

INTERVIEW: BETTY J. WEST

ALLEGATIONS: DISCRIMINATION, HARASSMENT

May 20, 1981 - Supervisor, Gerald Doyle (white) attempted to remove West from an electrical scooter by grasping her by the wrist. After being unsuccessful, attempted to throw scooter over while West remained seated on it.

After being assigned to work for Frank Paul, who is a close friend of Gerald Doyle, West was told by Paul to "back off" on the Gerald Doyle incident. Frank Paul began harassing tactics against West that included scheduling her for weekend overtime and cancelling the overtime after West had reported for work, stating no work was available.

Asked Frank Paul about her merit increase as she was being paid considerably less than other Supervisors of the same grade and responsibility. Paul responded, "you will never be equal in pay". When asked why, Paul responded, "you are black and a female".

Skilled trade employees were removed from her supervision, when Superintendent, T. Kljun, was asked why, he stated she did not have skilled experience. West stated that Supervisors, D. Kilpatrick and W. Milne, did not have skilled experience but were supervising skilled trades personnel. West states that higher salary is earned when assigned skilled trades.

On 3/2/80, spoke with General Supervisor, Bob Berletich, regarding the skilled trades issue and was told "you will not make it". When asked why, Berletich stated, "because I am prejudiced".

On 8/12/82, spoke with Supt., Paul Moore, regarding the issue and was told, "you will not get additional money because you are black and a female". Spoke with Linda Lafferty, Salary Supervisor, regarding same issue. Her response, "you are black and female".

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Complained to A. Schell about not having work and received no response.

July 1980, complained to D. Roller about same.

July 18, 1980, met with Langenbach without results.

August 4, 1980, met with D. Frueauf.

August 18, 1980, no response from anyone.

August 20, 1980, asked to meet again with Frueauf, was denied.

August 21, 1980, met with Frueauf and was told that she was receiving bad press for not doing any work.

Complained further about not being given work and no promotion. Pointed out the rapid rise of Linda Lafferty within the corporation. Also pointed out the promotion of Michelene Schluter; Frueauf's response was that she was suffering from professional jealousy.

Was told she had a bad attitude that must improve. When asked about not having any work, was told she would be used as a stop gap measure.

August 25, 1980, met with EEO Coordinator, Ron Saunders, to consider possibility of filing a complaint. Following a meeting with Langenbach and Frueauf, was placed in position of Hourly Coordinator.

Was told that all vacation must be taken by 9/15/82. Was later aware that others had been allowed to preserve days. Daughter suffers from an allergy and was frequently ill. Would use vacation days to avoid absenteeism.

Was evaluated "good" in 1982. After signing evaluation, a letter was written by General Supervisor, Creel McDonald, changing the evaluation to "fair" without West's knowledge.

10/12/82

INTERVIEW: LEROY HOLLAND

ALLEGATIONS: HIRING DISCRIMINATION, SHIFT ASSIGNMENTS, PROMOTION

Was hired on 6/12/78 at \$750. monthly, other were hired two months later at \$100. more. Was told by Supervisor, Keith Meyers, that pay was based on education, prior experience, and previous pay. Holland's previous job payed \$950. monthly.

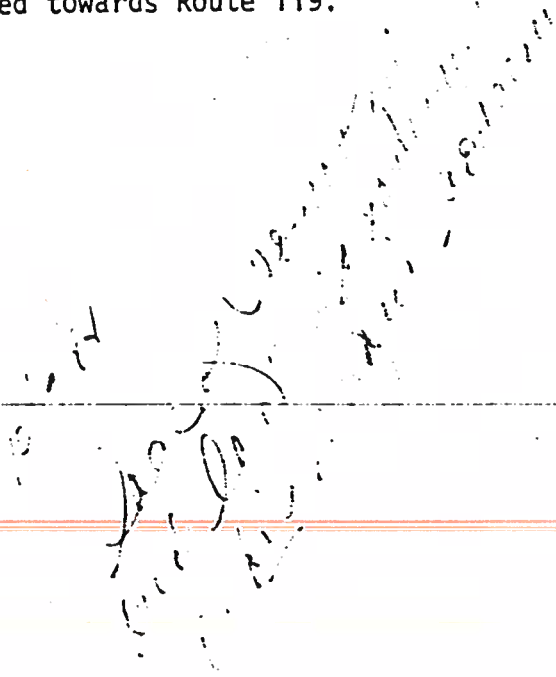
Was assigned to second shift position or truck detention during winter months and required to make three yard inspections per week. The inspections of three to four hundred trailers on foot. Whites were assigned job in summer and made one yard check per week.

Was assigned by General Supervisor W. Wientge to make yard check at 2:30 a.m. in cold rain, became ill with pneumonia but continued to work.

Was asked by Roger Christiansen to make a yard inspection in rain and refused. Christiansen asked for volunteers and all refused. Holland was ordered to make yard check. He complied.

Was told that additional training was required to be eligible for promotion. Was assigned to Production Control for purpose of cross training. After one year and no promotion, asked for transfer. Was offered a lateral move to second shift. Asked Supervisor, Bill Vallier, about promotion possibilities and was told to "look outside of VW", and pointed towards Route 119.

10/11/82



INTERVIEW: RON SAUNDERS

ALLEGATION: HARASSMENT

In March of 1981, Grandmother passed away. Was told by Paul Brusher when leaving for funeral to get proof of funeral. Other salaried employees were not required to do so.

In April of 1981 was approached by black employee Payton Tomlin while walking through the manufacturing area who wished to discuss a problem he was having. Told Tomlin to come to the office to discuss problem. Supervisors, Hendrickson and Shallenberger complained to Frueauf that he was holding up line.

May 4, 1982, R. Stout, Chief of Security, was observed by John White "spying" on Saunders while in plant.

