

SEQUENCE OF EVENTS

<u>DATE</u>	<u>REF. #</u>	
11/8	1	Memo from H. B. concerning plant closings between holidays.
11/16	2	IUE Contracted by employees. Memo from H. B. concerning freeze and Phase II controls.
11/17	3-5	Various union notices (not dated) including union sign-off card.
11/26	6	Notice from H. B. to supervisors and department heads concerning profit sharing with backup of Board of Directors meeting.
11/30	7	Union handout - higher wages, group insurance, welfare and job security.
12/1	8	Memo from H. B. H. Robinson to take over business development and L. Emmerich to head program management, purchasing and Q. C.
12/3	9	4 laid off - 2 resigned. Letter from H. B. concerning backlog and future plans. Also included railroad progress institute brochure.
12/20	10	Notice from NLRB that conference would be held Jan. 10.
12/22	11	Notice from H. B. concerning petition.
1/6	12	Handout from union concerning hearing.
1/7	--	11 laid off - 1 resigned. Company distributed questionnaire from Greenagle.
1/10	13	Bulletin from H. B. concerning the bargaining unit.
1/12	14	Handout from union concerning formal hearing to be held on 1/21. Also stated grievances.
1/14	15	Unsigned company memo telling why a designation card should not be signed.

SEQUENCE OF EVENTS (Cont'd)

<u>DATE</u>	<u>REF. #</u>	
1/17	16	4 laid off - part timers. Received notice of hearing from NLRB scheduled for 1/21, post marked 1/17.
1/19	17	Handout from union urging a yes vote and why. Issued results of survey.
1/20	18	Speech by H. B. to all employees.
1/21	--	Formal conference held at NLRB.
1/22	19	Notice signed by Baxter concerning the hearing.
1/25	20	Notice by H. B. concerning buying of Kartrak.
2/2	21	Handout by union with checklist of the issues the employees feel are important. Telegram from union to H. B. objecting that union is forced to distribute handouts outside building.
2/3	22	Memo by R. O. B. concerning wage and review policy as related to freeze.
2/8	23	Handout by union listing chronology of events.
2/11	24	11 laid off - 1 resigned. Letter to home signed by H. B. setting record straight.
2/15	25	Memo signed by R. O. B. discussing inclusion of categories into bargaining unit.
2/17	26	Handout by union inviting employees to examine profit sharing plan signed by Backsholl, Birkel, Grupinski and Parparo. Speech by M. Bernstien on what company was and was not permitted to say. Stressed everyone should vote.
2/18	27	Handout by union concerning layoff.