

FILE

c.c. J.W.Nestor
L.H.Friday
E.E.Furst

R.J. Knack

May 12, 1955.

Mr. E. S. Nickerson

DuPont Building
Room No.
Wilmington, Del.

Dear Sir:

Wage Grievance
Toledo Plant

The DuPont Toledo Employees Association feel that an earnest and honest effort has not been made by the local Management in regard to ~~The Union wage grievance pending since March~~ ^{April 20, 1955}

We ~~feel~~ ^{KNOW} that the survey made by the Toledo ^{Plant} management has been inaccurate and misleading to the extent that the local management uses an average mechanics wage of other companies and compares same against DuPont's top skills ~~in~~ ^{for} both ~~the~~ mechanical and production wages.

The average mechanic's wage of other companies, against which local Dupont mechanic's wages have been compared, is not representative of the skills required ^{by local management} of first class mechanics and other top skill jobs at the Toledo Plant.

It is our contention that our top skilled ~~production~~ workers should be compared with top skills in other companies at top skill levels and not against an average of mechanics who may or may not be the top skills in their companies. In the survey presented by Toledo Plant management to the Union, in some cases high rated mechanics wages have been omitted and no production rates have been included in the survey.