



'ANGUS BARKS'

By Jeff Francis
AEG Executive Board

Mental Midget Award

It's time to dust off the Mental Midget Award. Twenty-five years ago, Aircraft E-Board member Jim Sweeney created this award to spotlight those individuals in management who exceed our expectations in bone-headed behavior.

It's not easy to win this award. On the shop floor, the daily tussle between human needs and business needs draws union representatives and company representatives into constant conflict and resolution. Mistakes get made on both sides, when representatives go to extremes to make their point. That's expected.

One incident never is enough to win this award. We've had foremen in the past take rash disciplinary action against one of our members, and provoke an entire building to walk out. Even that was not enough to win the Mental Midget Award. Today's winner has demonstrated remarkable consistency over several years of pig-headedness. He has overcome all efforts by workers, stewards, and fellow managers to reform his behavior. He perseveres against the union contract, company policy and common sense in his quest to be the brightest bulb in GE's empire. He's that dumb.

HEE-HAW WINS

Hee-Haw arrived in Plant II from a southern state, with no experience in our plant's practices or culture. He immediately made a name for himself as a third shift cell leader by targeting our women and African-American members for selectively hostile treatment. The discrimination complaints that resulted were reviewed by HR (faithfully) and placed in the circular file.

As a second shift cell leader, Hee-Haw passionately pursued the favorite pass-time of cell-leaders in Plant II: harassing our members for DLP. He delights in accosting our newer members with demands that they cut corners to cut times. At one point he insisted his second shift had to voucher their 18-minute lunch. After complaints, Compliance ruled against him, but this made no difference to Hee-Haw.

Hee-Haw despises union rules, and the union contract. In one famous incident, he told one of our newer more gullible members, who had upgraded to a different building, to return to 40K in the dead of night to perform some rework. That action got the member in hot water with his co-workers, and the work done at Hee-Haw's direction was never accounted.

Hee-Haw loves the second most favorite pass-time of cell-leaders in Plant II: doing bargaining unit work. While most of our grievances concern parts moving and production clerk work, Hee-Haw goes above and beyond. Earlier this year he did a bargaining unit bench operation in Bldg 85 on second shift, and signed the routing sheet with the pay number of a dayshift bench hand. A 20.10 investigation resulted, which again went in the circular file.

As a fine example of wink-and-nod integrity, Hee-Haw has been promoted to MQE. One of our members with an excellent quality record recently received a full-page personal Hee-Haw letter accusing our member of costing Plant II \$60,000 in DLP. Taking his own advice seriously on his new job, Hee-Haw came in at 5AM one morning in 77J to run the poke-tack machine. Again, this direct labor was never vouchered. Once again, his actions violated the union contract.

PEANUTS

By tradition, the winner of the Mental Midget Award is awarded a peanut. Everyone in Plant II should be excited by the leadership Hee-Haw provides, and be prepared to present a peanut to him. Unfortunately, the presentations must wait, as Hee-Haw is currently on sick leave. Normally we would wish any employee out sick a healthy recovery and a quick return. In this case, a healthy recovery and quick career change are in order.

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