 10 months.

1
2Doreen Howard: [15:36] Can you tell us a little bit about what it is like to be a supervisor
3 for skilled trades?
4
5Diane Archer: It is wonderful.
6
7Doreen Howard: [15:43] Is it?
8
9Diane Archer: It is the best job in the world. Yeah. I have great benefits. I have a great
10 crew. Um, I like my job.
11
12Doreen Howard: [15:54] So what department-what crew-what department does your crew
13 work out of?
14
15Diane Archer: Well, with Delta I will be in GA, General Assembly, but I have spent up
16 until May of this year I spent 17 years in the Body Shop with
17 Maintenance, so it is different for me right now than the last 17 years.
18
19Doreen Howard: [16:20] And what shift did you spend most of that time on?
20
21Diane Archer: I spent 16 of the 17 years on 3rd shift.
22
23Doreen Howard: [16:30] Oh really?
24
25Marilyn Coulter: Marilyn Coulter. [16:31] Being, um, over maintenance and the body shop
26 with all the automation there, that is down there, did that make it – I am
27 sure it was exciting what was that like because there are so many
28 machines and things down there, you had to work on those, is that what
29 your crew did?
30
31Diane Archer: Yeah, my crew maintained and PMd, so you work on uptime and you
32 work on the problems. If the machinery breaks down, you go out and get
33 it running again, um, and you maintain the equipment through PM to make
34 sure it doesn't break down. The goal is no breakdowns.
35
36Marilyn Coulter: [17:06] And PM is?
37
38Diane Archer: Preventative Maintenance, my apologies. Like on your car, you know, at
39 home. You change the oil, check the air pressure on your tires that – well,
40 we do this to machineries; checking the oil on the contaminants, looking at
41 the gears, listening for the different sounds, making sure everything is up
42 to level, um, doing predictive where we do vibration analysis, and the new
43 thing is infrared where they can actually shoot the equipment and see what
44 is heating up. So, yeah, when that helps.
45

1 Marilyn Coulter: [17:44] When you first came here, how many robots were in the body
2 shop at that time compared to how many are there as of in May?
3

4 Diane Archer: We had robots at Chevrolet back in the 70s; however, when I came to
5 Lansing I don't think they had any robots. The excitement was they were
6 getting some for the 1984 model changeover for the GM 20, GM 20, and
7 so they started installing robots here and that's where it really helped
8 having some of the Flint workforce because our electricians were used to
9 programming robots and no one down here had been working on robots,
10 um, the biggest difference there in robots is up there we named 'em and
11 down here they said that's too personal and that people will get too
12 comfortable around them so they didn't allow us to name them in Lansing,
13 but we had sales; Larry, Mo, and Curly and George and Julie and you just
14 called them like a name up there where here we give them station numbers
15 and you said Station ATL2, you didn't say go see Joe.
16
17 [laughter]
18

19 Diane Archer: But, um, yeah up there we had probably 50 robots at Chevrolet and we
20 come down here to 0 and when we closed we had 783 robots.
21

22 Doug Rademacher: Did a lot names [inaudible 19:11]
23

24 Diane Archer: ...Delta will be more, yeah, but it is like people on the line, pretty soon
25 you know all their names.
26

27 Doreen Howard: Doreen Howard. [19:21] So, how did that change your job and your
28 crew's jobs going very few to that many robots towards the end?
29

30 Diane Archer: Well, they brought them in slow in the beginning, you know, with robots
31 here and there and then by the last changeover it was like – well, going to
32 LDT now it is just loaded with robots, but the gradual change you have a
33 right to or the ability to train the electricians and that's the greatest thing
34 about my job now, I mean I have to tell you this not with the interview but
35 all this training we're doing for Delta is wonderful, you know, because
36 even though we are getting a different style robot and we're getting new
37 equipment that we've never seen before they're allowing the skilled trades
38 to go to the [inaudible 20:09], you know, to go to deep dives to see what
39 they see wrong with the equipment or what could make it better right off
40 the bat and training them.
41

42 Marilyn Coulter: Marilyn Coulter. [throat clearing] [20:22] So, as far as the cultural change
43 and things like that, initially years ago there wasn't much employee
44 involvement in those types of decisions?
45

1Diane Archer: There was no employee involvement, I mean none. In fact, when I came
2 here as a pipefitter in '83 at Chevrolet pipefitters did not rebuild cylinders
3 and when I came here the 2nd day I had a cylinder break so I went to take
4 it to Machine Repair and Lansing pipefitters rebuild cylinders. So, when I
5 told the boss I don't know I never had to rebuild a cylinder before he told
6 me that was part of my job to learn how to do it and to find someone to
7 show me. I mean that point blank, "That's your job. Figure out how to do
8 it or find somebody to show you" and then he went back in the office, so I
9 did that and I got with another pipefitter who showed me how to do it, but
10 now the training is right there. It is right there. All of it you can handle.
11

12Marilyn Coulter: [21:24] But, and for the people who [inaudible 21:25] can you explain
13 deep dive a little bit, the term 'deep dive'?
14

