

ORGANIZATION CHARTFABRICS AND FINISHES DEPARTMENTPERSONNEL AND INDUSTRIAL RELATIONS DIVISION

Manager		D. G. DeWitt
Personnel Section - Manager		P. R. Storves
	Manager - Salaried Personnel	R. E. Durfee
	Personnel Assistant	J. H. Temple
	Personnel Development Specialist	C. R. Giaugue
	Personnel Services Specialist	F. S. Browne
	Personnel Placement Consultant	W. T. Heinig
	Industrial Relations Section - Manager	T. B. Storer
	Industrial Relations Consultant	E. C. Rosenberger
	Industrial Relations Assistant	C. H. Malloy
International Personnel Consultant*		C. R. Barr

*Effective July 1, 1975

PERSONNEL & INDUSTRIAL RELATIONS DIVISION

FUNCTIONAL CHART

INDUSTRIAL RELATIONS SECTION

Coordinates and/or advises on the following Industrial Relations matters:

- Collective Bargaining (TBS-ECR)
- Representation Cases (TBS-ECR)
- Unfair Labor Practice Cases (TBS-ECR)
- Arbitration Cases (TBS-ECR)
- Application of Labor Law (TBS-ECR)
- E.E.O. Matters (ECR-CHM)
- (except Wilmington offices)
- Wage & Nonexempt General Increases (ECR-CHM)
- Plants and Laboratories (CHM-ECR)
- Others
- Job Structures & Progression Systems (ECR-CHM)
- Wage
- Nonexempt (CHM-ECR)
- Job Descriptions & Evaluation (ECR-CHM)
- Wage
- Nonexempt (CHM-ECR)
- Interpretation of Industrial Relations Plans & Practices (CHM-ECR)
- BC/BS Contract Problems (CHM-ECR)
- and Changes (CHM-ECR)
- Workmen's Compensation (CHM-ECR)
- Safety and OSHA (ECR-CHM)
- Pensions - Wage (CHM-FSB)
- Medical Division Contacts (CHM-ECR)
- Public Affairs Contacts (ECR-CHM)

PERSONNEL SECTION

Coordinates and/or advises on the following Personnel Relations activities:

- Organization Planning (PRS-CRG)
- Management Development (PRS-CRG)
- Promotability Forecast (CRG-RED-PRS)
- Exempt Salary Roll Problem Situations (RED-WTH-PRS)
- Interdivisional, Intradivisional, and Interdepartmental Transfers (RED-WTH-PRS)
- Recruitment of Exempt Personnel (RED)
- Administration of Exempt Salaries (RED-JHT)
- Administration of Nonexempt Salaries (FSB-JHT)
- Exempt Salary Position Evaluation (RED-CRG)
- Incentive Compensation Plan (RED-JHT-PRS)
- Transferred Employee Relocation Policy (FSB-WTH-PRS)
- Contributions & Memberships (PRS)
- Interpretation of Personnel Policies and Practices as Related to Exempt Salaried Employees (RED-WTH)
- Centralized Salary and Personnel Records (FSB-JHT)
- Employment and Transfer of Wilmington Nonexempt Salaried Personnel (FSB-PRS)
- Exempt & Nonexempt Salary Pensions (FSB-CHM)
- Discussion of Performance, Personnel Appraisal, & Personnel Review Systems (CRG-PRS)
- Tuition Refund Program (FSB-PRS)
- BC/BS Administration (FSB)
- Manpower Reporting and Forecasting (RED-PRS)
- Training Resources (CRG)
- E.E.O. Matters (Wilmington offices) (WTH-PRS-DGD)

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