

DIRECT EXAMINATION OF
JOHN R. BELSCHWENDER

I. QUALIFY

- A. Name
- B. Address
- C. Educational Background
- D. Employed by Whom
- E. How Long
- F. Capacity
- G. Duties
- H. Report to Plant Manager

II. JOB CLASSIFICATION PROCEDURE

- A. Description (Article III - CBK)
 - 1. Jobs created by management according to need
 - 2. Classified for the purpose of setting wages
- B. Wage Analysis Plan adopted 1946 - amended from time to time

INTRODUCE
PLAN

- C. All jobs classified in accordance with Plan
 - 1. Listed on Master Code Sheet
 - a) Title - department - level - rate
 - i. level set according to WAP

INTRODUCE MASTER
CODE SHEETS

- 2. Procedure set forth in Article III of the Agreement.

III. PAST PRACTICES

A. Management has established and deactivated many jobs in the past

1. No negotiations with the Union
2. Company informs Union as a matter of course

B. Jobs Deactivated

1. November, 1968 - General Helper - Resinox.

- a) Job combined with Resin Handler
- b) New classification entitled Building Attendant resulted.
- c) No negotiation with Union
 - i. no agreement sought or offered
- d) Notified of management's action for purposes of setting wages only

2. January, 1969 - Laundry Operator

- a) Laundry ~~Helper~~ ^{operator} classification combined with Lead ~~classification~~ ^{Laundry Oper} to form new job
- b) Laundry Operator ~~eliminated~~ ^{deactivated}
- c) No negotiation with Union
 - i. no agreement sought or offered
- d) Union notified for purposes of evaluation only

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3. January, 1970 - Process Assistant - eliminated

- shipping pattern changed*
- a) Lustrex ~~bagging~~ reduced materially
 - i. most Lustrex shipments in bulk
 - b) Remaining duties shifted to Packaging Operator
 - c) All 4 employees reassigned
 - d) No negotiation with Union
 - i. no agreement sought or offered
 - e) Union notified of cutback under Article IX

4. February, 1970 - Color Tester - Lustrex

- a) Work in classification diminished over period of time
- b) Few remaining duties assigned to Sample Expeditor
- c) No negotiation with Union
 - i. no agreement sought or offered
- d) Union notified for purposes of evaluation only

5. April, 1970 - Paint Mill Operator

- a) Work in the classification reduced significantly over period of time
Due to the nature of the work
- b) Few remaining duties assigned to Color & Material Weigher
- c) No negotiation with Union
 - i. no agreement sought or offered

- d) Classification reduced from 1 to 0
 - e) Union notified for purposes of
evaluation only
6. June, 1971 - Lead Operator - Blending and
Extruder jobs ~~eliminated~~ *deactivated*
- a) 4 employees in each job reassigned in
accordance with contract.
 - b) Production methods revised and automated
 - i. functions obsolete
 - c) Few remaining duties given to other
occupations
 - i. In addition, Process Controller
job established
 - d) Not negotiated with Union
 - i. no agreement sought or offered
 - e) Union notified in due course
7. December, 1971 - Inspector - Plant Labs
- a) Job combined with Analyst A *Analyst A's duties not time and 1/2 hr. multiplicity*
 - b) Occupation reduced from 3 employees to none
from 3 to 1
 - c) Not negotiated with Union
 - i. met with Union for informational
purposes
 - ii. no agreement sought

8. Above cited as examples only

- a) Total number of such transactions too numerous to list in entirety

III. CONTRACT NEGOTIATIONS

A. Union sought to freeze job classifications for contract term

1. Searched contract minutes

2. Union Proposal - 1955

- a) Proposed freezing all jobs for duration
- b) Company opposed demand
- c) No agreement reached - not incorporated in 1955 Agreement

INTRODUCE 1955
DEMAND

B. Union sought to freeze job classifications for contract term

1. Searched contract minutes

2. Union Proposal - 1968

- a) Proposed freezing all jobs for duration
- b) Company opposed demand
- c) No agreement reached - not incorporated in 1968 Agreement

C. ~~GBK~~ References

- 1. Nothing in CBA which limits management's right to create or deactivate jobs or ~~classifications~~ *0.0000000000*

2. Contra

- a) Article I - Sections 2 and 3 binds Union
to cooperate with management to sustain
greater efficiency in production and
maximizes productivity

/lm

3-27-73