15Diane Archer: [throat clearing] A deep dive is a chance before the equipment is set into
16 location. We actually go out to the vendor and you look at the equipment,
17 you make sure that all the gauges are, that maintenance wise, maintenance
18 wise you can maintain that equipment where previously they could put the
19 gauge wherever they wanted, just have it on the equipment. Now, we go
20 and look at every little detail we can. We are staying constant as far as if
21 you are using MAC valves, put MAC valves on everything. If you are
22 using a certain quarter turn, it's a quarter turn the same brand and at a deep
23 dive if you notice that they're using something unique or odd that's your
24 chance to tell'em. Before we buy the equipment, you know, that's not up
25 to our code that's not what we're using here and they change it and they'll
26 have a punch list. The last one I'd seen from 1 deep dive had 59 problems
27 that our hourly guys pointed out, 59 problems that they will change before
28 it is bought off, before General Motors accepts it because the problem is
29 not that we changed our mind, we prefer different, they were written in the
30 specs, you know, that they would meet our codes and they're not. The
31 gauges are not facing out or...
32

33Marilyn Coulter: [22:54] So, that also helps you not only in being able to maintain that
34 equipment, but it also helps with the safety of yourself and your
35 employees, yes?
36

37Diane Archer: Absolutely. Absolutely. And safety, we have really progressed in safety.
38 I gotta tell you that. It is unbelievable.
39

40Doug Rademacher: [23:16] Diane, will you tell us about supervisor techniques and also talk
41 about changeovers and what it's like to be a trades supervisor during a
42 changeover?
43

44Diane Archer: The major changeovers or ...
45

1 Doug Rademacher: Well, the 2 weeks or something where you have the mandatory shutdown
2 time where you load things in a timeframe.
3

4 Diane Archer: Yeah, during it, as a maintenance supervisor, on the past 2-week
5 changeovers we have grouped together mind you with very little input
6 from the hourly and decided what work had to be done. We will ask our
7 crew, but they didn't sit in those meetings, and put together a work list,
8 order all of the materials we needed because we knew we just had the 2
9 weeks to change anything we wanted or add it in. Um, on the bigger
10 changeovers they're much more difficult. Like this move to Delta. It's a
11 very difficult move installing what we're-like the part we're doing, which
12 I was out on last week installing water test booths, you know, it has the
13 prints and we had a plan; however, when it gets into location we found out
14 that the wiring wasn't, they didn't do it to code so now we've gotta change
15 the conduit from 2 to 4, but it hasn't been installed and we try to do that in
16 advance for every changeover I've ever been involved in and have the
17 materials here, a plan, a job plan, um, and it's exciting. It really is. It's
18 like remodeling a room in your house, um, that's why I love maintenance.
19 So, um, that's changeover. We look forward to it as maintenance people.
20 It's a great opportunity.
21

22 Linda Johnson: [25:15] Diane, you seem and have since this interview started really
23 excited about what you do and as a young woman, what made you choose
24 while you were in college that you wanted to be in the skilled trades
25 arena?
26

27 Diane Archer: Um, General Motors is the best employer in the world. I'll tell anybody
28 that. We have wonderful benefits, salaried and hourly alike. We have
29 great job security, salaried and hourly alike. So, I wanted to hire into
30 General Motors. My father worked there. My grandfather worked there.
31 I am actually 4th generation GM employee. They're all deceased now, but
32 it provided for me as a child, it's provided well for my children, um, so I
33 appreciate that. I appreciate the company. [throat clearing] And my job is
34 exciting, you know, I decided if I ever got into GM, which I have done,
35 that I wouldn't stay on that like forever because I wanted to see everything
36 I could see within GM, you know, so it's like it's exciting moving around.
37 I had an opportunity back in the late 80s to go to Lourdestown for just 2
38 months, but I volunteered to do that just to see the difference there and
39 that, that was exciting, you know.
40

41 Linda Johnson: [26:37] When you first became a supervisor, did any of your previous
42 supervisors help you in determining the type of supervisor you were going
43 to be?
44

45 Diane Archer: Um, yeah. I had a couple supervisors that assisted me, you know, and that
46 I worked with and gave me counseling and advice, but when you're hourly

1 first you know what you don't want in a supervisor. So, I worked really
2 hard at being what I didn't like in supervisors.
3

4 Linda Johnson: [27:10] What were some of the things that you didn't like in a supervisor,
5 some of the things that you did like?
6

7 Diane Archer: I didn't like that back in the 70s management seemed to work the butt off
8 the worker and the problem child they shied away from. So, I've always
9 made it my goal to work everybody equally and to step up to the problem
10 child. I think that's what management needed to do. So, and some, don't
11 misunderstand me that's a big battle. When you take the biggest dog in
12 the pack and bite him, you know, it's a big battle, but only 90% are great
13 workers, only 10% are the problem and the 10% keeps growing if you
14 don't address the problem. So, as a manager, once I went on management
15 that's – in fact, there was a little too mean because I'll be honest I, I was
16 too mean on the person who didn't want to do anything. I went out of my
17 way to make sure I got my 8 hours work out of them too.
18

19 [laughter]
20

21 Linda Johnson: [28:23] Do you have a for instance story? We were smiling about that.
22 Did you have, you know, you said you thought maybe you were too hard
23 on them and, but do you have a specific story?
24

25 Diane Archer: Mm, no.
26

27 Linda Johnson: [28:37] No?
28

29 Diane Archer: Not that, not that I...
30

31 Doug Rademacher: [28:38] No names, but do you have an instance?
32

33 Linda Johnson: Don't want names.
34

35 Doug Rademacher: [28:42] No names, but can you share an incident?
36

37 Diane Archer: Well, I can share an incident. Me as a manager or me as the hourly
38 employee?
39

40 Linda Johnson: Either way.
41

42 Diane Archer: Okay. As an hourly person I had a partner, you know we usually worked
43 maintenance in crews of 2 and he was allowed because of his abusive
44 language and he was a very strong person physically built correct and, uh,
45 every day the boss would come out and give us a job, the supervisor, and
46 my partner would tell me "go get the job". So, I would go do the job.

