

POWER CORRUPTS AGAIN, AND AGAIN (part 3)

So here we have two women working in what has been a traditionally male-dominated employment environment. Add to that....both are women of color working under a nearly entirely white staff of supervisory plant and executive management at General Motors. Both women are subject to sexual intimidation and both report racial threats.

Despite all that, Camille was still working until well after dark, sometimes being the only woman working the all-night shift amidst men who drank and abused drugs on the job, and who got away with creating a hostile work environment. Many of these men were part of the “good ol’ boy” system who were provided preferential treatment by General Motors management. In fact, Camille insists that it was this perverse hierarchy of management at work when four men WERE caught drinking on the job and only one was issued any punishment. Of the other three, one had a relative at the UAW Solidarity House, and another had a friend in senior management at GM. The third had a father who owned an electrical business that did business with executives at General Motors.

In 1999, Camille brought her complaints about the toolbox and intimidation incidents to GM’s Labor Relations representative; a guy by the name of JOHN MISUIDA. She said that even he smelled of alcohol when taking her report. While she expressed her concern that the stress of the sexual and racial harassment on the job might exacerbate her multiple sclerosis condition, this guy Misuida only made promises that he would never keep...saying he would take care of the situation but never again following up on Camille’s concerns.

By the way, this is the same individual who reportedly had quashed the initial complaints by Debra Torres and others about the KKK racial intimidation incidents. It was this GM Labor Relations employee John Misuida who had supposedly “investigated” those complaints in 1999 and falsified his formal written conclusions that no such incidents had taken place. It should be noted therefore, that General Motors management was satisfied by that determination; and they only reopened that investigation after the Detroit Free Press ran their news article in 2000 and the NAACP got involved in these complaints. Yet even the NAACP’s interest in what was going on petered off, and word got around the plant later that the NAACP had halted their interviews with GM employees at the Pontiac East Assembly Plant because GM executives paid them off too.



Another similarity between the complaints of Debra Torres and Camille McMillan is in the way that General Motors brought paid people of color and an outside firm from Texas to offer the superficial impression that their complaining minority employees were being given every consideration and benefit of management’s public statements of doubt. A closer look at how these people and this independent firm operated however, in the handling of their so-called investigations, would reveal that they

Camille's case was not re-opened again until May of 2001, and not until she had written a detailed 4-page letter to vice-president GERALD KNECHTEL at GM's corporate headquarters.

The letter, seen here, demonstrates both Camille's frustration with GM management as well as her sincere concern for the welfare of her employer. Her letter clarified right away, "There are many injustices occurring at the Pontiac East Assembly. Internally, I have spoken with numerous employees in 'position of authority' with unsatisfactory results. This document is NOT intended for litigation purposes, but to give insight to the negative environment at the Pontiac East Assembly. Managers in the body shop are continuously placing the Corporation in legal jeopardy, without considering the ramifications of their actions."

Animate a red line being drawn into a bracket into the second and third paragraphs during following paragraph.

Camille then went on to list just some of the incidents to which she had been subjected and had documented, starting with the details of the 1999 “toolbox” incident and the subsequent gluing and cutting of the padlocks she used on her toolbox.

John Misuida's name is in paragraph 3 of page 2.
Use red line or bracket outside paragraph.

She brought management's attention to the fact that she had properly brought these issues to GM Labor Relations representative John Misuida to no avail; and how after reporting to Misuida that the stress of this hostile workplace environment was exacerbating her multiple sclerosis illness, the harassment only intensified against her.

Roadkill reference is in paragraph 4

Req4help 2many2

Camille then moved on to reporting the more direct forms of racial intimidation... informing GM executive Knetchtel about the “roadkill” picture and the countless pleas that were ignored by middle-management until after the NAACP became involved in the KKK episode. She then followed with several questions meant for management to realize that while Camille had properly reported these occurrences that yet nothing was done to address her pleas for help; and that in fact, John Misuida had “never spoken to her again”.

[illegible]

Scroll bottom of page 2 into top of page three for questions and crawl across page some of the short questions. Under line quote “spoken to her again” at end of first paragraph.

Req4help 2many2

Req4help 2many3

Camille’s letter alluded to how middle-management was operating behind the scenes to actually “protect” and “cover up” for those committing the acts of racial discrimination and intimidation. Her letter stated, “Jobs were promised to me that never materialized....” and while her “former harassers were simply bumped to a different shift” and allowed to take her place on jobs that she had otherwise been qualified and asking to have.

Quotes in the above paragraph are found in paragraph 2.

Req4help 2many3

She went on to describe how despite her having 25 years of seniority, she was denied vacation time because middle-management had used incorrect “technical” data;

At “technical data”, under line sentence 2 of paragraph 4 “incorrect eligibility date was used”.

Req4help 2many3

[illegible]

Req4help 2many3

[illegible][illegible]

Req4help 2many3

Req4help 2many4

[illegible]

Bottom of page 4. Put a check mark or mark next to each name.

Req4help 2many4

She concluded her letter by reiterating, “I do not intend to litigate at this time...and I do not seek special treatment...I seek only fair and equal treatment...” She emphasized, “Though I have a debilitating disease, no one has tried to make my situation better. Management would not even step in to keep me from being harassed....Therefore, if

General Motors is serious about their sexual harassment and diversity commitment, someone needs to inform middle management...” Finally, and with humility and a great show of respect for her employer, she ended her letter stating, “I do not want this letter in the paper, nor any other media; nor do I seek publicity as a result of this letter. This situation has already taken a toll on my health....The bottom line is that I seek fairness for all.”



Quotes are in 2nd and 3rd paragraphs.

Req4help 2many4

I assume that Ms. McMillan was offering the reminder to management that Debra Torres and others had been likewise willing to settle these issues quietly, but had instead gone to the Detroit Free Press with their complaints after GM plant management refused to take them seriously.

So what resulted from Ms. McMillan’s 2001 letter? Anything? What follows may or may not come to your surprise. What is interesting however is again, having the benefit of hindsight in understanding how the corporate structure operates, knowing that the government system operates in a similar pattern of “divide and conquer”, to undermine and squelch these properly documented complaints of sexual harassment and racial discrimination.

Note: This is the graphic that outlines where we are in this video presentation. The last one showed the previous bulleted item as being the one highlighted.

- FACTORY WORKER who filed several discrimination and harassment grievances;
- UAW investigated and found “no cause” for the complaints;
- GM civil rights advocate found only one valid complaint but dismissed it;
- **GM hired outside firm to investigate and they too found “no cause”;**
- Class action suit dismissed in a Michigan court for “failure to state a claim”;
- Failed to file an appeal;
- Placed by employer on a permanent leave of disability;
- Tried suing GM again through their self-insured workman’s compensation insurance division;
- Workman’s comp case was dismissed for “Failure to state a claim on which relief could be granted”;

Camille never did get a direct written reply back from any of the people she had written; but her letter did initiate a chain of events that armed Ms. McMillan with even more evidence of gross negligence; and the documentation to show the means by which GM was able to manipulate the “system” - a system otherwise put into place to protect employees from racial discrimination and sexual harassment. And by connecting the dots in that documentation, Camille McMillan was able to determine how GM successfully undermined and defeated these and other racial and sexual discrimination complaints.



Sumpromo

As shown by this investigative report, which was generated on the employer's behalf and carefully constructed so as not to provide the identity of the person initiating these chain of events, the report simply stated that - somehow - "the Pontiac East Assembly personnel director, JOHN MYERS, received a copy of Camille McMillan's letter to Gerald Knechtel depicting several allegations of harassment and discrimination in the Body Shop". The report, written by a person named CHERYL BROWN from the Texas "affirmative action" agency, S.J. Bashen, is grossly misleading; and it shows a prejudicial bias in favor of General Motors management who was paying S.J. Bashen to provide this "briefing" report.



John Myers is at the top of the page.

The quote below is found in the paragraph under "Actions Taken" and some of it is highlighted in yellow.

GM Briefing report page 1

It starts out by stating, "Upon receipt of Camille McMillan's letter, the Pontiac East Personnel Department reacted immediately to the stated allegations by initiating a comprehensive investigation process on May 25, 2001. Unfortunately, this report completely omitted that Cheryl Brown, herself, had uncovered that Camille McMillan had initially reported some of these very same allegations two years earlier - beginning with the 1999 "toolbox" incident, and that the Pontiac East personnel department did absolutely nothing about the complaints.

In fact, as a result of this S.J. Bashen "briefing" report, which for some reason looks undated and unsigned by Cheryl Brown, another investigation was prompted by the UAW local "Civil Rights Committee", which shed somewhat more light on the strategies at play in the management's handling of Ms. McMillan's complaints at that GM assembly plant.



Sanchez 1



Req4help 2many

Underscore "Investigative Date" and "9/5/01" as date of Sanchez's signature. Fade in and out the letter to Knechtel showing the addressee and date. Then fade in GMBriefing Report p.1 and scroll to page two at bottom where it says "take under advisement".



GM Briefing Report p.1 and p. 2

Note that although this investigative report references a beginning “investigation date” that was just more than a month prior to Camille’s letter to corporate manager Gerald Knetchtel, the form was not completed until September 2001, nearly three months AFTER a formal grievance was filed by the union on Camille’s behalf. Notice also, that grievance was not even filed until AFTER the completion of the S.J. Bashen “briefing” report, which had determined that the “Pontiac East management would take it under the advisement of S.J. Bashen that they should formulate some form of ‘appropriate action’” that again, for some reason, Cheryl Brown’s report declined to outline in any substantial detail.

At any rate, the face of this document draws a very interesting conclusion in answer to the question, “Did the investigator...” who in this case was the union’s designated “civil rights advocate” DAVID SANCHEZ...“find that the aggrieved has reasonable cause to believe she was discriminated against?” Interestingly, even though the union’s “advocate” checked the box indicating “yes” that there was reasonable cause to believe that discrimination took place, rather than to follow the form instruction to “explain”, he simply wrote “but the grievance was withdrawn because the employee didn’t wish to pursue” the matter further...and because she was “seeking different avenues” to address these matters. Note that there is no place on this form for the grievant - Camille McMillan - herself to sign....to reaffirm the accuracy of the union’s claim.

Sanchez 1

When looking at the signature, zoom in on the signature section to show only Sanchez’s signature. (Pan across bottom)

In reference to the “brief” below highlight the “See Brief” statements (2)

We’ll need to take a look inside the “brief” referenced on the front page for some explanation of how such an investigation – spreading out over 5 months and with the results written nearly 4 months AFTER the previous S.J. Bashen investigation – how such an investigation might have concluded that Camille McMillan would have simply given up on her union doing something on her behalf to stop these offenses from continuing even further.