In July 1982, Dave Frueauf, Saunders and others seated together in Cafeteria. Frueauf stated that it did not look good with a group of blacks sitting together.

After reporting off sick on 9/22/82, was called at home by Superv. E. Larremore and told to "come in and take care of your American Express bill".

Handwritten notes:
Frueauf
to take care of bill

10/14/82

Allegation 2

INTERVIEW: CHARLES SCALES

ALLEGATIONS: DISCRIMINATION

Was the third Maintenance Supervisor hired at Westmoreland in 1977. Assisted in developing many of the Maintenance programs currently in use, (see attached letter).

Began experiencing problems in 1978 starting with the removal from acting General Supervisor position, and continuing with numerous shift changes.

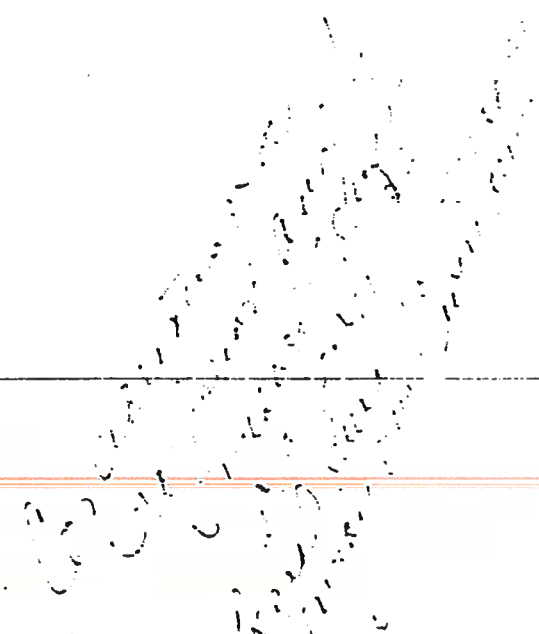
As a result of the shift changes, was forced to resign from position on the School Board. At the same time, fellow Supervisor, Bill Oldaker, was allowed to work a shift of his choice so that he could attend school.

Supervisor, Greg Estermeier, was given his shift preference so that he could babysit while his wife worked.

Racial graffiti directed at blacks was prevalent throughout the plant and received little concern from Plant Management. However, he had been assigned to repaint an entire toilet that contained insulting comments towards the Germans.

Comment made in his presence by Supervisor, Bob Cain, that he (Cain) hoped that the 52 people killed in Willow Grove, W. Va. when a bridge span collapsed, were "all niggers and dagos".

10/11/82



INTERVIEW: BEVERLY S. COLEMAN

ALLEGATIONS: DISCRIMINATION

Secretly taping meetings of local chapter of NAACP by VW Personnel Director in 1977-78.

Hired 3/21/77. Was promoted to Grade 10 on 11/7/77 without an increase. Was told by McFadden she would not receive an increase. Filed EEO complaint, received \$50. increase.

Following a meeting with G. Knapp, was given a \$50. increase by R. Cummins.

Worked long hours assisting in hiring 2,500 hourly employees without aid of computer.

After completing, was offered position as Secretary to Leroy DeLisle. Was told by McFadden that she must keep Corporate informed of DeLisles activities. She refused the position.

With the hiring process completed, was not given additional work. Injured ankle and was told by doctor to keep elevated and remain off. Continued to come to work and elevate foot on a chair.

Was told by Joe Turdovsky to find something to do as it did not look good sitting with foot in chair. Told Turdovsky she had requested work after completing hiring of the hourly workforce and none was given. A confrontation developed and she walked out of plant. Remained off until meeting was scheduled with R. Donaldson with Joe Turdovsky at which time Donaldson stated "Bev has just been reinstated, right Joe". Joe nodded, yes.

Was assigned to work for EEO Coordinator but did not have access to records because of confidentiality.

Was moved from EEO position to absentee control. Program was delayed and was left without work again.

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NIGGER APPLICATION FOR EMPLOYMENT

Note: - - - (It is not necessary to attach a photo since you all look alike)

NAME _____ DATE _____

ADDRESS _____

(If living in automobile give make, model, and license number)

NAME OF MOTHER _____ NAME OF FATHER _____

MAKE OF AUTOMOBILE; Cadillac _____ Lincoln _____ Imperial _____

NUMBER OF CHILDREN; Claimed on Welfare _____ Number of Legitimate Children _____

MARITAL STATUS: Common Law _____ Shacked up _____

ESTIMATE OF INCOME; Theft \$ _____ Welfare \$ _____ Unemployment \$ _____

PLACE OF BIRTH; Charity Hospital _____ Free public Hospital _____ Zoo _____
Cotton patch _____ Back Alley _____

HOW MANY WORDS DO YOU JIVE A MINUTE: _____

CHECK MACHINES YOU CAN OPERATE: Typewriter _____ Adding Machine _____
Telecopier _____ Rubber Machine _____
Television _____ Wheelbarrow _____

CHECK FOODS YOU LIKE BEST: Bar B-Q _____ Watermelon _____ Carn _____
All of the above _____

CHECK ILLNESSES YOU MAY HAVE HAD IN THE LAST YEAR: Measles _____ Mumps _____
VD _____ Food Stamp poisoning _____

ABILITIES: Government Employee _____ Demonstration Leader _____ Evangelist _____
VD Spreader _____ Tan Dancer _____ Singer _____ Done pusher _____

In 50 words or less, list your greatest desire in life; (Other than a white girl)

_____. Swears that the Jive asked above is answered to the best of my Nigger ability, and that I swears that I will always look like a nigger, dress like a nigger, act like a nigger and smell like a nigger. I believes in the NCAAP concept of equality that Niggers is better than white folks is. I promise to do everything in my power to increase the Nigger population so hell we have.