1 One particular day I said, "I need help". I was putting up 2" pipe. One
2 person cannot put up full lengths of 2" pipe by their self. It's just you
3 couldn't. It's impossible. So, and it was in the overhead so I woke him
4 up, he laid right there in the main shop on a bench and slept, and I woke
5 him up and asked him for assistance and he told me no. So, I sit down and
6 waited trying to apply peer pressure first and the supervisor come out of
7 the office and asked why I wasn't on the job and I told him I need help.
8 So, he'd tell the hourly guy to get up and help me and he told him to go
9 away and he went away. I was dumbfounded. That was the day I got up
10 and walked down to Personnel and said, "I want to be a manger".
11
12 [laughter]
13
14 Linda Johnson: That's a great story.
15
16 [laughter]
17
18 Diane Archer: I want to be a manager, and that was the final push to put me over the
19 edge. I mean, there was a lot of benefits to it because I could get my shift,
20 I'd pick up my seniority again, and then I could tell this guy to go to work,
21 and he was on medical the first 3 months I went on management.
22
23 [laughter]
24
25 Diane Archer: Honest to God. He went on a medical when I went on management, but he
26 immediately knew I wasn't going to let him sleep, you know.
27
28 Doreen Howard: I have a couple of topics that you touched on. You talked about safety
29 changes. You said there was a large increase in safety procedures
30 within...
31
32 Diane Archer: Absolutely.
33
34 Doreen Howard: [31:01] Could you expound on, on that?
35
36 Diane Archer: I came down here in 1983 and they issued me 1 safety lock. Almost every
37 piece of equipment out there as 2 power sources, electric and hydraulic or
38 hydraulic and air or electric and air. There are 2 power sources to almost
39 everything you touch. They gave me 1 lock. As an hourly person, I could
40 lock out half of it, which to me I actually told the supervisor to keep the
41 lock because then you know you're not safe. By putting on 1 lock, you
42 never know if you're safe or not safe, but if you didn't lock it out I knew I
43 wasn't safe and I thought that was safer. Always being cautious, you
44 know. So, you were issued 1 lock. Today, you're issued 3 locks, okay,
45 and if it takes more than 3 to lockdown the tool, there's robogate had 21
46 locks on it, we have equipment locks right there and then you lock up their

1 key with your personal lock, okay, and so the company's went that far to
2 issue, you know, 21 locks for 1 piece of equipment plus your personal
3 locks. So, today, you're given 3 personal locks and you are reprimanded
4 in one way or another if you don't lockout, which is the total opposite and
5 not only if my hourly don't lockout I as a manager will be reprimanded if I
6 don't enforce their lockout, see, which is wonderful because years ago
7 they will tell you, "Oh, just go in there and get it", and now even the
8 manager is disciplined if the employee doesn't lockout. So that's a big -
9 that is a total opposite end of the spectrum.

10

11Doreen Howard: The other question that I want – you started to talk a little bit about
12 Lourdestown that you'd gone down there for a couple of months.

13

14Diane Archer: Mm hmm.

15

16Doreen Howard: [32:57] What is some of the differences that you saw between
17 Lourdestown and our facility and what makes us the capital quality
18 compared to the other plants that you were in?

19

20Diane Archer: Um, when I went to Lourdestown it was very similar to Fisher Body here
21 and their lines of demarcation versus Chevrolet. Okay that was so - I was
22 okay with that. They were still pushing numbers, you know, get it out the
23 door numbers and I went down for a week just this past year to job
24 shadow and they were still pushing numbers. You know, get the number
25 out the door and not that I don't think they're great down there too, but I
26 had to talk to them about [inaudible 33:58] while I was down there, their
27 management, because I observed an occasion where they weren't locked
28 out and he said, "We were in a hurry, we need to get these cars out.
29 Cobalts are selling like mad", so um, there's still a difference from state to
30 state, facility to facility and we are trying to change that as a company.
31 We are trying to change it. I don't know if you're familiar with Michigan
32 State or you're from Michigan State, I don't know, but we are trying to
33 make sure everybody locks out, you know? Safety is our overriding
34 priority and we want everyone to go back home like they come into work,
35 but that was the biggest difference is they're still pushing numbers down
36 there.

37

38Doug Rademacher: Diane, I want to take you somewhere. I worked with you for a number of
39 years. I was in the body shop driving a material truck and I observed that
40 you enjoyed smoking.

41

42Diane Archer: Yes.

43

44Doug Rademacher: [34:56] There was a, there was a law passed in the County of Ingham and
45 can you just talk about that? How did that impact your work life?