- Camille clearly stated that she felt the behavior of her co-workers (harassment) was not the primary reason for her resignation. She stated that she was not interested in the position of an investment officer in her area, but she was not interested in the position of an investment officer in her area, but she was not interested in the position of an investment officer in her area.
- Cheryl Brown's investigation focused on the allegations of the Body Shop. Cheryl Brown's investigation focused on the allegations of the Body Shop. Cheryl Brown's investigation focused on the allegations of the Body Shop.
- Cheryl Brown's investigation focused on the allegations of the Body Shop. Cheryl Brown's investigation focused on the allegations of the Body Shop. Cheryl Brown's investigation focused on the allegations of the Body Shop.

Zoom in on "But grievance withdrawn Employee didn't wish to pursue & was seeking different avenue".

Briefing Report p. 2

As this viewing audience may see, the "cover up" here is multi-layered; therefore, we'll deal first with the cover-up that was provided by Cheryl Brown....when she decided not to question why it was that Camille's complaints were known by her union but were yet dismissed....and the cover up by GM Labor Relations management and the UAW "civil rights department" long before Camille ever wrote that letter to Gerald Knechtel.

On 4/5/01, I received a phone call from employee Camille McMillan that she wanted to see me.

On 4/5/01, I went into body shop to see her.

Camille told me she felt she was being harassed and it had been going on for some time now.

She mentioned that she felt that Superintendent Dean Bell was behind the harassment.

Camille had spoken with Commissioner Bob Dwyer and his Alternate Dave Batchelor already and now wanted to speak with me.

She went back to November of '99 about a bad day having moved she also mentioned that she talked to then Labor Rep. John Minick about a situation where she felt previously harassed.

Camille mentioned more recently a job promised her - control center - and she was harassed and job given to lesser seniority - what I asked her if she was still interested in this job she said yes.

Her latest concern was over vacation approval or lack of it.

Camille said she saw on the computer screen that lesser seniority employees who had been transferred out of Dept. had been given the time slot that she wanted.

I told Camille that I wish she wouldn't have waited so long to come forward to me. She said she didn't know the Civil Rights Dept. Location.

I explained to her that some of this stuff was over 2 years old (1999) but she should keep documenting everything that happens to her now.

I asked her if she was interested in having the control center job. I figure this happened within a year and was a good place to start. She said yes, she didn't want that job now - I can't believe her point on how they treated her wrong.

As far as the vacation issue, I told Camille that this was a contractual issue and would have to be dealt with accordingly. It doesn't fall under the guidelines of Paragraph 10.

I told Camille that what I would do was to get with her Commissioner Bob Dwyer and talk with him.

Close up on first four sentences at the top. Underline, 4/5/01 then bring out insert card with Dean Bell.

Sanchez 2

Camillie told me she felt she was being harassed and it had been going on for some time now.

She mentioned that she felt that Superintendent Dean Bell was behind the harassment.

Sanchez 2a

The "brief" written by David Sanchez provides a very different "background" than was provided by the S.J. Bashen "briefing". David Sanchez revealed that he had received a phone call with Camille requesting his help in early April 2001, in dealing with harassment from plant superintendent DEAN BELL.

Page one of Sanchez's supplemental "briefing" report clearly shows that even prior to calling Sanchez, Ms. McMillan had gone to her "Committeeman", a man by the name of BOB DWYER and his so-called "alternate", another man by the name of DAVE BATCHELOR...and with no apparent action taken by either one on Camille's behalf.

On 4/15/11 I received a phone call from employee Camille McMillan that she wished to see me.

On 4/15/11 I went into body shop to see her.

Camille told me she felt she was being harassed and I had been going on for some time now.

She mentioned that she felt that Superintendent Dean Bell was behind the harassment.

Camille had spoken with Committeeman Bob Dwyer and his Alternate Dave Batchelor already and now wanted to speak with me.

She went back to November of '99 about a tool box being moved she also mentioned that she talked to then Labor Rep. John Misuda about a situation where she felt physically threatened.

Camille mentioned more recently a job promised her – control central – and she was bypassed and job given to lesser seniority – when I asked her if she was still interested in this job she said no.

Her latest concern was over vacation approval or lack of it.

Camille said she saw on the computer screen that lesser seniority employees who had been recommended out of Dept. had been given the time she was wanted.

I told Camille that I wish she wouldn't have waited so long to come forward to me. She said she didn't know the Civil Rights Dept. Location.

I explained to her that some of this stuff was over 2 years old (1999) but she should keep documenting everything that happens to her now.

I asked her if she was interested in having the control central job. I figure this happened within a year and was a good place to start. She said no, she didn't want that job now – I said before give her point in how they moved her writing.

As far as the vacation issue, I told Camille that this was a contractual issue and would have to be dealt with accordingly. It doesn't fall under the guidelines of Paragraph 6a.

I told Camille that what I would do was to get with her committeeman Bob Dwyer and talk with him.

Sanchez 2

Scroll down from the first four sentences to the next section on same page with focus on Bob Dwyer and Dave Batchelor.

In the following sequence, keep the full letter in the background and raise the outtakes from the text as the dialogue talks about them.

In the middle of the page, Sanchez acknowledged Camille's report that the discriminatory harassment had been occurring since November 1999, referring to the "toolbox" incident and the report taken by Labor Relations representative John Misuda about Camille then feeling "physically threatened".

She went back to November of "99" about a tool box being moved she also mentioned that she talked to then Labor Rep. John Misuda about a situation where she felt physically threatened.

Sanchez 2a

Sanchez also acknowledged that in April - before Camille's letter to corporate management prompting the S.J. Bashen investigation - he had been familiarized with Camille's complaints about being "bypassed" for job advancement, and with those jobs going to white males who had "lesser seniority"; and he had known about Camille being repeatedly denied vacation approval by middle-management.

Camille mentioned more recently a job promised her – control central – and she was bypassed and job given to lesser seniority – when I asked her if she was still interested in this job she said no.

Sanchez 2c

Her latest concern was over vacation approval or lack of it.

As far as the vacation issue, I told Camille that this was a contractual issue and would have to be dealt with accordingly. It doesn't fall under the guidelines of Paragraph 6a.

I told Camille that what I would do was to get with her committeeman Bob Dwyer and talk with him.

Sanchez 2d

In adding even more detail that for some reason the S.J. Bashen agency had outright ignored, David Sanchez went on to describe how NOT ONE of those other GM or union officials, inclusive of John Misuda, Bob Dwyer, or Dave Batchelor, nor any of GM's upper management, had ever informed Camille McMillan that the UAW local HAD any "Civil Rights Department" whatsoever.

I met with Bob later that night (4/9/01) and spoke with him. He and I both agreed that we should set a meeting with Dean Bell and go over some of the issues of concern.

On 4/17/01 Bob Dwyer told me he had a meeting set up for the next day (4/18/01). Later that night the meeting was postponed until 4/23/01 at 7:00.

On 4/23/01 Bob Dwyer and myself met with Dean Bell.

I told him that there was an employee in his area (body shop) who felt she was being singled out and discriminated against.

I mentioned several of Camille's concerns and explained the advice he was Superintendent over the body shop he was responsible for knowing what was going on in that area. That is why I was bringing it to his attention.

Dean Bell said he didn't feel there were issues of discrimination going on but he would check into it.

I also expressed that there was to be no retaliation for this employee coming forward with a complaint.

He agreed.

Camille was on day shift now, and on 4/26/01 I saw Camille in the Body shop and told her of the meeting we had. Although no wrongdoing was admitted at least it was a matter of record now.

I was out of my office on Union Business on 5/2/01 and 5/3/01.

I received a call from Camille on 5/2/01 and she seemed upset and told me she wanted to see me.

On 5/3/01 I received a call from Camille saying to disregard her previous call for setting her as she was going to pursue another ~~issue~~ *avenue*.

When I returned on 5/4/01 I went to see Camille and she was upset. She told me her Committeemen had no her and she was talking to Danny Karl now.

I explained to her these other issues were contractual and she agreed.

Sanchez 3

Sanchez also detailed how, even before Camille's written plea to Knetchtel in corporate management, Sanchez himself had met and spoken with plant superintendent Dean Bell, committeeman Bob Dwyer, and even with John Misuda...while settling for Dean Bell's claim that "there were no issues of discrimination going on" at the Pontiac Assembly Plant; and that despite Bell's promise to "check into" it.....nothing was actually done except to "make Camille's complaints a matter of official UAW record".

Scroll from the top slowly to go with the paragraph above.

When scrolling toward the middle of the page stop and underline "there were no issues of discrimination going on" and "check into it".

Then dissolve into "Sanchez 4" page below. and continue scroll.

I also explained that I set up meeting with Dean Bell like I promised. I spoke with Committeeman Bob Dwyer like I promised. I went to Labor and spoke to John Misuda to remind him of the Dec. 1999 incident like I promised.

Camille said yes she knows and thanked me and told me she was going to seek different avenues.

I assured her that she was within her rights to do so and that she could seek outside help if she so desired.

The fact of the matter is that she did invoke internal procedures first by contacting Union Representation and by contacting me, Civil Rights Representative.

I told Camille to keep documentation and to please contact me if there is anything I can do.

As of this writing I do not see enough evidence to warrant a Paragraph 6a yet Camille seems to have several contractual issues ongoing (vacation approval - jobs promised - O.T., etc.)

I will monitor this situation along with her Committee persons to make sure no Paragraph 6a develops.

Underline "she did not invoke internal procedures byCivil Rights Representative".

5/8/01

Sanchez 4

The bottom line of Sanchez's "brief" essentially blamed Camille McMillan herself for the union's failure to do anything about these repeated complaints. Sanchez reasoned that Camille had not properly "invoked internal procedures first by contacting her union representation and by contacting Sanchez himself as the union's "civil rights representative" - even despite that Mrs. McMillan had confessed to have never been informed that such a union office even existed.

Sanchez also reasoned that Camille was to blame because she had informed her union that she had gotten so frustrated that she intended to pursue "different avenues" - which presumably implied her intention to write a letter to Knetchtel at corporate management and to copy that letter to the NAACP, as was her constitutional right and civil right to do. Yet the union would use that against her too. Sanchez therefore irrationally concluded that the union owed Camille no further civil rights obligation despite their continuing to subtract exorbitant amounts from her paychecks for her monthly union dues.

I also explained that I set up meeting with Dean Bell like I promised, I spoke with Committeeman Bob Dwyer like I promised, I went to Labor and spoke to John Misuda to remind him of the Dec. 1999 incident like I promised.

Camille said yes she knows and thanked me and told me she was going to seek different avenues.

I assured her that she was within her rights to do so and that she could seek outside help if she so desired.

The fact of the matter is that she did invoke internal procedures first by contacting Union Representation and by contacting me, Civil Rights Representative.

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As of this writing I do not see enough evidence to warrant a Paragraph 6a yet Camille seems to have several contractual issues ongoing (vacation approval - jobs promised - O.T., etc.)

