

POWER CORRUPTS: AGAIN AND AGAIN 2

Let's also keep in mind that Camille McMillan received her diagnosis of having Multiple Sclerosis in 1995! She nevertheless worked hard and she didn't ask for any special favors....Most certainly, she never received any either with THIS group of GM supervisors and managers. Shall we take a closer look at the true character of some of these individuals with which Camille was forced to work, and from whom else she was obligated to follow directions?



Highlight areas of text in the article as I read the quotes below.

Let's see...here's what the front page of the Detroit Free Press looked like on 8/23/01. It stated that that the Pontiac East Assembly plant had become the "source of numerous complaints of sexual and racial harassment" by means of "racial slurs, requests for sexual favors, and threatening phone calls". It tells how one of Camille McMillan's fellow electricians, a woman by the name of Sandra Moore, had been assaulted when her male coworkers dropped buckets of water from the plant ceiling after she complained of sexual propositions and other harassment".

The story continued on another page to quote one of the victims who said, "Sometimes it feels like this plant is run by white supremacists," said Lyons, a repairman who's worked at the plant since 1973. "But, it's really worse for the women. They complaint, and they're told 'shut up, this is a man's job.'"



DFP Torres insidepages 1

It goes on to state, "...welder Deborah Torres says coworkers made threatening phone calls to her while she was on the job because she dated a black colleague, Lunzie Lyons – who has also filed a complaint. It says, those allegations were turned over to the FBI's 'hate-crime' unit making it the second hate-crime complaint from the plant that the FBI had received in the previous year." Why? Here's an explanation that was not published in the Detroit Free Press article. Instead, it comes straight from page 2 of the procedural decision delivered by the International Executive Board case that was presented to the Public Review Board of the United Auto Workers' union.

Scroll bottom of page 1 and up to through the top of page two, freezing on the words at the end of the first paragraph. Under line those words in red.



DFP Torres insidepages2

Torres v594 UAW Revw Brd_Page_01 and 02

In short, Deborah Torres tells of how she was twice denied her request for an open job position that she was otherwise owed because of her seniority, and that the second time her supervisor, a man by the name of MIKE VAN DORAN denied her a move to that requested new job opening, he made clear that his decision was for very discriminatory reasons. It should be noted here that though Ms. Torres had properly reported these incidents to a General Motors' Labor Relations Representative,...later, when a civil rights investigation was being conducted....that Labor Relations representative appeared to be withholding the more relevant defamatory information that Torres otherwise insisted that she had conveyed to GM management. That refusal of management willingness to verify her claims to a company civil rights investigator essentially caused a question of Torres' credibility about her report of being targeted for racial comments on the factory floor. It appeared that this labor relations representative might have been contributing to a GM company "cover up" by undermining Torres' most significant claim about her supervisor's offensive statements toward her.

Scroll down through the third paragraph and highlight "Representative Kelly-Going later told the Local Civil Rights Chairperson, David Sanchez, that Torres did not mention any racial comments by Van Doran."

Now....getting back to that Detroit Free Press article....It says, "Previous problems and complaints at the plant within the last 12 months included: GM suspending a worker for one month after he confronted two black colleagues while wearing a lab coat fashioned into a Ku Klux Klan hood." Can you imagine union factory workers having so much time on their hands that they sit idly practicing their origami and napkin-folding art skills by using a General Motors' lab coat?



Highlight the words about the KKK activity in the last paragraph of the left column.

DFP Torres insidepages1

The article goes on to say that a 26-year old black woman by the name of Timika Keatheley sued GM alleging a hostile work environment and claiming that supervisors sought sexual favors..... She purportedly settled out of court with GM for around \$50,000 the month this article was written.....

Highlight the bottom of column 1 and the top of column 2 about Timika Keatheley settling for \$50,000.

It says the members of UAW Local 594....representing about 5000 workers at the plant....sued their local that previous September after they found out that their union leaders secretly paid \$230,000 to settle a lawsuit accusing

formal local president Donny G. Douglas of sexual harassment.....and that Deborah Torres and her coworkers had contacted the Oakland County-NAACP for help.

Get rid of the highlight on the previous section and scroll down the second bulleted paragraph of the middle column (unlighted) in mention of the 5000 workers and union leaders paying \$230,000.

We'll get to this local union president Donny Douglas and the Oakland County NAACP shortly. First, I want to provide a little bit more background on this particular newspaper article because many of the people mentioned here were involved in Camille McMillan's case. So too were many of the circumstances and working conditions similar to those experienced by Mrs. McMillan at near the very same time and location of these other complaints.



The Detroit Free Press quoted the director of the Center of Automotive Research, DAVID COLE, in Ann Arbor as saying, "It's no Sunday school down on the plant floor".....Boy, is that an understatement!.....Cole said, "The language down there is pretty inflammatory...pretty rude." He said he knows that the corporate management of the automakers is aware of the harassment, but they've got guys down there with 20 or 30 years in the plant who refuse to let ANYONE dictate their language and demeanor on the job.