46

1Diane Archer: Oh, it impact my work life because I have to leave the facility to smoke,
2 you know, and I choose not to quit smoking. That's a personal choice I've
3 made that I won't quit smoking for personal reasons. I disagree that I can
4 work in a body shop and have weld fumes all around me from galvanized
5 steel, but I can't smoke a cigarette inside the building. I, I had a personal
6 problem with it. I sympathize with the employees. It's not that easy to
7 just say, "I'm not going to go smoke for 8 hours, I'll just skip it." So, it
8 did impact my life. It impact me to the point that when I started getting
9 really wound deep and my boss would tell me to go out ahead and go out
10 and have a cigarette [laughter], um, so, but it's the law. I wouldn't violate
11 the law. I would never smoke in the building. Until they did put in the
12 smoking rooms, then I could smoke in the smoking room. I liked it a lot
13 more when I could smoke where I chose to smoke. I do. I think, you
14 know, it's the same. We're doing the – but we're going another step
15 farther at Delta, which was my big complaint. See, I smoke. My two
16 other sisters don't smoke. They both weigh 350 pounds a piece, but yet
17 they did not stop the guy from eating the candy bar on the line. See, and
18 he can eat candy all day long, but I can't smoke my cigarette, you know,
19 because I'm impacting others, but so is his obesity. I am raising the cost
20 of healthcare, but so is his obesity. In fact, it'll take me a little longer to
21 die naturally from cancer than from him from dropping dead of the heart.
22
23 [laughter]
24
25Diane Archer: And so, I had some real problems with it.
26
27Doug Rademacher: Well, I just observed you. I wanted to just hear that because it's one of
28 our questions about that change. We really haven't asked a lot of people
29 about that, but I knew you would...
30
31Diane Archer: I hate that change.
32
33Doug Rademacher: ... I knew you enjoyed that and I started watching you snack and, uh, and
34 uh, it was just ...
35
36Diane Archer: But see at Delta...
37
38Doug Rademacher: [37:35] But would you as a manager, did you put pressure on your co-
39 workers if you caught them smoking because a lot of people refused to go
40 outside for quite a while.
41
42Diane Archer: I had to discipline 2 co-work or 2 employees for smoking, yes, and I put
43 tons of pressure on my peers not to violate the law because we lead by
44 example and I encouraged the nonsmokers to come out with me to get
45 fresh air while I smoked and it's amazing how many will, you know, it's

1 that little break outside now, but I just can't jeopardize me catching
2 pneumonia in January is any healthier for me, but it is healthier for others.
3
4 Linda Johnson: [38:21] Well, can you smoke at the Delta plant? Are they going to have
5 facilities for smokers or no?
6
7 Diane Archer: From what I understand right now, they won't have any facilities for
8 smokers. So, I have to address that issue when I get there.
9
10 [laughter]
11
12 Diane Archer: I hate chewing gum. I just hate it and I think it's nasty and ...
13
14 Doug Rademacher: Peanuts and M&Ms. It's a different county. [38:56] So, I know General
15 Motors has announced that they've banned smoking within their facilities,
16 is that correct?
17
18 Diane Archer: Yeah, GM wide. Even in Flint they're going to nonsmoking. They've
19 already cautioned the employees so that they can try to find other means
20 of pacifying whatever it is we're pacifying by smoking. [laughter]
21
22 Doug Rademacher: It's an addiction, but it's, uh, being a different county it's not against the
23 law in that county to smoke.
24
25 Diane Archer: Yeah, but it's against corporate policy.
26
27 Doug Rademacher: It's against corporate so there will be, uh, at this point there's nothing
28 established for Delta but there will be outdoors, right?
29
30 Diane Archer: Yeah.
31
32 Doug Rademacher: Like you said, in January in Michigan.
33
34 Diane Archer: See, I can't see the connection. I mean I can't and I never will until they
35 pass a fat tax I'll never agree with taxing cigarettes either, but that's not
36 for here. I want everybody to weigh on April 15 and pay their dollar a
37 pound for every pound they are overweight for every day of the year and
38 we would never have to collect tax on anything. My 2 sisters are my
39 biggest harpers on why I smoke, but like I say, number 1 my mother lived
40 longer than anyone in my family and she is deceased before, she had her
41 71st birthday in the hospital. Nobody in my family smoked. They all
42 dropped dead of heart attacks, but all of my family fits in the United States
43 category over $\frac{3}{4}$ of them are overweight and I mean not just 50 pounds
44 overweight. I have 1 sister that had the by-pass surgery because she's 5 of
45 me, but she don't smoke. She's got clear lungs. I got a bet.
46

1 Linda Johnson: [40:48] That you'll live longer? Okay, my aunt lived to 87. She smoked
2 since she was 14 and she was a slim lady her whole life.
3

4 Diane Archer: Because it doesn't kill your heart, it only kills your lungs. The obesity
5 kills your heart. Not that we don't care about obesity, we haven't figured
6 out how to control it because Burger King is so convenient and
7 McDonald's and all the fast foods, it's terrible. I mean, look at even here
8 within General Motors. It awes me. We haven't changed the vending
9 machines. I used to walk from the body shop up here to the door of
10 Personnel because there in their vending machines was cheese and
11 crackers and grapes and apples and oranges, but I worked in the body shop
12 and you have your choice between pretzels and potato chips and candy
13 bars and candy bars and chewing gum and candy bars and candy bars and
14 candy bars. [41:43] What would you like to eat for a snack? See, even if
15 we just took the effort and say here's a vending machine with apples and
16 oranges and grapes and cheese and crackers and something nutritious and
17 healthy, maybe a banana every now and then. See, but we don't, but that's
18 not the reason here but think about it. We're pushing the wrong...
19

20 Doug Rademacher: Everything has a reason.
21

22 Diane Archer: ...the health issue. We haven't figured out how to, how to tax junk food.
23 In fact, there's no tax on junk food. You can buy – not even a food tax,
24 not even a sales tax. You can buy all the junk food you want, we won't
25 tax that, okay. Eat it, but it's killing us, see, but at least your killing
26 yourself and not – but then you're leaving your poor children without a
27 parent or grandchildren without a grandparent.
28

