



2008 LABOR-MANAGEMENT AWARD WINNERS

ISP Chemical & General Motors Powertrain

ISP

Chemicals LLC Calvert City, Kentucky
is the largest facility in the ISP
(International Specialty Products)

family. For the past 50 years Calvert City employees have been on the cutting edge of innovation. When production began in 1956, the plant was the first in the western hemisphere to manufacture high-pressure acetylene chemicals on a commercial scale. Since then, ISP's employees have evolved with the times to meet ever-changing customer needs.

That change is characterized by three words: Progress, Improvement and Safety.

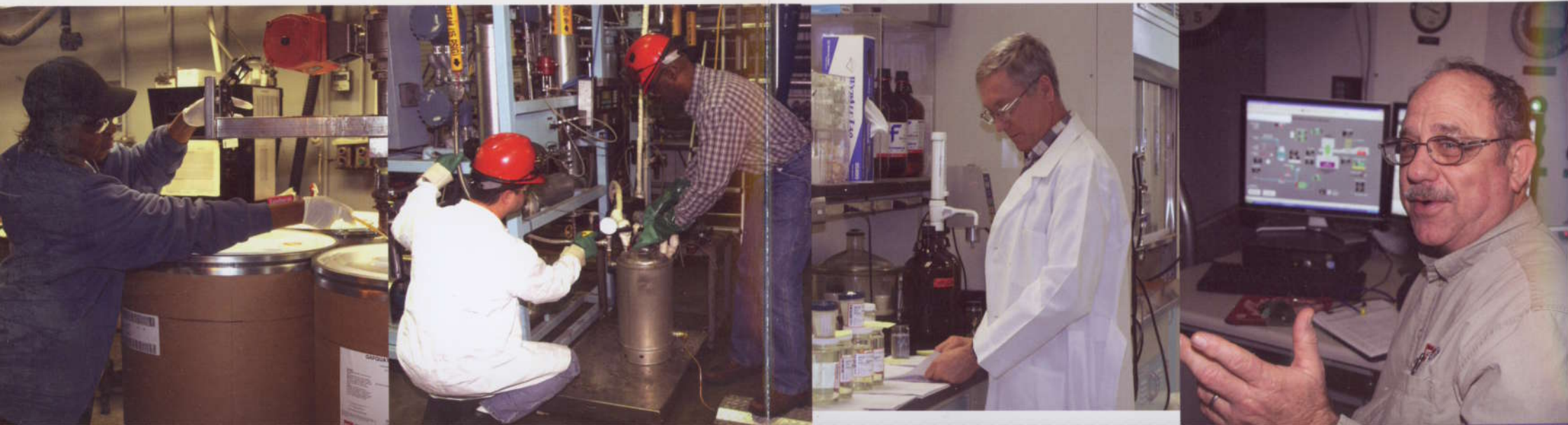
The culture of forward progress can be seen in every aspect of the business whether it is in regard to the variety of products produced or the evolution in labor-management relations. Originally GAF (General Aniline Film), ISP has 67 locations worldwide serving more than 6,000 customers

in some 90 countries. Today ISP Calvert City is an ISO 9001:2000 registered and RC14001 certified facility, in the highly competitive specialty chemical market. The facility produces one active pharmaceutical product, PVP-Iodine, as well as a variety of excipients (inert materials used as binders, disintegrants, and stabilizing agents for the pharmaceutical industry) as well as performance-enhancing products for the beauty and personal care industry.

Relationships among the more than 500 members of the Calvert City family also reflect a commitment to the three principles of Progress, Improvement and Safety. What was once an adversarial labor-management relationship has matured into an open and productive partnership. In 2002 ISP Calvert City won the University of Louisville award honoring cooperative labor-management relationships. Also in 2002 the Calvert City facility won Industry Weeks' 10 Best Plants Award. The International Association of

Machinists and Aerospace Workers High Performance Work Organization Partnership with IAMAW Local 1720 is the centerpiece of the relationship that has enabled the facility to meet the challenges of the global marketplace. These gains are linked in large part to a major commitment in the education and training of its workforce (50 hours per employee in 2007). Calvert City's employee training goes beyond a high level of job proficiency to include statistical process control for each employee, and the employment of Six-Sigma and Lean techniques for manufacturing process control throughout the plant. These factors add up to record-setting levels of quality, production, and environmental improvements as well as safety performance that are well above industry standards.

The open communication between visionary leadership and a dedicated, valued workforce has enabled ISP Calvert City to become truly "World Class".





GMPT

General Motors
Powertrain,
Defiance, Ohio

With their distinctive red, white and blue hard hats and unique showmanship developed over many years as exhibitors at the AFL-CIO Union-Industries Show, representatives of the Defiance, Ohio General Motors Powertrain plant have thousands of friends across the nation. The veteran craft workers who enthrall visitors as they explain the methods used to cast engine blocks, cylinder heads, and crankshafts are representative of the 1,800 employees that make up the Defiance team.

