

**JACK AND DOUG DISCUSS . . .**

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*What about those who say, "Let's give the union a try and if we don't like it, we'll get rid of it?"*

Doug: This is much easier said than done. Decertification can only come about through an NLRB-supervised election. To start this in motion, a group of employees, on their own initiative, must present a petition to the NLRB which has to be signed by at least 30 per cent of the employees in the bargaining unit. It must be done at the employees' own expense and without any assistance or encouragement from the company. With all the pressures, both subtle and more direct, that can be applied by a union that's "in", it's easy to understand why decertifications rarely come about.

*Thank you, Jack and Doug, for your comments. Is there anything else you would like to add?*

Doug: Yes. We've heard that some employees feel they should vote for the union to keep the election close. Union elections have been decided by the difference of one vote. The danger in this thinking obviously is that if enough people felt this way and voted for a union for this reason, the union could win and become the bargaining representative of all the employees in the bargaining unit whether they really wanted the union or not.

Jack: I would like to urge every eligible voter to be sure to vote. Remember that the election is by secret ballot and no one, Company or Union, will know how an individual votes. The outcome of any election should reflect the desire of the true majority; that's the purpose of the voting process. Failure to vote as an expression of disapproval of "both sides" accomplishes nothing, because there are only two choices: We either ARE or ARE NOT going to have a union at the Brevard plant. Remember, the outcome of the election will be decided by a majority of those who ACTUALLY vote. I would like to urge that each voter consider his vote very carefully. One vote could easily decide the outcome. Each man should consider that his vote may well have a determining effect on the future direction of this plant.

**Inflation**

Once there was a farmer who raised corn and a man who raised hens, but no corn. The hens said no corn, no eggs. So the man who raised hens agreed to work for the farmer one day a week for \$5 a day. And the farmer agreed to sell corn to the man for \$1 a bushel. The hens ate 5 bushels of corn a day.

They paid each other off every time with the long green. The farmer paid the man \$5 and the man paid the \$5 back to the farmer for the five bushels of corn which he wheeled home in his wheelbarrow. After a while, the man said to the farmer, "Everything's gone up, and I regret to inform you that I can't work for less than \$6 a day."

The farmer said, "I understand. But, you must understand that everything's gone up with me, too, and I regret intensely to inform you that I can't sell you my corn for less than \$1.20 a bushel." The man said he understood. So, the man got \$6 a day and at \$1.20 a bushel paid the farmer the \$6 for five bushels of corn. Both of them said "happy days are here again."

By and by the man said to the farmer, "Things have gone up still more, and I can't work for less than \$7.50 a day." The farmer agreed that was fair, but told the man that things were going up still higher with him. He would have to get \$1.50 a bushel for corn, and the hens were getting five bushels as always.

And so things went until the man was getting \$10 a day, and the farmer got \$2 a bushel, and the man gave the farmer \$10 for five bushels. And the hens kept laying even on Thursdays, and the man told his wife, "Ain't it wonderful—\$10 a day!"

And the farmer told his wife, "Ain't it wonderful—\$2 a bushel!" And the hens kept clucking away on five bushels of corn.

And the statisticians down Washington way said, "Ain't it wonderful—national income at record levels!" And the politicians said, "Ain't it wonderful," and bragged that they had done it. And everybody felt so good and prosperous that the man and the farmer voted for the politicians, and that is how it was, "exactly."

AUTHOR UNKNOWN

**Management and Employees Must Work Together for the Common Good**

If you believe that working together is the keynote of success for any project, then you must know that workers and management cannot be foes. Yet, there are those in our society today who try to make us believe that these two groups are natural enemies.

But the opposite is true. Workers and businessmen are partners. They have to be for their mutual benefit. There are no grounds for class warfare. Men and women employed by industry have as much at stake as management in their companies' success.

Today American workers are better off than ever in history. Wages and salaries take 90.2 per cent of all the money industry has left after buying materials and paying overhead costs. The other 9.8 per cent must be divided several ways—dividends to stockholders, profits, and provision for new plants and equipment.

Certainly, the opposition to the investment tax credit is not in the best interests of employees. This incentive is needed to encourage new factories and new equipment, which mean better prospects for more jobs and job security. If business goes down the drain, so do jobs.

**Ed Sitton Wins First Suggestion Award**

Ed Sitton, "A" Shift Prep Operator in Coating Prep, was honored May 18th by presentation of a Safety Suggestion Award Tie-tac representing five accepted safety suggestions.

He is the first plant employee to receive this honor since the suggestion plan started 7 months ago. It shows a sincere effort on his part to take action in reducing sources of potential injury.

His five accepted suggestions were on 1) raising delivery lines to prevent a bump hazard, 2) installing

a stop pin on a table vice extension, 3) using a guard shield to prevent falling from a platform, 4) making hinged floor drain covers instead of removable type, and 5) placing a rubber guard over a wood handle to prevent splinters.

The Coating Area has submitted 91 safety suggestions, more than all other plant areas combined. Ed's honor symbolizes his desire and that of his fellow Coating Area suggestors to make their area the safest possible place in which to work.



*"Shep" congratulates Ed on Safety Suggestions.*