



GEORGE AND WALTER BAUGHMAN (pronounced "Boffman") started Plastomer Corp. as a two-man operation in 1954 making products from Polyurethane foam. (Observer photo)

# Plastomer Moves For 7th Time

Work has begun on an addition to the Plastomer Corp. facilities in Livonia that will almost double plant space. A \$1.5 million addition at 37819 Schoolcraft is expected to be completed in May, says Walter Baughman, president and general manager. Contractor is Art Antonelli & Co., Lathrup Village. PLASTOMER makes

products from polyurethane foam. "About 90 per cent of our work is drag—automotive insulation, seals and gaskets. The rest is novelties for other companies who sell them under private labels," said Baughman, holding up a colorful beaver bath toy. He pointed to a corner of the plant: "That's the scrap. We sell that to a guy in Chicago, and he uses it to stuff teddy bears."

Presently, Plastomer's offices and some manufacturing facilities are located at 38040 Amrhein in 64,000 square feet of space, and another 40,000 square feet are on the Schoolcraft site.

Thus, the new 90,000 square feet will represent nearly a doubling of capacity. The new addition will contain the offices.

"We're growing," said Baughman, who put annual sales in the \$6 million range and employment at about 280, with the expectation it will be up around 300 in another year.

BAUGHMAN AND his brother George, who is vice president and treasurer, began Plastomer as a two-man operation.

"This is the seventh plant we've had to move into," says the company president of the new addition. "We started on Stout near Schoolcraft in Detroit in 2,400 square feet in 1954. Then we moved into 5,000 square feet on Penkell, then 20,000 on Cloverdale..."

The jump to Livonia was made in 1964. The employees, half of them women, are mainly Observerland residents. Baughman is "delighted" with the city's cooperation in terms of police protection and licensing.

# Secretaries Walk Out Of Schoolcraft Talks

Contract negotiations with the Schoolcraft College secretaries resumed briefly last week before the secretaries' negotiating team and attorney walked out of the session in protest.

Attorney Joseph Golden said the team left the meeting because the administration appeared unwilling to move from its original position despite a fact finder's report issued on the statement.

"The proposals the school put on the table were exactly the same as those before the fact finder's report," Golden said. "They were not there to bargain in good faith."

THE SCHOOLCRAFT College Association of Office Personnel (SCAOP) has been bargaining with the college for a contract since May and began a strike in September when negotiations were stalemated.

The strike was nipped in the bud with the presidential freeze ordered after three days on the picket lines.

Golden said the union has filed an unfair labor charge against the administration with the Michigan Employment Relations Commission. He said the charge will be heard on Nov. 9.

State fact finder Alan Walt sat in on two sessions with both teams and issued a report made public last week.

IN A STATEMENT Monday for the college, Gerald Munro, chief negotiator for the administration, said he is confident that the teams will meet again this week.

Munro, who is the personnel director, denied the charges that the administration has not changed its stand on the negotiations.

"It is our policy not to discuss details while negotiations are in progress, but I can tell you that the college has modified its economic proposals upward since fact-finding," he said.

ON SEVEN main issues discussed in the session, the fact finder agreed with the secretaries on three, the administration on three, and offered a compromise on one.

The largest dispute was over the salary schedule, with secretaries asking for a 12 1/2 per cent increase based on a "weighted" scale favoring years of service rather than job classifications and the administration offering an eight per cent increase.

Fact finder Walt recommended that greater increases be given in the lower pay grades than at the top of

the scale but that a "grandfather" clause be added assuring that women at the top of the scale would not get below an eight per cent increase.

He also recommended a five per cent increase for the second year plus a cost of living factor based on the Consumers Price Index published by the U.S. Department of Labor.

"EVEN THOUGH the fact finder suggested rates lower than we had wanted, we went in there (negotiating session), ready to follow the recommendations and resolve the dispute," Golden said.

Walt concurred with SCAOP over a dispute notifying the union whenever new job classifications are created and giving the union the right to negotiate the rate and classifications.

Where the secretaries were seeking an additional four to five days vacation beyond the freeze provided in the expired contract, the board offered 10 and the fact finder recommended 11.

Walt recommended a graduated five-point vacation schedule ranging from 10 days vacation for persons employed less than one year through 21 days for those working more than 16 years. The secretaries had asked for a similar increase but based on a three-point scale.

The fact finder also agreed with SCAOP over a dispute to exclude the secretary to the business manager from the union. The secretaries wanted the position to remain in the union, but the administration argued that the secretary might have access to "privileged" information used in negotiating.

WALT SIDED with the administration on a no-strike provision it wants included in the contract.

The secretaries had requested paid sick days and an increase in personal business days from three to

five as well as a decrease in work hours from a 37 1/2 hour week to 35 hours. Wall suggested the provisions be continued as in the previous contract.

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