The GM factory at Defiance is actually a complex of two plants—encompassing nearly two million square feet. The team supplies GM factories in Tonawanda (NY), Toledo, (OH), Flint, Warren, Willow Run, Romulus, and Livonia (MI), Mishawaka, (IN), Spring Hill (TN), Siliao, (Mexico) and St. Catharines and Windsor (Canada). “Our reputation

for getting along and getting the job done has made our American jobs secure,” UAW Local 211 President Dwight Chatham notes, with a hint of pride.

Pride in their teamwork comes through in the quality of the products and the productivity of the processes at Defiance. Five years ago, Local 211 and GM made some significant changes in the structure of the operation, introducing a team concept as a tool to attract new business. The process of adapting the team concept proved to be a bridge that brought together young workers and those near retirement and changed the relationship with management. The team concept encouraged input from workers to set goals and established management as a resource assisting in achieving those goals, say Chatham and Local 211 Shop Chairman Grant Muncy.

As the relationship has matured General Motors has increasingly looked to the Defiance Plant as a fertile ground for its modernizing plans. Three years ago, GM established

a multi-million dollar Malleable Iron facility at Defiance and insourced the Duramax Diesel block previously supplied from Germany—evidence of the corporation’s confidence in the Defiance workforce.

The mutual commitment between Local 211 and GM was affirmed in 2007 when—as a result of local bargaining—GM made a significant investment to further modernize operations at Defiance and to upgrade the plant with the addition of new precision sand technology to manufacture aluminum blocks. Both moves are certain to insure the plant’s future. In return, the workforce agreed to modify work rules to enhance the unit’s competitiveness.

The entire Defiance team takes equal measures of pride and a sense of accomplishment in what we have achieved through joint bargaining and partnership – we are sustaining and creating good jobs by competitively producing components for the best automobiles in the world.

Previous Labor-Management Award Winners

Year	Nominee	Nominated by
2007	Kelly Press, Inc. Team Industries, Inc.	American Postal Workers Union United Association of Journeymen & Apprentices of the Plumbing & Pipe Fitting Industry of the United States and Canada
2006	GESD Capital Partners Kaiser Permanente	International Association of Machinists and Aero Space Workers American Federation of Teachers; American Federation of State, County, Municipal Employees; Office and Professional Employees International Union
2005	General Motors Powertrain Flint Engine South Georgia-Pacific Corporation	United Automobile, Aerospace & Agricultural Implement Workers PACE International Union (now part of the United Steelworkers)
2004	South Side Roofing Co., Inc. Rockwell Collins	United Union of Roofers, Waterproofers and Allied Workers International Brotherhood of Electrical Workers
2003	Cingular Wireless Greyhound Lines Inc.	Communications Workers of America Amalgamated Transit Union
2002	George Lucas Cutco Cutlery	International Alliance of Theatrical Stage Employes, Moving Picture Technicians, Artists & Allied Crafts of the United States and Canada United Steelworkers
2001	Fenton Art Glass Company Amtrak West	Sheetmetal Workers International Association Brotherhood of Railroad Signalmen
2000	A. Zahner Company Bear Creek Production Co.	Sheetmetal Workers International Association United Farm Workers of America
1999	American Electric Power	United Steelworkers
1997	Outokumpu American Brass	United Steelworkers
1996	DeLancey Printing Co.	Graphic Communications International Union (now part of the International Brotherhood of Teamsters)
1995	Sahara Hotel Shubert Organization	Hotel Employees & Restaurant Employees International Union International Alliance of Theatrical Stage Employes, Moving Picture Technicians, Artists & Allied Crafts of the United States & Canada

Winners

2008 AFL-CIO Union-Industries Show Labor-Management Award Recipients

ISP Chemical LLC Calvert City, Kentucky

**Nominated by: International Association of Machinists
and Aerospace Workers, AFL-CIO**

General Motors Powertrain, Defiance, Ohio

**Nominated by: United Automobile, Aerospace,
Agricultural Implement Workers of America**

Certificates of Appreciation

"In honor of the employers and workers nominated for the 2008 Labor-Management Award for their firm dedication to the principles of progressive labor-management relations and their commitment to the dignity of work and workers."

K&R Industries, Inc.

Nominated by: United Mine Workers of America, AFL-CIO

Schreiber Corporation of Detroit, MI

**Nominated by: United Union of Roofers, Waterproofers and
Allied Workers, AFL-CIO**

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Sean O’Ryan, Sr. Administrative Assistant—United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada

Joseph J. Nigro, General Secretary-Treasurer—Sheet Metal Workers International Association



Union Label & Service Trades Department, AFL-CIO

815 16th Street, N.W., Washington, DC 20006-4186

Phone: 202-508-3700 • Fax: 202-508-3701

www.unionlabel.org • e-mail: ulstd@unionlabel.org

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