

PERSONNEL & INDUSTRIAL RELATIONS DIVISION
FUNCTIONAL CHART

INDUSTRIAL RELATIONS SECTION

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

- o Collective Bargaining
- o Representation Cases
- o Unfair Labor Practice Cases
- o Arbitration Cases
- o Application of Labor Law
- o E.E.O. Matters
- o Wage and Nonexempt General Increases
- o Job Structures and Progression Systems
- o Job Descriptions and Evaluation
- o Interpretation of Industrial Relations Plans and Practices
- o BC/BS Contract Problems and Changes
- o Workmen's Compensation
- o Safety
- o Pensions - Wage
- o Medical Division Contacts
- o Public Affairs Contacts
- o OSHA
- o Wage and Nonexempt Problem Cases
- o Employee Testing
- o Privacy of Information

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PERSONNEL SECTION

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

- o Organization Planning
- o Management Development
- o Promotability Forecast
- o Exempt Salary Problem Situations
- o Exempt Performance Improvement Programs
- o Candidate Lists
- o Interdivisional, Intradivisional, and Interdepartmental Transfers
- o Recruiting of Exempt Personnel
- o Administration of Exempt Salary
- o Administration of Nonexempt Salary (Wilmington)
- o Exempt Salary Position Evaluation
- o Incentive Compensation
- o Transferred Employee Relocation Policy
- o Contribution/Memberships
- o Interpretation of Personnel Policies and Practices Related to Exempt Salaried Personnel
- o Centralized Salary and Personnel Records
- o Employment and Transfer of Wilmington Nonexempt Salaried Personnel
- o Interpretation of Policies and Practices Related to Wilmington Nonexempt Personnel
- o Administration of Pensions for Exempt and Nonexempt Salaried Personnel
- o Liaison for Communications to Wilmington Pensioners
- o Discussion of Performance, Personnel Appraisals & Personnel Review Systems
- o Coordinator for Administration of Benefit Plans
- o Tuition Refund Program
- o Liaison for Communications-Payroll and Insurance
- o Manpower Reporting/Forecasting
- o Excess Exempt Personnel Placement
- o Training Resources

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May 1, 1978

ORGANIZATION CHART

FABRICS AND FINISHES DEPARTMENT

PERSONNEL AND INDUSTRIAL RELATIONS DIVISION

Manager	P. R. Storves
Personnel Section - Manager	T. B. Storer
Personnel and Salary Supervisor	C. H. Malloy
Personnel Assistant	J. H. Temple
Personnel Placement & Development Consultant	C. R. Giauque
Personnel Placement Consultant	H. P. Kocian
Personnel Services Specialist	F. S. Browne
Industrial Relations Section - Manager	S. T. Druckenmiller
Industrial Relations Consultant	R. E. Kasch
Industrial Relations Consultant	G. H. Reindl
Equal Employment Opportunity Consultant	J. B. Eller
Industrial Relations Assistant	F. J. Lutz*

*On Manufacturing Division's roll.

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