29 Marilyn Coulter: [42:37] But you know, Diane, you were talking about food. For your
30 employees, um, ,what do you guys do for I mean I know often times, you
31 know, they work 7 days a week and things like that, so what do they do as
32 far as dinners or holiday parties and things like that, hourly and salary?
33

34 Diane Archer: We used to have Christmas parties, holiday parties, you know, Easter and
35 that and that kind of went away. It did. It kind of went away. Salaried,
36 we had them offsite and that went totally away. Um, hourly, we had a
37 party in here with our guys and even that died off in most areas. Um, I
38 think the big kick on was we're so diverse now that a lot of people don't
39 celebrate the holidays we celebrate and I think most everyone gets away
40 from the holiday traditions where it used to be a big, a big holiday.
41

42 Marilyn Coulter: [43:42] Did the dinners just because, did they do those just because we
43 have to be here so we might as well be comfortable?
44

45 Diane Archer: Um, sometimes, but here and now you have to have permission to have a
46 dinner and I don't know why we went to that extreme, but we'd have to

1 get a slip signed and everything else for our people to bring any food in to
2 have a dinner. So, it was like maybe a retirement party we'll have a
3 dinner where it used to be any reason we could find a party we'd have a
4 party. I mean, if we're working a Saturday, we'd have a cookout for
5 lunch. Remember those days?
6
7 Doug Rademache: I do, I very well [inaudible 44:21]
8
9 Doreen Howard: Um, you were at a few different facilities. [44:28] From your viewpoint,
10 what makes Fisher Body different? What makes our facility different than
11 others?
12
13 Diane Archer: Because I work here.
14
15 Doreen Howard: Because you work here.
16
17 [laughter]
18
19 Diane Archer: We all make a difference. Honestly, we all make a difference so...
20
21 Doreen Howard: [44:46] Is there any cultural differences as far as the groups of people and
22 the things that they do within the facilities as, um...
23
24 Diane Archer: See, I don't think, personally, because I'm here I don't know what's
25 happening there at the same time we're making the changes here.
26
27 Doreen Howard: Mm hmm.
28
29 Diane Archer: They could be making the changes there and I will never see them because
30 I'm here, so I only remember what that was not what it is today.
31 However, I have a lot of family still working there, siblings. I came from
32 a GM family, and it hasn't changed a whole lot there, but you know we
33 do, we passed this morning – we had a near miss accident in Wentzville
34 and so we noticed notes in email this information around so then I could
35 take it, it was a near miss on an air motor so I had to set my group down
36 this morning and tell them about the near miss and that way we will know
37 to check our equipment for the same thing. So, we have to be doing a lot
38 in common in all GM facilities. Now community wise, even my housing
39 was different. Up there, I lived in a house and I knew every neighbor for 3
40 blocks and we met every Saturday. If you were available at 1:00 you met
41 at the park and so when I moved to Lansing that was different because I
42 chose to do apartment living and people that live in apartments they do
43 that because they don't have time for all of the other things in life. So,
44 that was different, but facility wise I think it's very similar in all GM
45 plants. I think the same problems I encounter you talk to a person in
46 Alabama, they'll encounter the same because we do [inaudible 46:37]

1 work. We get together and you talk to people from other GM facilities at
2 training classes and you find out it's the same everywhere. We had the
3 same issues growing up and now we have the same issues as we're getting
4 older. I mean, they're putting us in a workout center now that I feel like I
5 need a walker to walk.
6
7 [laughter]
8
9 Marilyn Coulter: Um Diane, you live in close proximity to Fisher Body.
10
11 Diane Archer: Yes, 3/8 of a mile.
12
13 Marilyn Coulter: [47:08] And what is it like to live in close to your work environment from
14 the facility, living that close to the plant?
15
16 Diane Archer: Um, it has a lot of great benefits, living close. In fact, at Delta I'm going
17 to have to drive 6 miles a day and that's almost kicking me, but um you
18 never call in sick and you never call in and say the snow is too bad to get
19 there and it helps me with my personal life living so close because I only
20 have to get up an hour early. Some of my employees have an hour and a
21 half drive to work, so I can't imagine how they get up for this morning
22 start. Um, it also keeps a lot of pressure on my personal life because if my
23 [inaudible 47:56] I hear about it and my leaves in the front yard, I hear
24 about it, and my old boss, Ollie Blacker from Plant 3, stops by once a
25 week to see if I'm doing okay. I mean, so, it has its pros and cons, but gas
26 I'm saving a fortune. I moved right here on Rosemary and I love the
27 community. I don't understand all their environmental concerns about the
28 plant because as close I was I didn't smell the plant at night, but, um, they
29 had a lot of environmental concerns in my neighborhood so I went to the
30 group once, the neighborhood click, to tell them that I didn't voice – I
31 didn't have those concerns because the factory was here when I bought my
32 house, it really was.
33
34 Doug Rademacher: Good for you.
35
36 Michael Fleming: Hi Diane. You talked about your 2 sisters.
37
38 Diane Archer: Yes.
39
40 Michael Fleming: [48:48] What, what do they do for a living? You mentioned GM family,
41 can you talk about that a little?
42
43 Diane Archer: Yeah, my sister, my younger sister is a tinsmith at Truck and Bus in Flint
44 now, but she was also a tinsmith at Manufacturing when I was so she still
45 is 659. Um, my older sister delivers the mail. She's a postal worker,
46 don't get nervous, but [laughter] she's the postal worker and, um, but a