I will monitor this situation along with her Committee persons to make sure no Paragraph 6a develops.

Move back to the top of page to underscore “different avenues” in second paragraph. (This can be a fast move.) Then go back down to second to last four paragraph s.

5/8/01

Sanchez 4

Finally, Sanchez additionally reasoned that while the allegations of Camille were insufficient to warrant “a Paragraph 6a” - that’s union code for not wanting to put the verifiable details of the company policy into writing for easy and direct comparison to the allegations themselves written in the same document - Sanchez himself would monitor this situation along with Bob Dwyer and others to ensure that no formal finding of discrimination ever gets placed into the record.

PUT HOST IN PICTURE-OVER-PICTURE IN THE CORNER

Let’s put this “situation” in a different context...a context known to Sanchez but not to others at that time....and certainly not documented in Sanchez’s report. Sanchez dated the third page of his “brief” on May 8, 2001;

I also explained that I set up meeting with Dean Bell like I promised, I spoke with Committeeman Bob Dwyer like I promised, I went to Labor and spoke to John Misuda to remind him of the Dec. 1999 incident like I promised.

Camille said yes she knows and thanked me and told me she was going to seek different avenues.

I assured her that she was within her rights to do so and that she could seek outside help if she so desired.

The fact of the matter is that she did invoke internal procedures first by contacting Union Representation and by contacting me, Civil Rights Representative.

I told Camille to keep documentation and to please contact me if there is anything I can do.

As of this writing I do not see enough evidence to warrant a Paragraph 6a yet Camille seems to have several contractual issues ongoing (vacation approval - jobs promised - O.T., etc.)

I will monitor this situation along with her Committee persons to make sure no Paragraph 6a develops.

Circle the date at the bottom of page

5/8/01

Sanchez 4



Bring focus to the first paragraph under “notes” at beginning of next paragraph; then underline “hostile work environment and racial discrimination”.

Then underline “Dean Bell”.

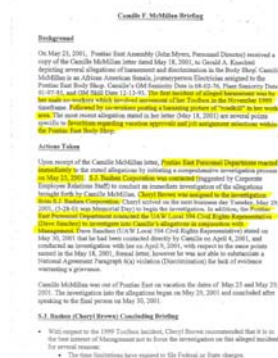
UAW equality committee

yet here are the “Meeting Minutes” from just two weeks prior to that dated April 25, 2001 in which David Sanchez is on record as having begun the meeting with an update on “three new cases, three continuing cases, and four new requests by employees to see their union’s civil rights representatives” with complaints - including from Debra Torres - about a “hostile work environment and racial discrimination” at the Pontiac East Assembly plant....and with a specific focus on this guy DEAN BELL.

Sanchez’s “brief” on May 8, 2001 was written just ten days before Camille wrote her letter to Knetchtel, prompting GM to hire the S.J. Bashen agency from Texas to portray themselves as an “unbiased” third-party mediator in the investigation of Camille’s allegations.

BACK TO HOST IN FULL SCREEN:

It was just a sham...with each so-called “investigator” generating fraudulent documents on which the other subsequent investigators could rely and based their own conclusions. Once the S.J. Bashen agency was called in, Cheryl Brown acted on the employer’s behalf, not Camille McMillan’s behalf. She took Dave Sanchez’s statements at face value that he had “conducted an investigation on April 9, 2001 with respect to the same points named in the May 18, 2001 formal letter and while not able to substantiate a violation for lack of evidence warranting a grievance.”



Scroll down to bottom of 2nd paragraph under “Actions Taken” and underline “conducted an investigation....warranting a grievance”.

Then continue scrolling down and dissolve into page 2 and continue scrolling to bottom of page.

GM briefing report p.1

By her own admission in her report, Cheryl Brown even concluded her investigation WITHOUT ever mentioning her having spoken directly with Ms. McMillan, so to otherwise give her the opportunity to refute Sanchez’s reasoning behind his finding. Had she done so she would have found that at the time, Camille had been so distraught by her union’s track record of poor performance that she intended to take alternate action herself by writing to corporate management and the NAACP....something that should have otherwise had no bearing upon Sanchez’s fiduciary duty to look a little harder for the evidence.

Back to Host briefly then scroll on “My Report” page making sure to get Sanchez’s name at bottom.

Similarly, once the S.J. Bashen “investigation” had concluded, David Sanchez formalized a “grievance” and staged his own investigation, apparently to justify his own job and to formalize what he should have done BEFORE Cheryl Brown was called in from Texas by GM’s corporate management. This brings up multiple questions in my mind which, when answered, causes me to come to some very different conclusions than was founded by Cheryl Brown of the S.J. Bashen agency.

[illegible]

Underline “Camille had went to labor relations” in second paragraph

SAID THAT HE HAD A VACATION PROCEDURE—HE WAS THE ONE WHO OVERSEEN THE VACATION REQUESTS AND HE FELT HE HANDLED IT FAIRLY. AS FOR ANY CLAIMS OF DISCRIMINATION IN THE BODY SHOP, HE WAS NOT AWARE OF ANY, BUT WOULD CHECK INTO THAT.

I MENTIONED TO KEVIN AND CHERYL MY CONCERN THAT CAMELLE HAD WENT TO LAJOL RELATIONS IN DECEMBER OF 1999 TO REPORT A POSSIBLE HOSTILE WORKER ENVIRONMENT (WORKER -VS- WORKER) AND TO THIS DAY CAMELLE SAYS SHE HAS NEVER HEARD BACK ANYTHING FROM JOHN MISUDA ABOUT WHAT WAS DONE TO CORRECT THE SITUATION.

IN FACT I EVEN CALLED LABOR RELATIONS REPRESENTATIVE LINDA KELLY GOODING AND ASKED HER IF THE NAME CAMILLE MCMILLAN SOUNDED FAMILIAR. SHE SUGGESTED THAT I CONTACT JOHN MISUDA ABOUT IT SINCE HE WOULD HAVE BEEN THE LABOR REPRESENTATIVE ON THAT SHIFT AND WOULD HAVE HANDLED THAT CASE. I DID EXACTLY THAT.

I SPOKE TO JOHN MISUDA AND AT FIRST HE DIDN'T RECALL CAMILLES NAME AND AFTER SOME THOUGHT ABOUT IT HE SAID THAT HE DID RECALL HER COMING INTO HIS OFFICE BUT THAT IT WAS SOME TIME AGO. HE SAID HE DID NOT HAVE A REPORT OR ANY NOTES ABOUT HER SITUATION BUT WOULD CHECK WITH OTHER LABOR REPS. TO SEE IF THEY HAD ANY.

I TOLD HIM I WAS CONTACTING HIM ABOUT THE SITUATION BECAUSE THAT IS WHAT PROMISED CAMILLE I WOULD DO AND HE SHOULD TRY TO FIND HIS NOTES BECAUSE I THOUGHT THIS WAS GOING TO BE A SITUATION THAT NEEDED TO BE DEALT WITH

Sanchez4 Bashen

Sanchez5Bashen

First, several things are clear just by looking at the surface features of Sanchez's documentation....that his writing style is archaic and his grammar is improper...signs of a lack of formal training and the possibility that he might not actually have the critical reasoning skills needed to conduct a proper investigation and report on this topic. He wrote the report in all caps. He combined words awkwardly such as "Camille HAD went to Labor Relations"; and her wrote in both the third person and first person in the same document. Take a look, here he started out his report by writing about Camille in the third person using "Camille" and "she" in the first three paragraphs, but by the final three paragraphs of this report he used the word "You" as if addressing Camille directly.

[illegible]

The main issue for concern that I felt Camille should have been addressing was the comment made by her Superintendent Dean Bell in an interview on 05/30/01 with the J.S. Bashen group when he said that he didn't place Camille on a specific job because she had Multiple Sclerosis – he thought that her decision making would have been affected by her disease and that she might not be able to respond quickly enough. Which Dean thought was a large percentage of the job operations.

I addressed this with Ms. McMillan and she felt that she wanted to write a Paragraph 6a grievance. I told her to contact her commissioner and I would recommend to him that yes indeed a 6a grievance was warranted. Well the 6a grievance that was written by you was of a different nature (about being ordered to clean your area and because you were female), and not addressing the comments and actions of Dean Beil. I told you that I felt the grievance as written was not a valid paragraph 6a and would have to be amended or a new one written in its place.

You accepted this position and after a period of Down Time and also vacations by both you and the committeeperson, Jerry Muhme, on 08/23/01 I came to you to let you know that your grievance was going to be withdrawn and that if you wanted to initiate a new Paragraph 6a Grievance, that you needed to place a new call in for your committeeman and him and I would come out and write a new one with the appropriate language on it concerning the Discriminatory remark that Dean Bell made towards your having M.S.

Sanchez 7 Report

Underline “Camille” and “Ms. McMillan” and “she” several times in first two paragraphs. Then underline “you” at end of second paragraph and throughout third paragraph. (Maybe use two colors.)

Sanchez 7b Report

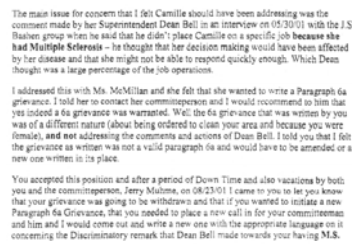
BACK TO HOST:

Moreover, despite that S.J. Bashen had completed its report at the end of May 2001, and despite references to interviews conducted about that time, for some reason David Sanchez's final report reflects that three months after the S.J. Bashen report had been finalized, there were still other discriminatory issues that were continuing to arise.

Let's take a closer look at the relevance of these other issues and see if they really made sense in Cheryl Brown's so-called "conclusions" as she drafted them in her brief.



Sanchez 7 report



Sanchez 7b Report

Here in the second paragraph of Sanchez's written "report" he wrote, "The main issue for concern that I felt Camille should have been addressing..."

HAVE HOST PICTURE IN PICTURE when stating above "Who should have been addressing", and keep in picture.

Who should have been addressing?...the employee?.....

"was that comment made by her Superintendent Dean Bell in an interview on 5/30/01 with the S.J. Bashen group when he said that he didn't place Camille on a specific job BECAUSE SHE HAD MULTIPLE SCLEROSIS."

Now, I have not seen one iota of documentation that shows that Camille McMillan was even allowed to sit in on the interview conducted by the S.J. Bashen agency; and in fact, the S.J. Bashen agency documentation depicted that Camille McMillan was NOT present at those interviews. How then might Sanchez hold Ms. McMillan accountable for addressing information that was provided by her supervisor Dean Bell when she was not even privy to that information?

Underline or bracket the text at the bottom of the first paragraph of Sanchez 7b Report.

Sanchez went on to explain that Dean Bell had "thought that Camille's decision-making skills would have been affected by her disease, and that she might not be able to respond quickly enough...which Dean Bell thought was a large percentage of the job operation".

