

8:05am Fisher Body Historical Team 12-22-05

Interviewee Cheyle McQuade

Interviewer = Jorein Howard

Seniority = 11-10-88 now, First hire 11-21-1984

Married - Married with 2 daughters (13 yrs old)

Education = BS, MSU. ~~Retail~~ Retail.

- # First Day = she was with people she's never been with before, more males than she was used to. Different ethnic groups (Vietnam, Cambodia etc) Much Diversity.
- # Reason for Hire = Husband was already working at GM. Tried to find a job in retail but could not. Her husband convinced her to apply.
- # Also the first day, she felt that women were not treated fairly, a male dominant environment.
- # First Supervisor was from military and treated women employees very rudely and not equal.
- # She also had 2 brother in laws that hired in at about the same time and ~~kept~~ kept an eye on her while at work.
- # Her husband on one side of the plant and her on the opposite side. This took some time to figure out for a few months.
- # Being 5'2" she was limited as to what jobs she could perform in trim shops.
- # She also worked outside the vehicle most often.
- # Jorein felt the jobs were not that hard or heavy but being repetitive over and over again was a job within itself. Sometimes 60 to 64 jobs per hr x 8 hrs

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Retail vs Fisher Body = Very different worlds
Retail was working at your own pace. Fisher

Body you had a time table to use from car to car on the assembly line.
Also in retail she was in a mgmt position,
in Fisher Body & this control was taken
away and being told what to do on a daily basis.

Restrooms Men vs Women = Being an older plant this
wasn't set up for women's needs, but some changes
were ~~was~~ made but this was not never enough.

Pranks = Go to the Union Hall and pick up your
free Christmas turkey.

Relationship in the Plant = This was very hard
because both were on the same shift, This
was also difficult being a young female in a
male dominated environment. Rumors were also
a problem from dept to dept back then.

Sometimes this would even lead to divorce
in some couples together in the plant.

Later on Doreen's husband went to first
shift and they would switch kids in
the parking lot at shift change.

During the "chaperones" in the plant you
had time to spend with the family and kids.
The children did not now working nights
or they wanted at least one parent at home.
Then there was take your child to work day.
Her kids thought the factory was a great

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place. Their best memory was getting their picture taken on the emergency response truck.

* One thing that wasn't good was the injuries that she received from working on the line.

* ~~sample~~ Workplace families - she was within the family of Fisher Body but did not develop any long running relationships outside the plant.

* Dinners - Almost every event was celebrated in the plant. Most lunch hours she would walk or read, Fisher had programs for health and fitness that she had liked.

* There were many businesses inside Fisher Body. People sold coffee, candy etc. Some people did painting, woodworking that was also for sale.

* Her parents didn't want her to work in a factory but ~~later~~ later on Doreen felt that it wasn't as bad as everyone thought.

* She found out that people in the plant had degrees just like her. Also people were going to school while working at the plant. "Fisher Assistance Program" allowed money from GM to be used for college classes.

* Started in Train Dept for about 3 years and returned back to work. A job bank had been negotiated between UAW and GM. This paid people to go to school, or go work somewhere else out of the plant.

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* Paint, Trim, Body = Trim ^{there} ~~this~~ was more people, closer together, managers were uptight. Paint, not so many people, the operator was not able to change the outcome Mgt was more lenient but still uptight. Body shop, noisy, dark, this was more cohesive group. Mgt and hourly had stronger relationships and worked together.

* Non-traditional job. Suggestion dept = she was happy to get this assignment. This gave her a chance to use other specialties she had. She had an office - 5 hourly and 1 mgt employee. Not being ~~to~~ tied to the line, working at her own pace and not chasing the line. This dept gave employees to put forward their own ideas in subjects such as safety, improvements, departmental changes. The highest award per individual was \$20,000⁰⁰ the next highest ~~was~~ was a group suggestion that was the maximum of \$25,000. Mgt did not like this program because they felt they knew how to run a business and didn't want any help from the employees. When Doreen went into this dept there were some suggestions that were 2 to 3 years old, so she straightened up these requests so that they were done in a timely fashion. Most people put in a suggestion to prove to their boss that they were smart and

improve their part of the plant.

* Plant closing - Everyone called this building Fisher Body, not B-O-C. LCA etc. People took pride in their work they did each and everyday. No matter what name was put on the building people always thought of this as Fisher Body.

* In closing she felt that this was not what she would have chosen for a work life. Most people cannot even have an idea of what an autoworker goes through. Fisher (GM) has supported her and her family a good lifestyle through money and benefit. She was thankful that all the people from different backgrounds she worked with in Fisher Body. The people is what makes this place happen everyday.