1 GM family. I have a brother who's a millwright. He's at the new Truck
2 and Bus and I have a brother who's an electrician, who to the best of my
3 knowledge he is still at Buick. I don't know where at Buick because he's
4 in the closing down process, but, um, yeah, we covered 4 trades. My
5 brother and my 2 brothers-in-law are just line, they work on the assembly
6 line. They're line workers.
7

8Michael Fleming: [49:49] So, do y'all spend holidays together maybe?
9

10Diane Archer: Absolutely.
11

12Michael Fleming: Talk about those holidays.
13

14Diane Archer: Two of my brothers they are now ex-committee men and my 1 brother,
15 Leroy, was per diem for management and I was a manager, and we still
16 get together. This – in 3 weeks we'll have our family Christmas party.
17 It'll be the 27th one where we rent rooms up at the Holidome in Grayling.
18 None of us live in Grayling, it's just the trip and its close enough we can
19 all go and the children can go so there's 63 of us in our immediate family;
20 8 of us are dependent on General Motors for our main incomes and our
21 family, um, but we do argue a lot about the politics of General Motors and
22 which plant has it together better and which one has a better wage. I
23 remind them Lansing is always 1 and 2 in quality. We were always at the
24 top and I do listen to all of their concerns from the hourly ranks on what's
25 wrong with management and they have to, no choice because I'm the most
26 boisterous, to listen to my concerns on what's wrong with the hourly
27 workforce. Team concept, it's a wonderful idea. Okay, I have always had
28 team concept. I got in trouble for the team concept about 10 years ago
29 when all of my electricians in 3rd shift rotated jobs out in underbody. All 8
30 of them rotated every week and I thought it was wonderful and they did,
31 but we were forced to stop that so that everybody would know which
32 electrician was here. So, I found that the team concept works to a degree.
33 Everyone wants their input, but they don't want the responsibility to be
34 held responsible for the outcome or the decision and that concerns me
35 right now because that says we're going to it as, "It's your decision Dave
36 or Doug. Doug, you tell me what you want and I'll stand behind you" and
37 that was out last debate. We met here. A lot of my aunts and uncles are
38 passing away so we have a funeral every month. Two weeks ago my
39 uncle died and that was one of our discussions at dinner as I said, "We
40 finally give him total team concept here, I'm empowering you to make a
41 decision that I'll live with and it's harder than hell to get them to make the
42 decision or to go even with the guidance, even with the insurance that I'll
43 support whatever you decide, you just make that", they can't. They want
44 to make the decision without the responsibility. If I can say you told me, I
45 know you can't it's the team. I empowered your team to do it, make it.
46

1Michael Fleming: Right.
2
3Diane Archer: See.
4
5Doug Rademacher: [52:57] Diane, is that attitude across the board or is it vary in age groups?
6
7Diane Archer: Uh, [inaudible 53:03]
8
9Doug Rademacher: [53:04] Are you finding the younger people willing to take the challenge
10 or are the older people don't want to, they still want to be directed and
11 have you be the boss and they'll do what you say, but they don't want to
12 embrace it or is it across the board?
13
14Diane Archer: Out of 54 people in GA, which I have an older work force, most of our
15 people have over 25 years out there in Maintenance GA, I have seen 3 of
16 them that are willing to step up to the plate and say, "Hey, I'll go there and
17 I decided this". Three. Yeah, no. They can all tell you. They all tell me
18 when I walk through, the 54 people, they'll all tell me what they want and
19 what they'd like to see, but they still want me to go do it for them and
20 here's an example. I have a millwright to this day that wants a welding
21 class that Dallas Daniels from the paint shop took. He wants that welding
22 class. It's offered at LCC. I said, "Wonderful," because I told him, "If
23 you want a class that we don't teach here, let me know and we'll try to get
24 you into that class now that we're down for another 4 months". So he
25 said, "I want the welding class." I said, "Well, what's the name of it?"
26 "Well, you go get with Dallas because Dallas is now located
27 geographically out there at Delta, go get with him, find out what the name
28 of the class is and who – how he found out about the class or something. I
29 mean, I don't even know if it's tin welding, wire welding, miller welding."
30 He said, "No, you do that". I said, "Well, I can't get you the class."
31 "Well, go out there and see Dallas". I said, "No, you. We have a shuttle.
32 All you have to do is go get on the shuttle, go see Dallas, find out the
33 name of the class. That's all you have to do." And then he said, "I don't
34 care enough about the class. Never mind." I said – and there's 3 other
35 millwrights sitting there, I said, "But, I told you I'll do whatever it takes.
36 I'll knock down any roadblock if you want this class to make sure you get
37 it", because he was talking on how great it had benefit Dallas, "but, if I've
38 got to go find out what the name of it is, I don't want the class." What do
39 you do? What do you do? Now, if I drive out there and I find out the
40 name of the class and get him enrolled next week, I can bet you a thousand
41 bucks right now the man will go and he'll be happy to have had the class,
42 but he will not make the effort to catch the shuttle to go out there to ask
43 another hourly guy what was the name of that class.
44
45Doug Rademacher: [55:41] And there is a telephone?
46