Circle the word "Which" and use an arrow to point to the ending period of the sentence.

Note that Sanchez began the sentence with the question word "Which" but the sentence did not end with a question mark.

HOST BACK TO FULL SCREEN:

Was Dean Bell referring to situations in which floor managers refused to properly perform "lockouts" of electrical power, while having electricians risk their lives working on machines that could otherwise move suddenly or electrocute them? Though I did not mention this earlier, Camille had told me about one particular time in which she had been commanded by Dean Bell or another shop supervisor to work on a broken electrical part of a machine while having to duck every couple of moments to miss having her head taken off by a moving machine part that made a path right past where she was told to

position herself while she worked. It was ridiculous what GM middle-management was having her do to place her life in the hands of others on the job. In that instance, rather than to allow Camille to work in peace with the machine turned off, she was forced to work under the stress of relying upon her supervisor watching the machine and shouting “duck” each time the moving part made its way past Camille’s head. Camille had told me that because she had complained about this clear violation of company policy on lockout procedures, her supervisors decided to use what they knew about her illness against her to deprive her of job advancement, additional training opportunities, and a higher salary.

The main issue for concern that I felt Camille should have been addressing was the comment made by her Supervisor Dean Bell in an interview on (5/30/01) with the J.S. Busken group when he said that he didn't place Camille on a specific job because she had Multiple Sclerosis - he thought that her decision making would have been affected by her disease and that she might not be able to respond quickly enough. Which Dean thought was a large percentage of the job operations.

I addressed this with Ms. McMillan and she felt that she wanted to write a Paragraph 6a grievance. I told her to contact her committeeperson and I would recommend to him that yes indeed a 6a grievance was warranted. Well, the 6a grievance that was written by you was of a different nature (about being ordered to clean your area and because you were female), and not addressing the comments and actions of Dean Bell. I told you that I felt the grievance as written was not a valid paragraph 6a and would have to be amended or a new one written in its place.

You accepted this position and after a period of Down Time and also vacations by both you and the committeeperson, Jerry Muhme, on 08/23/01 I came to you to let you know that your grievance was going to be withdrawn and that if you wanted to initiate a new Paragraph 6a Grievance, that you needed to place a new call in for your committeeman and him and I would come out and write a new one with the appropriate language on it concerning the Discriminatory remark that Dean Bell made towards your having M.S.

Underline or highlight “he didn’t place...because she had Multiple Sclerosis...” Then dissolve host back in.

Sanchez 7b Report

So wouldn’t Dean Bell’s supervisory statements indicate discrimination based upon a disability? And from a layperson’s perspective at that? Even without the background history available from Camille, it is clear that this supervisory determination to deprive Ms. McMillan a job based solely upon a medical diagnosis of multiple sclerosis, was made without any supporting data whatsoever, and without providing Camille McMillan the opportunity to demonstrate to what extent she COULD perform the job duties with some simple accommodations....like management simply following company policies and the mandatory lockout procedures at which Camille had been trained.

The main issue for concern that I felt Camille should have been addressing was the comment made by her Supervisor Dean Bell in an interview on (5/30/01) with the J.S. Busken group when he said that he didn't place Camille on a specific job because she had Multiple Sclerosis - he thought that her decision making would have been affected by her disease and that she might not be able to respond quickly enough. Which Dean thought was a large percentage of the job operations.

I addressed this with Ms. McMillan and she felt that she wanted to write a Paragraph 6a grievance. I told her to contact her committeeperson and I would recommend to him that yes indeed a 6a grievance was warranted. Well, the 6a grievance that was written by you was of a different nature (about being ordered to clean your area and because you were female), and not addressing the comments and actions of Dean Bell. I told you that I felt the grievance as written was not a valid paragraph 6a and would have to be amended or a new one written in its place.

You accepted this position and after a period of Down Time and also vacations by both you and the committeeperson, Jerry Muhme, on 08/23/01 I came to you to let you know that your grievance was going to be withdrawn and that if you wanted to initiate a new Paragraph 6a Grievance, that you needed to place a new call in for your committeeman and him and I would come out and write a new one with the appropriate language on it concerning the Discriminatory remark that Dean Bell made towards your having M.S.

Dissolve back to graphic and underline or highlight “I am going to consider this case closed.”

Then underscore “yes indeed a 6a grievance was warranted.” And “grievance of a different nature”

Sanchez 7b Report

In reading further on Sanchez’s report, it is clear that his decision to “close the case” of Camille McMillan was one based merely upon a technicality. Let’s see....here in the third paragraph Sanchez clearly stated, “yes indeed a 6a grievance was warranted”; Yet he apparently did not like that Camille McMillan had provided the union in writing with a formal “grievance of a different nature” that “differed” from how he thought the grievance should otherwise be worded. This claim is in stark contrast with the type of documentation that we’ve already seen, and have yet to see, whereby it is clear that union management, not factory workers, were the “gatekeepers” to getting formal grievances even filed.

P 2215 ☐ Group ☒ Employee ☐ Policy GRIEVANCE

Presented by: Camille McMillan Date: 9-24-82 File # 92-24
Employee ID No. 33322 Date: 9-24-82 File # 92-24
Name of Grievant: I. Edward Muntz, Jr. aka I.E. Muntz aka M.E. Muntz
I, George Muntz (aka: Medicus) Affidavit as a Medical Peer
on 9-24-82 saw I. Edward Muntz, Jr. on 9-24-82 at St. Ann's Hospital (Rivers
in St. Louis, MO on a Medical Peer Review at St. Ann's Hospital in
the District of St. Louis in Missouri and in the United States
I Demanded that he be discharged at the earliest possible time and I resound
in Medical peer in a Steady Manner

Employer's Signature: Charles D. Buehler
Committee's Signature: Charles D. Buehler
Date: 9-24-82 Date: 9-24-82 District # 1

(b) Supervisor's Designation: No Change For Cause

Date: 9-24-82 Time: 4:00 Signature: James
City: Saint Louis State: MO Subscribed to: DOE

Highlight date, Eric Newcomb, and “No cause for grievance”

Griev NoEmergMedPass

For instance, here's another "grievance" written by Camille McMillan two years later in 2003 whereby, despite clear recognition by her employer that she has Multiple Sclerosis, she was denied a medical pass by ERIC NEWCOMB, a factory floor manager at the Pontiac Assembly plant. Without further explanation, this employee "grievance" was stopped in its tracks from becoming a formalized union grievance.

It otherwise seems to me that this “grievance” should have been argued, if not written, on Camille McMillan’s behalf, considering her documented “disability” and the union’s fiduciary duty to “represent” her. After all, the UAW had received years - even decades - of Camille McMillan’s union dues for just such reason and that was what Camille should have expected in return. No wonder Camille got frustrated with her union and resorted to taking “different avenues” herself outside of the workplace in the attempt to resolve these discrimination issues.

I also explained that I set up meeting with Dean Bell like I promised, I spoke with Commineeman Bob Dwyer like I promised, I went to Labor and spoke to John Misuda to remind him of the Dec. 1999 incident like I promised.

Camillie said yes she knows and thanked me and told me she was going to seek different avenues.

I assured her that she was within her rights to do so and that she could seek outside help if she so desired.

The fact of the matter is that she did invoke internal procedures first by contacting Union Representation and by contacting me, Civil Rights Representative.

I told Camillie to keep documentation and to please contact me if there is anything I can do.

As of this writing I do not see enough evidence to warrant a Paragraph 6a yet Camillie seems to have several contractual issues ongoing (vacation approval - jobs promised - O.T., etc.)

I will monitor this situation along with her Committee persons to make sure no Paragraph 6a develops.

5/8/01

Dissolve from grievance to Sanchez's report with underline on end of second sentence 'different avenues'.
Then dissolve into full page of Sanchez's "My Report".

MY REPORT

After speaking to Caci, it was rather frustrating to not be told her that none of the issues that she perceived as discriminatory were in fact contractual issues that had to be dealt with through the National Agreement. Those issues included job assignment or job placement and even the special training for certain jobs is a contractual issue as well as the vacation procedure is a contractual issue (I've now written a procedure for vacations but been unsuccessful as of this account).

The main issue for experts that I felt Camille should have been addressing was the comment made by her Superintendent Dean Weir in an interview on 05/20/11, with the JS Business writer in which he said that he didn't place Camille on a specific job *because she had Multiple Sclerosis* - he thought that her decision making would have been affected by her disease and that she might not be able to respond quickly enough. What Dean thought was a large percentage of the job operations.

I addressed this with Ms. McMillan and she felt that she wanted to write a Paragraph 6a grievance. I told her to contact her commissioning officer and I would recommend to him that you conduct a § 87(2)(b) grievance was warranted. Well, the § 87(2)(b) grievance that was written by you was of a different nature [about being ordered to clean your area and because you were female], and not addressing the complaints and actions of Dawn Brink. I told you that I felt the grievance as written was not a valid paragraph 6a and would have to be amended; or a new one written in its place.

You accepted this position and after a period of Down Time and also vacations by both you and the nonmanagement, Jerry Mulina, on 08/23/01 I came to you to let you know that your grievance was going to be withdrawn and that if you wanted to initiate a new Paragraph 45 Grievance, that you needed to place a new call in for your commitment and I said and I would come out and write a new one with the appropriate language on it concerning the Discriminatory remark that Dean Bell made towards you having N.B.

Whether he realized it or not, by not allowing you to do a job and prove that you either could or maybe couldn't do it without reasonable accommodations he was making unfair judgments on you and, even possibly violating State and Federal Laws.

But, since you told me on 08/23/01 that you didn't wish to write a new Paragraph in grievance, that you were going to take a different course of action, the previous grievance written a F-10545 is going to be withdrawn and with no new grievance written in pursues your conclusion. I am going to entabular this case closed.

David Sanchez
Civil Rights Chair

At any rate, in August 2001 when constructing the written results of his investigative “report”, Sanchez demonstrated the clear expectation that Camille should be writing her own “grievance”. Also, regardless of the resultant “findings” of his investigation, revealing that there “were indeed” conditions warranting a “6a grievance”, Sanchez expected Camille, herself, to “withdraw” her previous grievance; and to rewrite a “new Paragraph 6a Grievance”, before then place yet another “new call in for her committeeman to come out and write yet another grievance” with the “appropriate language on it concerning the discriminatory remark that Dean Bell had made regarding the Multiple Sclerosis”. This was utterly ridiculous.

Underline in bottom of paragraph 3, “would have to be amended or a new one written in its place” and the middle of paragraph 4 “you need to place a new call inappropriate language on it...”

Was it Camille McMillan’s job to make the connection between her discriminatory experiences and a formal union contract with General Motors described as “Paragraph 6a”, or was it the job of the “local union’s civil rights representative David Sanchez” to determine that connection through his investigation?

