

Toledo, Ohio

January 13, 1940

MR. T.F. BURNS, PLANT SUPT.  
E.I. DU PONT DE NEMOURS & CO., INC.  
TOLEDO, OHIO.

At our employees association meeting, held on January 10, with sixty members present, the following grievances were cited and by unanimous vote given to the representatives of this organization for clarification:

1. In the event of temporary layoff due to infraction of company rules, said employee should have a proper hearing with at least one representative present. This should also apply in case of a discharge.
2. In the event of a layoff due to lack of work, it appears there will always be a few who will not be rehired, main reason probably being incompetent. The employees association would like the names of those men at the time of layoff with at least one valid reason.
3. In this event, of reemploying laid-off men, each in turn should be notified regardless of whether he is working or not. If employment is only temporary, this can then be explained and he can use his judgment for his own welfare.
4. When extra hours over and above forty are needed in any department, the men with the least hours shall have preference if at all possible. We understand that this has not been carried out one-hundred percent in all departments.
5. Any losses of seniority caused by seemingly unavoidable circumstances should be given every consideration and if possible, his years reinstated.
6. Inasmuch as all the questions are regarding seniority, the employees association feels that at this time the E.I. du Pont de Nemours & Co., and this organization should agree on a fair understanding regarding this matter. We also would like a written agreement establishing a permanent set-up for the convenience of all concerned.

Hoping for an early settlement of these few differences,  
we are.....

THE EMPLOYEES ASSOCIATION,  
CLEM V. NICHTER, president