1Diane Archer: Yeah.
2

3Female: And there are schedule books.
4

5Diane Archer: So wha, what do you do? They are so used to after so long of telling the
6 boss this is what I want, this is what I want and now here is when I argue
7 with my brothers and sisters and that was the point I was getting to
8 because up there they don't have this full team concept yet. Um, it's not
9 working and that's what they told me, that it's not working. I tried to give
10 them some ideas how they can make it work, you know, because I want to
11 see it work, I really do want to see it work. I said, "It's like me, I have a
12 dog. I've had a dog for 11 years and the dog knows that I'll have to hurt
13 him bad if he ever urinates in my house. Okay, he did it as a puppy 11
14 years ago, so he's not done it since", and I said, "now after 11 years it's
15 like me telling the dog he can do whatever he want in this house, it's your
16 house". If you think that dog is going to do it now in the house, he won't,
17 you know, even though it's okay. I go in the house to use the facility.
18 See, if I told my dog tomorrow or locked him in for a week I think he will
19 die of illness before he would **shit** in that house. I'm telling you, and
20 that's what basically we've done. We've not allowed you to make a
21 decision for 25 years and now we've said, "Make all the decisions", see
22 and it's like they want me to do it so that I'll accept the blame. No, I'm
23 finally giving you the endorsement to do it and I think it will eventually
24 and that's what I argued with my brothers and sisters see because they say,
25 "no, management just wants to blame us". I said, "No, we as managers,
26 I'm tired of running around for all my hourly. I am. If you want a class,
27 you go find out see and then you can have that class." So I asked them out
28 there in Flint, even though I'm here, you know, to pull their groups
29 together and start helping us. We don't have a trap for anybody, you
30 know, we're not setting traps. We're, we're trying to make it a better
31 corporation. Imagine that. So, how can it get any better?
32

33Marilyn Coulter: Basically what I hear you saying it's the change process and the trust
34 process.
35

36Diane Archer: Yes.
37

38Marilyn Coulter: Those are the two...
39

40Diane Archer: Yeah.
41

42Marilyn Coulter: ...that, that's also part of the building change.
43

44Diane Archer: Right.
45

46Marilyn Coulter: All that we have to change the way we think about things.

1
2Diane Archer: We have to change the way everybody is thinking.
3
4Marilyn Coulter: And the trust.
5
6Diane Archer: And trust. And trust everything, you know, and that's a hard thing to do
7 because you grow up it's us against them and now it's – and then it was
8 we'll work together, and now it's you can even make the decision for me.
9 See, which is great. I mean, it will work. It's – when you think about it in
10 your personal life you do it every, every person does it in their personal
11 life when they grow up as a child, on their own, and then they meet
12 someone the fall in love with, then they have to learn to trust them, and
13 then all of the sudden it doesn't matter if I make the decision or my spouse
14 it's our decision see and that's where we're at. We're combining to make
15 our decisions and pretty soon it will work and we'll live happily ever after,
16 and we're trying to get to that marriage, which is cool. I mean it is
17 because if you'd have asked me the week I hired in to General Motors if I
18 ever thought as an hourly person I could have a single thread of input on
19 anything, I would tell you no. In fact, after 5 years I would've told you no
20 because the management walked out, told you want to do, and you did it
21 or you were sent out.
22
23Marilyn Coulter: Um, but with, with some of this team processes and changes I know
24 earlier we talked about – you had talked about like the deep dive processes
25 and stuff like that and now they're able, the employees are being able to
26 have this input so getting there you're on the road to getting there.
27
28Diane Archer: Absolutely. Yeah. I think within 10 years we'll be there. I do. I think
29 everything will come together. First it has to come together and that's
30 what we're doing. We're bringing it all together. I think the next
31 generation to hire into GM will just be odd that it's more like a family, it's
32 more like it doesn't matter who makes the decision just as a group decide,
33 make the decision and follow through with it.
34
35Marilyn Coulter: Just going back over that because you said family and I know you said
36 before you had 1 of your old supervisors, um Ollie...
37
38Diane Archer: Yeah.
39
40Marilyn Coulter: ...who comes by. [60:12] So have you had many friendships and stuff
41 build here that have extended outside the facility?
42
43Diane Archer: Hundreds. Hundreds, we all do. I mean, I don't know anyone who's ever
44 worked at General Motors that doesn't have friends within General
45 Motors. I mean, there's workers and there's associates and there's friends,
46 but all of us – I haven't met anyone that's never taken a friend out of GM,