Dissolve my picture in picture in the corners while asking each of the questions above and below, then dissolve them out again and back in as the “commentary” continues.

Was it Camille McMillan’s job to know the “appropriate language” by which formal grievances are to be written, or was that the job of David Sanchez as her union representative? After all, Ms. McMillan’s expertise was as a journeyman electrician, not as contract expert or a grievance writer. Her only “duty” was to report her experiences of civil rights violations to those at the company who were designated to receive and process such complaints.

Bring focus to last two paragraphs on the “My Report” page 7.

The “devil” truly “is in the details” here; and I suspect also in the details of the many other factory worker cases against GM management. David Sanchez, having apparently no accountability at all of for his failures as a “civil rights representative, ended his report in the first person by writing, “Whether he - meaning Dean Ball - realized it or not, by not allowing you - meaning Camille McMillan - to do a job and prove that Mrs. McMillan could or could not do the job with or without reasonable accommodations, Dean Bell was making an unfair judgment upon Mrs. McMillan....“even possibly violating State and Federal Laws”. Yet Sanchez went on to add, But since Camille had told him on August 23, 2001 that she did not wish to be the one to withdraw her previous grievance and to rewrite an entirely new grievance as advised by Sanchez, and that by notifying him of her intent to take a ‘different course of action’ – in that Camille had indicated she intended to go outside the union to deal with this General Motors’ company corruption –Sanchez would be withdrawing Camille’s grievance anyway; and while refusing himself to file a new grievance on her behalf.

HOST FULL SCREEN:

Sounds like passive aggression and retaliation if you ask me.

Is it just me?... or wouldn’t anyone looking at this situation objectively be able to tell that even Sanchez, being a person technically “of color” himself by his Hispanic origin and national descent, is himself treating Camille McMillan in a grossly discriminatory fashion?

It seems that it was not enough for Camille McMillan to simply do her job and be left alone; or to put things down into her own words and leave it up to others to do their own jobs. Instead, Mrs. McMillan was ill-treated by the hierarchy of management...relegated to a second-class underling subject; and expected to not only doing WHAT these abusive managers said, but also being expected to report their abuses in “the language” determined by those managers...under threat that if she refused to do things THEIR way she would be further “punished” by the involuntary retraction of her complaint, and with management forcing her to return back to the very same conditions under which her grievances had initially been brought.

This system “self-policing”...of the union and GM company management supposedly looking out for the welfare of the factory workers...reflects more a vicious circle of nonsense... like the proverbial fox guarding the henhouse or the monkeys being in charge of the banana plantation...

Sanchez 2

As far as the vacation issue, I told Camillie that this was a contractual issue and would have to be dealt with accordingly. It doesn't fall under the guidelines of Paragraph 6a.

Sanchez 2d

I went with both her then night (4:15) and spoke with them. The first I told her that she should not have a meeting with Dean Beyer just over the phone of concerns.
 On 4:17:01 Both Beyer said that he had a meeting up for the 10th night (4:18:01).
 I said that it was not a meeting and that I would be there on 4:22:01.
 On 4:22:01 Both Beyer and myself met with Dean Bell.
 I told him that there was an employee in his area (body shop) who Bill she was being assigned into and discredited anyone.
 I mentioned several Camille's concerns and explained that since he was Superintendent over the body shop he was responsible for knowing what was going on in the body shop. I told him that I would be there on 4:22:01.
 Dean Bell said that he didn't have any more issues of discreditation going on but he would check into it.
 I also expressed that there was to be no retaliation for this employee coming forward with a complaint.
 He agreed.
 On 4:22:01 I went to my shift, room, and on 4:26:01 I saw Camille in the Body shop and told her that I was going to be there. Although no investigation was submitted at least it was a matter of record now.
 I was not of my office on Camille on 5:01:01 and 5:03:01.
 I received a call from Camille on 5:02:01 and she seemed upset and told me she wanted to see me.
 On 5:03:01 I received a call from Camille saying to deliver her previous call for being late for her shift to go to another shift. *See Note 4*
 When I returned on 5:04:01 I went to see Camille and she spoke. She told me her concerns and I told her that I was not willing to do anything. *See Note 5*
 I explained to her that I was not willing to do anything and she agreed.

Sanchez 3

Then dissolve into the top of Sanchez4
Bashen report and scroll to the bottom
paragraph. Underline “Lack of written
vacation request....Dean Bell....and
dissolve into next page underlining
“...said...He was the one who
overseen...handled it fairly” on Sanchez5
Bsshen page.

[illegible]

I MENTIONED TO KEVIN AND CHERYL MY CONCERN THAT CAMELLE HAD WENT TO LABOR RELATIONS IN DECEMBER OF 1999 TO REPORT A POSSIBLE HOSTILE WORKER ENVIRONMENT (WORKER VS. WORKER) AND TO THIS DAY CAMELLE SAYS SHE HAS NEVER HEARD BACK ANYTHING FROM JOHN MISUDA ABOUT WHAT WAS DONE TO

What is interesting about this demand upon Camille is that Sanchez acknowledged at the bottom of his outline of the “S.J. Bashen Report” that there was a “lack of a written vacation request procedure” that complicated the way employee vacations were approved. It appeared that the approval process was totally discretionary, and that Camille was completely at the mercy of this guy Dean Bell. This would, of course, make it appear as if Mrs. McMillan had been unfairly denied her seniority and entitlement to a vacation while Dean Bell had granted vacations prejudicially to those with lesser seniority....and that there was already a legitimate basis for a discrimination claim. However, David Sanchez appeared completely satisfied with Dean Bell’s statements alone....that he had “handled it fairly”... rather than to conduct a simple investigation into Camille McMillan’s claims.

HOST IN FULL FRAME:

All Sanchez might have otherwise done would be to look at the facts, of who Bell had actually allowed to take a leave of absence, of what written request documentation was submitted, and how much seniority each of the people had who made their vacation requests about the time Camille McMillan had submitted her requests. It's pretty straightforward.

By segregating that “vacation leave” complaint from the others, David Sanchez was able to reason that this “isolated” issue did not - by itself - “qualify” under the “guidelines of a Paragraph 6a grievance”. As we will see momentarily, this action paralleled a similar pattern of decision-making exhibited by Judge John McDonald later in Oakland County Circuit Court when he separated all of the plaintiffs in the class-action case, forcing each of them to litigate their “individual” cases separately against GM. That made it easier for him to systematically dismantle and dismiss each of them one-by-one, by taking away the workers’ ability to rely upon the corroborating stories of their other co-workers as co-plaintiffs in that class action complaint.

Instead of having accountability to his own job, which was to find proper “cause” for civil rights intervention in these types of employment matters, Sanchez evidently took the position that his job was to find reason why he should NOT be doing his job.... placing the responsibility back again onto the shoulders of the complainant, Camille McMillan, and leaving her with no alternative but to either drop it or to go to someone else. Not so coincidentally, this is also how I have found State and Federal courts to work when they want it to work that way.

Besides still having to work her own job, Camille was told that she would have to go to her “committeeman” for a resolve of that denial of seniority and vacation issue. By the way....this guy Bob Dwyer was not “HER committeeman”. He was someone designated TO Camille by the union.

Perhaps it would be worth an extra moment to look at some of the other

[illegible]

Well anyway, Androsian or someone other than Camille McMillan placed this memo into a General Motors' file labeled with Camille McMillan's name on it. This person's memo describes two meetings that took place on the same date, both with Kevin Androsian and Dave Sanchez present, and with the second meeting including GM's Salaried Personnel General Supervisor MICHAEL SOUTHWELL, and Mrs. McMillan. Both meetings made reference to the S.J. Bashen agency having recently concluded their investigation and report; and the need for GM and the AUW to complete their own internal investigation and report. I am sure that was the one done soon afterwards by Sanchez.

Conclude scroll of document by this time and move back up to “I” at beginning of second paragraph. Use a red circle to emphasize the “I” as well as Kevin Androsian in the paragraph above and the word “Kevin” starting two paragraphs below.

He then went on to document that David Sanchez believed that supervisor Dean

Bell's decision-making actions may have violated the Americans with Disabilities Act. While Kevin Androsian is shown to be "having a continued dialogue with the S.J. Bashen investigator Cheryl Brown" regarding this point, it would be my guess that what he might have actually been doing, but not writing about, was discussing with this GM-paid "investigator" Cheryl Brown, how GM can defend themselves legally against that allegation should the matter proceed to court in a lawsuit.

Move down to bottom paragraph with focus on "verbal report...from Cheryl Brown" and the bottom line about "clarifying several key points".

I say that because when I spoke with Camille about this and other documents she eventually was - years later - able to get her hands on, she informed me that while the bottom paragraph of the memo showed that Cheryl Brown had provided a "verbal report" to GM management, neither the verbal nor the written results of that report were EVER provided by GM to Camille McMillan, to her union, or later to her NAACP attorneys. Note that the bottom line of this document reiterated that Camille's question about the outcome of the investigation rested nearly entirely upon Androsian, or whomever, having to first "clarify several key points" with Cheryl Brown at the S.J. Bashen agency.



Androsian memo2

Here's another memo that was drafted less than two weeks later. This one we KNOW was written by GM General Supervisor Kevin Androsian. The memo concerned a discussion that took place between GM's Androsian and the UAW's Sanchez. Again, Androsian combined third person with first person voices when clarifying that "after speaking with Cheryl Brown, GM had concluded that no SUBSTANTIVE discrimination had taken place". I guess that "a little" discrimination was alright, just as long as it didn't rise to the level of "substantive", however that might have been discretionary judgment call mightn't it?

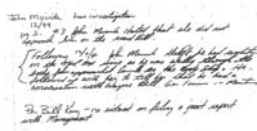
Use a red circle to emphasize the use of "I" in the third paragraph in contrast with "Kevin Androsian" above it. Also, bring focus to the quote as the host reads it; and to the highlighted section quoted at the bottom paragraph.

Interestingly, the memo documented that David Sanchez had requested a copy of Androsian's notes from his conversation with Brown at S.J. Bashen, and that Androsian had "refused to provide a copy of his notes to Sanchez...because they were just HIS notes". This would have forced Sanchez, as Camille McMillan's "civil rights representative" to settle on Androsian simply reiterating "General Motors management's position, that Camille's allegations did not substantiate discrimination".

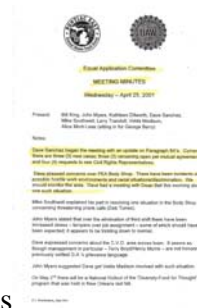
The bottom of this memo even indicated that when Androsian attempted to schedule a meeting later that day to provide GM's determination directly to Camille, that by that time Camille had likely already gotten the news from Sanchez. As Androsian put it, Camille refused to meet with GM Management - even though Dave Sanchez would be present - because she felt that the company was lying..." He added, "She would only

consider meeting if she got a copy of the written report.”

