

April 1, 1977

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
Development and Placement Consultant	C. R. Giauque
Placement Consultant	W. T. Heinig
Personnel Services Specialist	F. S. Browne
Industrial Relations Section - Manager	S. T. Druckenmiller
Industrial Relations Consultant	E. C. Rosenberger
Industrial Relations Consultant	R. E. Kasch

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PERSONNEL & INDUSTRIAL RELATIONS DIVISION

FUNCTIONAL CHART

INDUSTRIAL RELATIONS SECTION

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

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

* Plants - ECR
All Others - REK

PERSONNEL SECTION

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

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