

4th QUARTER RBO LINKS FOREMEN AND STEWARDS WITH EARLIER EXPERIENCES

Training is Outgrowth of June RBO

Company supervisors and stewards of Local 1971 United Paperworkers International met during October and November in day-long sessions that linked them with experiences that had been shared in early summer by Company and Union officers taking part in the initial Relationships by Objective program.

Key theme of the training sessions is the necessity for the Company and Union to work together to safely produce quality products for our customers at prices that are competitive, with dependable on-time delivery, in order for there to be job security for all. The third quarter meetings were result of the top echelon RBO sessions where it was agreed that among the action steps needed was training for all levels of Company and Union personnel.

A joint Company-Union training committee was formed after the initial RBO session to bring about the several aspects of training seen needed as targets. The recent sessions and those that will follow in early 1976 are an outgrowth of the training committee's recommendations worked out in conjunction with the Federal Mediation and Conciliation Service.

Each of the third quarter sessions was opened with explanatory remarks by Paul D. Seagle, president of Local 1971 UPI, and John S. Candler, director of employee and community relations.

"We are making paper and film, not making relationships," Candler told each session. "But," he continued, "both the Union and Company are convinced that the task can better be accomplished through cooperation and a healthier working relationship."

Seagle, emphasizing the necessity of working together, told the groups:

"There are some issues that neither side could bend on, but there is much room for cooperation toward the common goal. Both the Company and Union have more to gain from being able to cooperate with each other in day to day activities."

Candler and Seagle pointed to the relationship between job security and Olin's ability to provide quality products to the market place at competitive prices, that the ability to do that assures our continued success.

Through group discussions, films and other communications media,

the stage was set for the individual training that will follow. Content of the training sessions was designed to achieve the following objectives:

— To link participants to RBO and the commitments made by Union and Company officials.

— To acquaint participants with the history of the labor movement in this country in order to establish perspective of what unions are all about.

— To improve communication by creating an awareness that effective communication is a two-way process requiring listening as well as talking.

— To create an awareness that things are not exactly the way we usually see them, that we need to see both sides of an issue before reacting.

— To create an awareness of the other persons' problems.

The supervisor training beginning in early 1976 will continue for several months. The steward training, in order to complement the supervisory training, is scheduled to begin in February.

Company and Union officers who met initially in late June were in session again December 11 for a check point on objectives: whether the program is on track, what has been done, what is left to be done, and what will follow.

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