At this point in the memo, Androsian dropped the first person voice by which he began the paragraph, and in the third person - which appears to absolve him from having any accountability in this matter - he stated, “It was reiterated that we - meaning GM - do not have a written investigation report” so that was the end of it.

A handwritten note on lined paper, dated 12/1/01. The text is written in cursive and appears to be a memo or instruction. It mentions "Bill King" and "UAW".

Bill King instructs



UAW Equality committee

When describing King show a flash of the top half of this document with red underline at “Equal Application Committee” and a circle around Bill King’s name. On Req4help2many4 circle King’s name at bottom of letter.

A handwritten note on lined paper, dated 12/1/01. The text is written in cursive and appears to be a memo or instruction. It mentions "Bill King" and "UAW".

Req4help 2many4

Let’s take a quick look at one other document that Camille eventually found. She described it as a handwritten note by GM’s Kevin Androsian showing some of the dynamics of what was going on behind closed doors between GM management, the UAW’s designated “civil rights advocate” Sanchez acting on behalf of Camille, and the UAW Shop Chairman, a man by the name of BILL KING. King was someone else that had been present at other UAW meetings, along with Mike Southwell, in which Camille McMillan’s case had been discussed. Bill King was also listed as one of the individuals Ms. McMillan had “copied” when writing her letter in May 2001 to Gerald Knechtel, the vice president of the General Motor’s Corporation.



King



King article

Animate King’s picture into article. In article focus on “hostile work environment” and “will not back off our positions” – can use bracket or underline. In reference to discrimination, focus on the area of yellow in right column.

Apparently, King was the “chairman” of the local UAW at the time. He had written an article in the August 2001 edition of the UAW’s newsletter notifying union members about other underlying issues going on then between union management and GM’s corporate management. His letter indicated General Motors management had been avoiding having to pay overtime of laboratory and engineering employees by subcontracting union work out to nonunion “scab shops”, and that this so-called “gouging

of membership” was creating a “very hostile work environment” because the union was refusing to “back off of their position” on these previously negotiated and contracted employment matters.



King article2

Bring focus to two highlighted (yellow) areas in the right column. Dissolve in and then out a bracket for “On issues that surround members that take the initiative to act against another member....” when discussing “telling on each other”.

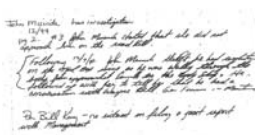
The article also brought direct focus to Camille McMillan’s and Debra Torres’ racial discrimination cases; and the strategy used by General Motors of bringing in this S.J. Bashen agency from the outside to help settle these complaints between GM middle-management and UAW workers. Bill King’s article demonstrates that at this time there had been a game of finger-pointing going on between GM management and the union concerning who was to be held accountable for discrimination coming from both places. While this article strictly blamed GM’s corporate management for refusing “to address their supervisors and forcing them to conform to standards” - whatever that was supposed to mean;...it also insinuated that GM had hired this outside company with the intent of having the resulting “investigation” cause union workers to “tell” on each other in private “interviews” conducted by that agency, which ultimately led to...as Bill King put it, an “adversarial relationship” and the pitching of union worker against union co-workers, when the real “enemy” was supposed to be “the Company” of GM.

HOST IN SHOT (either in full frame or picture-in-picture)

Isn’t it a wonder why our manufacturing companies fled the United States to reopen their operations in other countries where there are fewer labor regulations and NO UNIONS to treat their employers like this?

King wrote: “After all it is difficult enough to come to work on a daily basis, let alone to be expected to tolerate these unacceptable conditions.”...I was wondering if King was talking about the management’s refusal to do anything about the union’s drunkenness, their stealing of GM property, their “card club” fraud upon the company, the refusal of white male employees to do their jobs, or what. Something tells me that King was just using this “situation of discrimination” as the means to simply voice his advocacy for the solidarity of the union as a whole, rather than to denounce the deplorable conditions under which people of color were forced to work at this Pontiac Assembly Plant owned and operated by the General Motors Corporation.

King went on to add: “I would strongly recommend to this Management that bringing in an outside group to look at our diversity problems will not solve anything, especially whenever their findings in investigations are verbal reports and not in writing...and when they are not shared with this local union.”



Bill King instructs

Well, getting back to Kevin Androsian’s handwritten memo.... it appears to document what transpired in a meeting between him - Androsian, acting on behalf of General Motors - and Bill King, acting on behalf of the UAW...again as a union, and not strictly on behalf of Camille McMillan or other racial minorities, even despite that the

topic of this conversation concerned the “discrimination” issues raised by Mrs. McMillan.

This memo also offers some insight into the extent to which this outside firm, the S.J. Bashen “affirmative action” agency, and this Black woman Cheryl Brown, was actually representing the interests of General Motors and NOT the interests of Camille McMillan throughout their “investigation” of Camille’s allegations.

Androsian wrote, “Bill King advised that Cheryl Brown made Dave Sanchez feel like a step-child in that he should NOT have gone back to Camille McMillan” with the information that he had learned....about Dean Bell having claimed to have refused to advance Camille’s career because she had Multiple Sclerosis.

Androsian also wrote that after he had notified Bill King that Cheryl Brown’s investigation had resulted in his own decision as a General Motors manager to fire a union official, which I assume to have been David Sanchez, that Bill King had asserted the union’s refusal to allow Cheryl Brown any further interviews of hourly employees at the factory. Obviously, those interviews with factory employees were producing at least some semblance of legitimate results, and the immediate firing of Dave Sanchez would indicate fault-finding at the union level BY management, and thus, effectively absolve GM management of their own accountability for also allowing this discrimination to continue so long.

HOST IN SHOT:

Apparently, the strength of Bill King’s message, as supported internationally by the financial backing of the International UAW, struck home; and Androsian backed off of his intent to fire the “civil rights representative” Dave Sanchez. He decided instead to side with Bill King’s suggestion that GM and the UAW go with Cheryl Brown’s lead and continue blaming Sanchez for having “spilled the beans” to Camille McMillan in the first place, about her having a valid claim of “discrimination” based MINIMALLY upon Dean Bell’s refusal to assign Camille a requested job opportunity because she had Multiple Sclerosis.

BACK ON ANDROSIAN’S LETTER:

Androsian wrote, again in the third person about himself, “Kevin replied that it was Dave Sanchez that took Dean Bell’s actual statement out of context and went to Camille. There’s a point where the investigation had not been CONCLUDED and Dave is sharing information that had been taken out of context”.

BACK ON HOST:

Of course, we KNOW what that conclusion was eventually to be, as coming from BOTH the union and from GM’s management....”no cause”...no “substantive” discrimination took place....and it was back again to “business as usual”.

The only problem for Camille was that the “discrimination” worsened, taking on the characteristics of dangerous safety issues and putting Camille’s life on the line. When the tension between the UAW union management and GM’s corporate management got as heated as it was shown to get again later, in the years leading up to General Motors’ eventual bankruptcy, perhaps some would consider that the simplest way to get rid of these pestering racial complaints might be to set up certain “accidents” to happen...for which both the union and the company could technically blame Camille for not having properly followed the “lockout” procedures on which she had been trained.

In reviewing what alternative action Camille McMillan took in the aftermath of that S.J. Bashen fiasco - which I personally would classify as a “conspiracy to deprive her of her rights” – both a federal CIVIL offense under 42 U.S.C. Section 1983 and a federal CRIMINAL offense under 18 U.S.C. Section 241 - we see that General Motors and the UAW had many other opportunities to act “affirmatively” to stop this discriminatory activity....but they didn’t.

Take Debra Torres’ case for instance. As mentioned earlier, while Camille McMillan remained non-confrontational with her union, Torres ultimately took to suing the local union in 2003, using the UAW’s bylaws and the procedural process to take them before the IEB, the International Executive Board. That is the highest governing body of the UAW responsible for carrying out the programs and the policies of the union’s Constitution. When she was unsatisfied with their determination, she next sought a reversal of the IEB’s decision against her, by taking her case before the UAW’s International Public Review Board, which the final appellate authority provided by the union’s Constitution.

Focus on the court case name and scroll down to include the names of people on the “panel”.
Dissolve to the last paragraph of page 13 when paragraph talks about the Public Review Board usually deciding to support the IEB decision against workers.



Torres v594 UAW Revw Brd_Page_01

Torres v594 UAW Revw Brd_Page_13

You see, the way unions were originally set up in this country, to represent the workers, there was a tradeoff with the judicial branch of the government. Unions agreed to handle grievances against the employer on the worker’s behalf, mostly through arbitration. To lessen litigation even further in the courts and to cut down on the taxpayer’s expense, unions – like our greater system of other powerful corporate structures such as governments – agreed to provide their own administrative internal remedies to grievances that would crop up against other union members and against union management. The downside to this agreement to “self-policing” by the union is that the Courts are heavily reliant upon the unions to provide their own legal resolutions for squabbles amongst their members; and thus judges rarely, if ever, rule against decisions already made through the unions’ administrative processes. Judges today continue to rely upon the unions to do their own “self-policing”. In fact, union members are barred from using the courts until after they have exhausted all of their administrative remedies, for that very reason.

BACK TO HOST:

So when Debra Torres, like Camille McMillan, was unsatisfied with the handling of her grievances by her local union reps and GM management, she sought a hearing with the International Executive Board. As indicated by the Detroit Free Press article we

About the middle of the above dialogue, cut to scroll of page 13 and focus on final paragraph of that page. Then when the following paragraphs begins, dissolve back to page 1 and scroll down and dissolve into the top of page two.

Page 2 should have a red underline under the bigoted statement at the bottom of paragraph 1; and a line under “she felt that she was entitled to the conveyor job by seniority....”

[illegible]

Torres' story WAS similar to Camille's; only the circumstances – not many of the people – were slightly different. Torres worked at the same Pontiac Truck Assembly Plant as Camille. While Camille was an electrician, Debra Torres was a gun welder.

[illegible]

26

that took place. Just as Camille's coworker Dean Bell was confronted with his actions, so too was Debra Torres' supervisor MIKE VAN DORAN confronted. Similarly, as Camille was stalked by "the Accused", with intimidating stares and threatening gestures back on the factory floor, so too was Debra...except that for Debra the threats came by way of telephone calls she received at work.

PRB CASE NO. 1475 Page 1

did not report to work and arriving in Torres' home area being that Torres had given her the phone.

On June 12, Torres called the UAW Local Union office and reported that she had received a threatening call from Earl Redd on February 26. Torres was advised that she should call the UAW Local Union office and report the incident. Torres was advised that she should call the UAW Local Union office and report the incident. Torres was advised that she should call the UAW Local Union office and report the incident.