1 you know. It's part of it. It's like high school. You do the same thing in
2 school. You have at least 1 friend from school and when you hire in GM,
3 you know, but that's what I mean. I mean, I couldn't even envision 25
4 years ago a boss coming by who's no longer my boss just to see if
5 everything is going okay or if we need any help or – and then [throat
6 clearing] excuse me, a guy went to Grand River and, you know, he
7 emailed me that he's doing well so I sent it out to Body Shop and over the
8 Plant 3 to let them know that, you know, I heard from this guy and he's
9 doing well and Sear's – yeah, we established a whole networking outside
10 of work. Yeah, it's like family.
11
12 Doug Rademacher: [61:30] Diane, is there anything particular that someone had done special
13 for you whether it be personal or in the work place when you may have
14 had a hard time and someone, a coworker, stepped up or a colleague or
15 supervisor or regular worker, anybody anything that ever stands out that
16 somebody was there for you at Lansing?
17
18 Diane Archer: In Lansing, just Ollie.
19
20 Doug Rademacher: Just Ollie.
21
22 Diane Archer: Yeah.
23
24 Doug Rademacher: Good ole Ollie.
25
26 Diane Archer: And he just recently, Ollie. Yeah, but I can't tell you any story where I
27 had anybody step out and beyond other than Ollie, you know, to see how
28 we're doing and he checks on every one of his old employees.
29
30 Doug Rademacher: I'd like to ask you another question. [62:24] You have great attitude and
31 you seem very concerned about doing everything right, but can you talk
32 about 1 of the funnest days you had at General Motors at Fish Body Flint?
33 Was there a day that was just a gas or anything that went on that was silly
34 or fun?
35
36 Diane Archer: Um, we had a lot of fun days. Don't, don't, you think I don't have fun
37 here? I wouldn't be here every day if I didn't have fun. Um...
38
39 Cheryl McQuaid: [62:59] Could you maybe tell us some of the things that made work fun in
40 here? Were there any pranks pulled?
41
42 Diane Archer: Let's see. The, uh, no. I don't know.
43
44 Cheryl McQuaid: [63:17] Do you remember ever coming back from being out walking
45 someplace and finding a scooter in your office maybe?
46

1Diane Archer: No. I've heard of a lot of pranks pulled in here. I have, but, uh, I didn't
2 participate in them and, yeah, we pulled some pranks and had fun. You
3 know, I'm kind of like drawing blanks. Okay. I'll tell you 1 in the office,
4 not out on the floor. No hourly. In the office. Well, I work with another
5 female supervisor, Annie. I'm on days, Annie's on 3rd. Okay, and there's
6 a particular gentleman working in between us so I wanted to name him,
7 but 1 day rumor come to its 2nd shift had 5 male maintenance employees
8 and for some reason on their meeting they started discussing women logs,
9 I gotta tell you this, so what happened, they talked to me in the morning
10 and I talked to Annie, you know, at night. When I come in they said, "Oh,
11 our meeting was over. You girls write too long logs", you know, and
12 women do tend to write a lot more detailed than men. So I said, "Oh
13 yeah?" And he said, "Yeah". So then I told that to Annie and this was a
14 new boss so we confronted the 2nd shift boss together. I made a special
15 trip in here, you know, so we could put him on speaker and we let all the
16 guys that was in this meeting, you know, listen and stuff like that, listen to
17 what he said squirming out the fact that he was gossiping about our logs.
18
19 [laughter]
20
21Diane Archer: So, and this was, you gotta see the humor in it, so we all laugh because
22 even the guys working for him know that he was in speaker. He's the only
23 1 that didn't know so we let him stew for a little while because he called
24 them into his office one at a time to let them know that somebody had
25 snitched him out to us. So, but if we all know what's going on. Okay.
26 So, we had a, we had laughs over that for a week because then then next
27 week we didn't write anything but good day, bad day. See...
28
29 [laughter]
30
31Diane Archer: [throat clearing] So, this still goes on and this is how these little jokes
32 impact you. When that person left here to go to Grand River, 4 years later,
33 and we come up and told him before the end of the shift that the day was
34 over, 4 years later he called us up there and said, "You really taught me a
35 valuable lesson that day" and it was just a joke.
36
37 [laughter]
38
39Diane Archer: He said, "I've never ever discussed a woman's log since." So, and here's
40 a more recent one similar to that. We were having a, a Delta orientation.
41 That's when salary pranks are different than hourly pranks. We're having
42 a Delta orientation and my, my boss he, who would be the Maintenance
43 Superintendent, he made a comment and a stand up about one of our tech
44 supports who is vertically challenged, he's short, and he said, "Oh, stand
45 up. Stand up tech support. Well Dave, come on. Stand up, oh you are
46 standing up." You know, being so short, so um, we all laughed. It was in

1 the Oldsmobile Room. We all laughed and thought nothing of it. So, that
2 was the day of the GA picnic and we had a picnic so you could get to
3 know everybody and the next thing George Waller went up to him and
4 said, "You know, I received some concerns that you discriminated against
5 short people." See, now this is we have a new superintendent who's from
6 Truck and Bus in Flint down here. He's only been here a short while see
7 and said, "I don't know how well this is going to go over at salaried
8 personnel, but I'm sure you're going to have to have a meeting because,
9 you know, this is the assistant plant manager that, that had heard about this
10 short comment." So then Dave, our superintendent, said to us group
11 leaders, "Ooh, you know I don't know if I'm going to be fired over this
12 one or how far this is going to go." He said, "You know, I said it in a
13 spirited way. I was just having fun." I said, "Well, it's not fun if you
14 happen to be that short guy." It'd be fun for the rest, but to make a long
15 story short, the whole picnic was worried and they come up to him right at
16 the end of the picnic and said, "How did it feel?" See, we we're just
17 joking. Nobody voiced any concerns. They actually talked George into
18 doing that, which awed me because – and that impresses me that he can
19 play a prank too and I think that's because you gotta have fun with work.
20 You know that. You have to have fun, you know. Not too much because
21 we've had too much sometimes.
22
23 Marilyn Coulter: Diane, we really appreciate your coming and sharing all of your memories
24 with us and just want to thank you.
25
26 Diane Archer: Thank you.
27
28 Cheryl McQuaid: Thank you.
29
30 Doreen Howard: Thank you.
31
32 Doug Rademacher: Thank you Diane.
33
34 Diane Archer: Any questions, just call.
35
36
37/cv