KAISER GYPSUM COMPANY, INC.

INTER-OFFICE MEMORANDUM

G-7

TO D. R. Canham
AT Oakland 2462

DATE December 10, 1974

COPIES TO ~~J. C. Reilly~~ - Oak 2481
E. H. Schaper - Oak 2451
J. F. Modaff - Dlnc
R. J. Wiborn - Seattle

FROM K. J. Singer
AT Delanoo Plant

SUBJECT INDUSTRIAL RELATIONS REPORT - NOVEMBER 1974

I. TOTAL NUMBER OF EMPLOYEES

	Nov. 1	Nov. 30
Hourly	130	103
Salaried	35	34
	165	137

II. NUMBER OF HIRES

Hourly	0
Salaried	0

III. NUMBER OF TERMINATIONS

Hourly	5
Salaried	0

IV. HOURLY EMPLOYEES ON LEAVE OF ABSENCE OR SERIOUS ILLNESS

1. James Carmichael on Medical Leave with acute reactive depression.
2. Wayne Tete on Medical Leave with possible tumor
3. Andy Diprizito, Maintenance Mechanic, age 65, died suddenly at work; cause of death - heart attack.

V. SALARIED TRANSFERS, PROMOTIONS OR SERIOUS ILLNESS

1. Janet Yansick promoted from Payroll Clerk to Clerk/Lab Assist - Laminating Dept.

VI. SAFETY - DELANCO PLANT

Jack Kelley has gotten the basic elements of our Safety Program off the ground. Supervisors have been conducting employee meetings weekly and have been supplied topics for discussion.

A complete new batch of safety signs have been received and posted throughout the plant. In addition, we have been concentrating on the handling of asbestos. All employees in the Accessories Dept. have been supplied with uniforms.

We have tightened our accident reporting procedure and hope our improved record in November can be continued.

cont...

VI. SAFETY - DELANCO (cont)

Statistics	This Month	Year to Date
Man Hours Worked	33,970	316,067
Number of First Aid Cases	0	13
Number of Doctor Cases	3	49
Lost Time Accidents	0	3
Days Lost	0	81
Accident Frequency	0	9.5
Accident Severity	0	256.3

VII. LABOR RELATIONS - DELANCO

On November 26, as scheduled, the arbitration of Ron Enderle, discharged for walking off the job, was held. The company, represented by Barry Anton, presented excellent testimony,and a decision should be received within 30 days.

As a result of decreased sales demands, the manning at the plant was drastically reduced. 19 employees were placed on layoff and 5 were terminated for various reasons. The Board Plant was placed on a 3-shift operating schedule. Additional layoffs and efficiency eliminations are planned before the end of the year.

Contract negotiations commence on November 16, with an exchange of demands. Union demands are excessive as usual, and Perry Bal's influence on the committee will be felt.

KJS:jat