Underscore "You're going to get it bitch" in the first paragraph. Also, underline "Earl Redd" and Mike Stockwell. Raise text on mention of Linda Kelly-Going and Earl Redd. Underline focus on Cheryl Brown and the S.J. Bashen Corporation.

PRB CASE NO. 1475 Page 1

Torres contacted the Local Union's Civil Rights Chairperson, David Sanchez, regarding the problem and was advised to file a complaint with the UAW Local Union. Torres was advised that she should call the UAW Local Union office and report the incident. Torres was advised that she should call the UAW Local Union office and report the incident.

Torres v594 UAW Revw Brd_Page_3 & 4

At the beginning of her shift on February 26, Torres was notified that she had a telephone call. When she answered, the caller stated, "You're gonna get it bitch." Torres reported the incident to her Foreman, and Representative Kelly-Going from Labor Relations came out to take a report. Subsequently, at 7:20 pm, Supervisor Earl Redd told Torres to go to the conveyor job.

Abusive phone call.jpg

Like in Camille's case, EARL REDD was somehow involved as another supervisor; and so too was GM Labor Relations Manager MIKE STOCKWELL just before CHERYL BROWN of the S.J. Bashen Corporation was called in again.

June 6, Torres advised Sanchez that she had started receiving the threatening telephone calls again. Sanchez reported that Torres complained that Management was not taking the telephone calls seriously and that Representative Kelly-Going had not addressed the other problems she was having in her department. Sanchez stated that he arranged a meeting for Torres with Mike Southwell of Management Labor Relations on June 12 to discuss her concerns. During this meeting, according to Sanchez, Southwell asked Torres what she wanted the Company to do. Torres responded that she wanted someone to investigate this situation and then to correct it instead of sweeping it under the rug. Southwell suggested that a third party come in to conduct an investigation. Sanchez reported that Torres agreed to this.

Besides Southwell's name highlighted, also highlight Torres' comment that she did not want GM "sweeping it under the rug". Allow the remainder of page 4 to scroll underneath the raised text so entire page can be read for anyone interested

CoSuggestsBashen.jpg

PRB CASE NO. 1475 Page 12

could provide. Appellant has not identified any discrimination, harassment, or retaliation with management, on the part of the Local Union. There are, therefore, no grounds for awarding the \$10,000 damage award for appeal.

C. Retaliated by Deborah A. Torres:

The Union has failed to address the retaliatory actions of Paragraph (c)(1) and Paragraph (c)(2) of the National Agreement. I make the Union fully aware of the violations and what was being demanded in my grievance.

DISCUSSION

Civil Rights Chairperson David Sanchez has described a disturbing situation in his extensive report on the complaint filed by Torres in April 2001. The Local Union's representatives seemed reluctant to challenge Supervisor Van Doran's unfair and disrespectful treatment of Torres. The Local Union's representatives seemed reluctant to challenge Supervisor Van Doran's unfair and disrespectful treatment of Torres. The Local Union's representatives seemed reluctant to challenge Supervisor Van Doran's unfair and disrespectful treatment of Torres.

Highlight first sentence under "Discussion".

Torres v594 UAW Revw Brd_Page_12

Civil Rights Chairperson David Sanchez has described a disturbing situation in his extensive report on the complaint filed by Torres in April 2001. The Local Union's representatives seemed reluctant to challenge Supervisor Van Doran's unfair and disrespectful treatment of Torres.

Summary.jpg

In the Public Review Board's "discussion" of the Torres case, they pointed out, "Civil Rights Chairperson David Sanchez had described a disturbing situation in his extensive report on the complaint filed by Torres in April 2001; and the Local Union's representatives seemed reluctant to challenge Supervisor Van Doran's unfair and disrespectful treatment of Torres".



Raise the text below with the dialogue as indicated.

Underline Bill King's name and "Paragraph (6)(a) grievance" when mentioned from page 5.

Torres v594 UAW Revw Brd_Page_5

At the conclusion of the meeting, Cheryl Brown told Torres that she would receive a copy of the S. J. Bashen Corporation's report.

Bashenpromwrittenreport.jpg

Chairperson Sanchez noted that he was allowed to be present during Torres' interview, but he was not allowed to sit in on any interviews concerning Management personnel. He commented:

"...S. J. Bashen is a company that is paid by GM to handle their E. E. O. C. claims, so I feel that there is a conflict of interest in their reporting any findings of wrongdoing against GM."

Bashenreportonly2employer.jpg

In fact, seeing how Cheryl Brown and the S.J. Bashen had also treated Camille's case, some things were apparently making sense enough to Sanchez that he also saw through Cheryl Brown's promise to provide Debra Torres with a copy of the S.J. Bashen's written report at the conclusion of their "investigation". The Public Review Board wrote in their ruling that "Sanchez had noted that though he had been allowed by General Motors management to be present when S.J. Bashen interviewed Torres, he was not allowed to sit in on any of the interviews S.J. Bashen had with GM's management personnel." He even went so far as to truthfully state that, "S.J. Bashen is a company that is paid by GM to handle their EEOC claims, and that because Cheryl Brown worked for General Motors, Sanchez perceived there to be a big conflict of interest in her reporting any findings of wrongdoing against GM".

Like in Camille's case, local union chairman Bill King was involved; and Sanchez suggested that the union should file a "Paragraph (6)(a) grievance". Yet, despite Cheryl Brown's earlier promise to provide Ms. Torres with a copy of the Bashen report, it appeared she had, in that instance, overstepped her grounds of authority. GM's Labor Relations manager Mike Southwell had only to announce to everyone that for some reason even GM received only a "verbal" report from the S.J. Bashen Corporation.

ANGLE ON HOST:

(WINK & NOD) Sure! Now if you believe that, I've got an island off the coast of Florida I'd like to sell you immediately after this show.

PHB CASE NO. 1470 Page 6
charging Management with a violation of Paragraph (6)(a) of the National Agreement on June 20, 2001.¹
Sanchez continued to investigate Torres' complaint. He interviewed Supervisor Earl Hest about the request to place Torres' Complaint in the investigation computer job. Hest indicated that he thought this was a good way to separate Torres and Conquest because there was some friction between the two, and that Torres could be given the computer job. According to Sanchez, Hest stated that the issue of filing the suggestion on-site against non-union people never arose as they did not have that with a union worker.²
On July 14, Mike Southwell advised Sanchez that the Company had received a verbal report from the S. J. Bashen Corporation. Southwell indicated that he wanted to meet with Torres to explain the results of that investigation. During his meeting with Torres and Sanchez, Southwell reported that S. J. Bashen had concluded that there was not enough evidence to substantiate Torres' claims of discrimination and harassment.³
Sanchez's report indicates that Torres had also complained to him about the fact that Debby Conquest's name always appeared at the top of the overtime sheet, and did not move up or down to show whether she was charged for overtime. But on this point, Sanchez concluded that the issue of overtime and the overtime sheets was something that had to be dealt with under the overtime provisions of the National Agreement and not under Paragraph (6)(a).⁴ Torres filed Grievance F-4190 charging Management with failing to properly record and display overtime hours in the body shop on October 4, 2001. The grievance was withdrawn by the Local on October 12.⁵
Sanchez signed the final report on his investigation into Torres' charge that Management failed to provide a non-discriminatory and non-harassment workplace on October 18, 2001. Sanchez found that the telephone calls to Torres did create a hostile work environment, but the Management's response showed that it was concerned with the situation and trying to address it. Sanchez pointed out that the situation might be

¹ Report p. 1.
² Report p. 1.
³ Report p. 20.
⁴ Report p. 14.
⁵ Report pp. 44.

Torres v594 UAW Revw Brd_Page_6

On July 14, Mike Southwell advised Sanchez that the Company had received a verbal report from the S. J. Bashen Corporation. Southwell indicated that he wanted to meet with Torres to explain the results of that investigation. During his meeting with Torres and Sanchez, Southwell reported that S. J. Bashen had concluded that there was not enough evidence to substantiate Torres' claims of discrimination and harassment.

Bashen sawnoprob.jpg

BACK TO PAGE 6

At any rate, Mike Southwell reported that S.J. Bashen had concluded that there was simply not enough evidence to substantiate Torres' claims of discrimination and harassment.

Like with Camille's case in which members of the "Card Club" were punching in and out other people's time cards, there was foul play also involving "overtime sheets" by union members defrauding the General Motors Corporation. The Public Review Board wrote that Sanchez just thought that Torres' complaint, that the preferential treatment given to the time sheets of her coworker Debby Conquest, had to be dealt with under the overtime provisions of the union agreement rather than under Paragraph (6)(a) as a "discrimination" matter.

Sanchez's report indicates that Torres had also complained to him about the fact that Debby Conquest's name always appeared at the top of the overtime sheet, and did not move up or down to show whether she was charged for overtime. But on this point, Sanchez concluded that the issue of overtime and the overtime sheets was something that had to be dealt with under the overtime provisions of the National Agreement, and not under Paragraph (6)(a).

Torres filed Grievance F-4190 charging Management with failing to properly record and display overtime hours in the body shop on October 4, 2001. The grievance was withdrawn by the Local on October 12.

Hide the bottom part of this paragraph when reading the paragraph above; then revert to the original paragraph with red underline or bracket to answer the question below by revealing that though Torres made

ANGLE ON HOST:

What do you think are the odds that the union actually pursued that matter as a grievance against the company....for paying Debby Conquest too much? Let's see...Oh, despite that Torres took the initiative to file that grievance charging GM's management with failing to properly record and display overtime hours, that grievance was unilaterally withdrawn by the union just a week later. There you have it!

BACK TO PAGE 6:

Dissolve the first citation (from page 8 / and while covering up everything after December 2001)

Torres did not learn that grievance F-4190 had been withdrawn until December 2001, and she appealed that decision to the Local on January 8, 2002. Grievance F-2597 was settled on January 23, 2002, based on the following disposition by Management:

"The Company has investigated the (6)(a) and has found the allegations unsubstantiated. If there are any future (6)(a) allegations, the Company will conduct an immediate investigation into them."

CoInvest=unfoundedalleg.jpg

In her appeal of the decision to withdraw Grievance F-4190, Torres argued that one employee was allowed to make thousands of dollars more than any other gun welder because the overtime sheets were falsified. In support of this argument, Torres submitted the overtime sheets prepared in accordance with Paragraph (71) of the National Agreement, as well as General Motors' records of the hours worked by Debbie Conquest. Torres maintained that the Paragraph (71) sheets do not reflect the actual hours worked by Conquest as recorded by General Motors.

Falsified overtimesheets.jpg

The union just didn't tell her about it. In fact, the Public Review Board reported that Torres didn't even learn her grievance had been withdrawn until several months later in December 2001. Therefore, she pursued this "labor fraud" issue even further by filing an appeal of the union's decision in January 2002. However, like the fox guarding the henhouse and the monkey in charge of the banana plantation, the appeal was procedurally "administrative". The union was again policing itself on their own previous union decision.

In any event, Torres continued her attempt to argue a discrimination claim against GM – and her union – charging that they were allowing this one "white" employee to have an unfair opportunity over any other gun welder at the plant, by allowing her to get away with thousands of dollars more income by falsification of her overtime sheets. In support of her claim, Torres had the intelligence and the wherewithal of due diligence to have her argument also supported with credible evidence.



Torres v594 UAW Revw Brd_Page_6&7

Sanchez issued the final report on his investigation into Torres' charge that Management failed to provide a non-hostile and non-discriminatory workplace on October 15, 2001. Sanchez found that the telephone calls to Torres did create a hostile work environment, but that Management's response showed that it was concerned with the situation and trying to address it. Sanchez pointed out that the situation ought to

Sanchez coversGM.jpg

In regards to Torres' grievance about receiving threatening phone calls at work, again there was questionable reasoning by the union that ultimately cost nobody but Debra Torres in the long run. It went something like this:

The Public Review Board ruling showed that it was actually David Sanchez who issued the final report on October 15, 2001 about his investigation into Torres' charge that GM's management was fostering a hostile and discriminatory workplace. In that report, he concluded that though the telephone calls to Torres did constitute a hostile work environment, GM had responded, showing concern for the situation, and by trying to address it. Sanchez simply concluded that Torres' grievance had been adequately addressed by GM's management by their stated intention to follow S.J. Bashen's recommendation that GM "change the environment...by installing caller ID phones, by providing better security to the parking area, and by a company commitment to changing the way they interact with their factory employees".

Nevertheless, Sanchez concluded that the first issue that Grievance F-2597 was written to resolve, that of the threatening telephone calls, had been adequately addressed by management.

Sanchez covers GM2.jpg



BOTTOM OF PAGE 7 AND TOP OF PAGE 8

Torres v594 UAW Revw Brd_Page_08

Regarding Torres' grievance about the falsified overtime sheets, the Public Review Board ruled that it was again Sanchez who, in the end, had been the one to decide that Torres' complaints about the alleged favoritism shown to Debby Conquest did not support a claim that GM management had created a discriminatory work environment.

Regarding that issue of favoritism, which was actually found to have been carried out by the superintendent of the plant CHRISTOPHER HILL, it is interesting how that too played out:



Torres v594 UAW Revw Brd_Page_09

Let's start with a citation referenced by the Review Board coming from one of Torres' witnesses, William Trejo. He stated in writing, "Debbie was never accepted in the body shop. Her seniority was never recognized and the union that was supposed to support her, instead stood by and ENJOYED her suffering. Every day was a struggle for Debbie in the body shop; it had its clique, and if you were not accepted for WHATEVER reason, you were persecuted." He added, "I witnessed Debbie asking the union to write grievances and investigate on her behalf. The only fight that the union wanted to get involved in was the fight AGAINST her. I felt Craig Hill was a motivating factor in the persecution of Debbie. I did not understand why. Debbie had good attendance and was a good worker. I knew that when Debbie received threatening calls, Mike Southwell and SKIP PRESSON held a group meeting with our department only. Mr. Presson indicated he did not believe Debbie. The most disturbing part about that was that this was her union representative."



Torres v594 UAW Revw Brd_Page_08

Debra Torres appealed the union's unilateral withdrawal of the overtime grievance, which the UAW's Public Review Board called a "settlement", on January 30, 2002. Subsequently, the union acted out the following to eventually dismiss that appeal:

First, the union waited three-fourth of a year until August 3rd to do anything at all; and then Committeeman Robert "Skip" Presson just wrote a letter to the union's regional representative BRIAN JOHNSON to explain the local union's decision to withdraw that timesheet grievance. He reported that he had spoken with Torres' supervisor DON LAWRENCE, about the "incorrect charges" and "the problem was corrected immediately".

Note that the language is non-descript and does not explain anything about who, what, when, where, why, or how. Lawyers and judges describe statements such as this as

“conclusionary” when used to dismiss claims when plaintiffs use these types of words.

At any rate, Presson’s letter had gone on to actually blame Debra Torres for the union’s failure to properly address the time sheets allegedly falsified by Debby Conquest. Presson stated that “it was Torres who removed the sheets from the supervisor’s office”.

ANGLE ON HOST:

I simply don’t see the connection in how Debra Torres’ having possession of the evidence would substantiate why the union would withdraw the grievance on this issue...unless retaliation against Torres was used as just another factor in the union simply furthering GM’s discrimination against her and others of color working at the plant.

BACK TO PAGE 8:

The report went on to show that the union caused even more delay in this scenario by using the excuse that they had to hold elections for new union officers. This effectively absolved the old officers of their responsibilities for their initial decision to withdraw the grievance; under reason that Torres was still able to somehow benefit by a furthering of “due process” by her appeal not being also decided by them. It also provided the new officials the opportunity, when those officials too might be as much a part of the “good ol’ boy” system as the previous officers, to rule against “protesters” like Torres...because it might prevent her from establishing any sort of pattern of discrimination against any of the individuals involved with those decisions. In any event, it’s clear that – another conclusionary statement – without know who, what, where, when, why, or how, the new officials simply “denied the appeal” after Debra Torres had waited for 10 ½ months.

As Camille McMillan was tenacious, Debra Torres was too; so she appealed again the dismissal of both the time sheet grievance and the threatening phone calls grievance, to the UAW’s International Executive Board – the IEB – just two weeks later on October 25, 2002.



Torres v594 UAW Revw Brd_Page_10

When the IEB got their hands on this, they added yet another layer to the snowball of corruption surrounding Torres’ grievance. A series of letters were traded, including letters from Torres’ witnesses like the one written by William Trejo. One of those letters went out on December 18th to the International President Ron Gettelfinger. He reported, without question as to the reliability of his information, that GM management had taken steps to tap the phone where Torres had received the threatening phone calls; and that because management claimed not to have monitored any more threatening phone calls from that phone, that alone was reason enough for Gettelfinger to

call the matter “settled”. Similarly, the letter from MARCUS HAMILTON, the “recording secretary” of the local union, simply concluded that the “overtime charges that Torres complained about had been corrected”.



Gettelfinger pic

ANGLE ON THE HOST:

“The monkey in charge of the banana plantation.”

BACK TO BOTTOM TWO PARAGRAPHS OF PAGE 9:

When Torres provided good reasoning when questioning the oversimplified conclusionary statement of the recording secretary Hamilton....JOE HALIPI and JANICE WHITE stepped in, acting on Gettelfinger’s behalf. They conducted a hearing a full seven months later on June 18, 2003. The hearing officers prepared a report to the UAW’s International Executive Board, noting that the union had not filed a grievance on Torres behalf right away concerning the harassment she was receiving at work, but while apparently completely disregarding the supporting witness statements from those such as William Trejo explaining that it was these local union officials who had actually fought against Torres when she had asked them to assist her in filing grievances. Halipi and White’s report also blamed Torres for staying dedicated to her job – and not taking a medical leave of absence as a result of the stress she was experiencing on the job at the time of the harassing phone calls.

Scroll down from Trejo’s comments on page 8 to the bottom of page 8 then scroll down from the top of page 9. Underline “Ron Gettelfinger” and “settled”.

As admittedly reflected by the ruling of the UAW’s Public Review Board, the IEB “hearing officers concluded that there was no reason to re-open Torres’ two grievances. They acknowledged that Torres had problems with some members of Management, but they thought that she should have taken “other avenues” to deal with those problem managers, like “having more discussions with her local Union members”.

In the PRB's "Discussion" section of their ruling, they acknowledged that some really appalling things were going on at the workplace, and with GM labor management acting very questionably in response. They acknowledged that Torres stated that she was fearful and asked for help; that she had complained about being given the least desirable job, and that such action was taken by a labor manager better described as a radical racial bigot. And they acknowledged upper management simply transferred that lower-level manager to a different plant and then lied about it, saying that he was fired, rather than to properly investigate these alleged civil rights crimes.

At the same time, Torres said he was not aware that any state could sue the union on behalf of its members. Torres said he was not aware that any state could sue the union on behalf of its members.

(top)
“at this point, even though....hostile work environment”.

On the other hand, the Public Review Board held that Torres did not act fast enough in reporting these civil rights offenses, suggesting that GM's upper management had acted promptly and appropriately once they got wind of the situation.

Nevertheless, the bottom line for the PRB was that “though indeed there were serious and troubling issues, they were not problems that the union could deal with in response through a grievance appeal”. The PRB admitted that GM’s senior-level laborers needed “to become more sensitive to the presence of hostility in the workplace”, and they liked several of Sanchez’s suggestions; however, they admitted that GM’s management never implemented those suggestions to any substantive degree.

Underscore bottom of first paragraph “Nevertheless, Torres did not feel...adequately”. Also, underscore the areas in quotes below in the host’s dialogue. (The paragraph with the sentence, “The local parties must...”, underscore the entirety of these last 2 sentences to the end of the paragraph.) Underscore, “The settlement reached in Grievance....a training program for its personnel.”

The Public Review Board thus concluded somehow that when considering all the above in Deborah Torres' case, "nothing would be gained at this point by reopening" Torres grievance in claim of Torres being discriminately assigned undesirable work while Debbie Conquest received favorable treatment. The PRB indicated that the problems Torres had faced in her department with her manager Van Doran had already been addressed; and that if she had other specific complaints they should have been filed as separate grievances.

Underscore, bracket or highlight the entirety of the paragraph at the bottom of the page that shows the above dialogue. Then dissolve to page 14 and continue with scroll of top of page.

PRB CASE NO. 1475 Page 14

Torres has maintained throughout the proceedings of her appeal that there was an "understanding" or "agreement" with the union about the assignment of the undesirable work. The record submitted by Torres, however, do not substantiate her claim that Conquest was given any special treatment or that her hours were not properly reported. Torres has not shown that the union's actions were discriminatory. Torres' claim of discrimination is not supported by the evidence. The union's decision to withdraw the grievance is rational. The union's decision to withdraw the grievance is rational. The union's decision to withdraw the grievance is rational.

The decision of the PRB is affirmed.

Torres v594 UAW Revw Brd_Page_14

Underscore the second paragraph "The records submitted by Torres....not properly reported."; and at the end of the second paragraph: "These observations however do not....F-4190 was rational."

With regard to Torres' "overtime" grievance, the union's Public Review Board concluded that they simply saw no violations, that Torres' claim of discriminatory treatment were unfounded, and that the local union's decision to unilaterally withdraw Torres' overtime grievance was entirely "rational".



Dissolve monkeys in at the bottom of screen underneath the last paragraph of the report.

3Monkeys or 3Monkeys copy