DFP Torres insidepages3

One might get the impression that going into the New Millennium, the management of unions was still corrupt even despite that Jimmy Hoffa's been legally dead since 1982. Let me say that in reading Camille McMillan's book and having several follow-up discussions with her, there is no question in my mind that labor managers of the United Autoworkers union played a big role in the downfall of General Motors. It appears to me that GM company management attempted a number of things to deal with the corruption infecting their corporate umbrella. They clearly provided respectable wages and benefits; however when that was not enough they started taking their manufacturing business outside the country where labor costs were cheaper.



Jimmy Hoffa

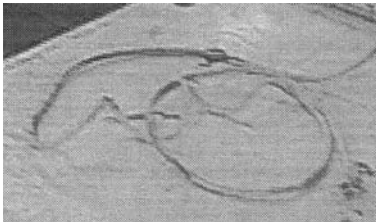
http://en.wikipedia.org/wiki/Jimmy_Hoffa

It appears that they also tried to localize all of their most problematic “middle-managers” to one location – this Pontiac Assembly Plant. Camille told me that... “Their being called ‘supervisors’ was a misnomer...She’d never seen so many managers in one place! She said those plant managers had no idea how to supervise.... I mean, how can management effectively manage old friends?... Camille, as well as numerous others formally brought forth evidence that the labor at that General Motors plant was completely dysfunctional and chaotic....nothing but a power play of corruption with people setting up their own personal little kingdoms of influence and “top-down” style of power and control over others...and with women and people of color being at the bottom of the ‘barrel’ .”

Remember that KKK incident mentioned in the article as happening in 2000? That was serious enough to warrant a criminal investigation by the FBI...yet local Oakland County Michigan prosecutors refused to do anything about it...reportedly because there was no “threat of physical harm, threat of damage to property, or actual harm or damage they saw to have occurred...”

FBI pursuing KKK incident at GM plant with history of harassment.
Byline: Jeffrey McCracken
DETROIT, Federal prosecutors in Detroit will pursue racial-intimidation charges against a white General Motors Corp. plant worker who dressed in a Ku Klux Klan outfit and confronted two black coworkers at a Pontiac truck plant, the Free Press has learned.
Workers and officials at the plant say the FBI told them it has wrapped up an investigation of the May 2000 incident. They said the FBI has also told the black workers and other witnesses that they will appear before a federal grand jury in early September.
Oakland County prosecutors, despite a recommendation from the Pontiac, Mich., police department to file charges against the man, declined to do so. County prosecutors say Michigan's ethnic-intimidation laws are more stringent than federal laws, and require the threat of physical harm, the threat of damage to property, or actual harm or damage....
Read the full article for free courtesy of your local library.

Yet remember that Camille McMillan had her own professional toolbox hidden from her and shoved around carelessly; and the locks on it were glued by someone, causing actual damage to her private property. No threat? How about this?



To: Mike I Smith/US/GM/GMC/GM
cc: Michael Southwell/US/GM/GMC/GM
Subject: Conditioning Line Incident

On Wednesday, May 8, 2002 at approximately 9:10am, I was walking south along conditioning Line #1 and noticed an extension cord tied in the shape of a "noose" above the ventilation duct on the west side of Conditioning Line #2 at approximately E-42. Upon seeing the cord wrapped in that fashion, I looked around to see if anyone was observing me standing near the cord. I saw no one in the immediate vicinity. The cord was suspended from the overhead steel and wrapped around conduit and plugged into a receptacle. I could not dislodge the cord from the receptacle and did not want to draw too much attention to myself. I then untied the noose and set the cord [untied] back upon the top of the ventilation duct. At that point I radioed Final Superintendent Mike Smith and let him know what I found and where I found it. Mike then contacted Personnel and I joined Mike in his office when Personnel Staff came to his location.

Any questions, please contact me at 2451.

SAS

MikeSmith noosediscovery

Here is written testimony from that time, provided by one of Camille’s supervisory co-workers, Scott Sergeant, stating that he found the pictured extension cord tied in the shape of a noose above the ventilation duct in the area where Camille worked. He said that when he came across it, it was suspended from overhead. See the initials here at the bottom of this memo, the SAS. That stands for Scott Sergeant,

and Camille confirmed that he had that phone extension number at that time...2451. Mr. Sergeant also stated that upon seeing the cord he looked around and, seeing no one and not wanting to draw suspicion that he himself had done the dirty deed, he simply untied the cord and set it back on top of the ventilation duct before writing his letter to GM Superintendent Mike Smith.

Yet in review of the “facts” about this case wouldn’t you think that Judge Melanie Paige would have gotten this right? Of course not. Right here on page 12 of her judgment order in favor of General Motors, Judge Melanie Paige stated that it was Camille, not Michael Southwell, who described the incident in a letter, which Judge Paige falsely claimed that Camille had written to Mike Smith. Judge Paige then went further in constructing this “fraudulent official document” by adding yet another false statement that it was Camille who had untied the noose and reported it rather than Scott Sergeant.



Plaintiff wrote a letter to Mike Smith indicating that on May 8, 2002, she was walking when she noticed an extension cord tied in the shape of a “noose” above the ventilation duct on the west side of Conditioning Line #2. Plaintiff untied the noose and reported it to Mr. Smith.

Camille WC judgment_Page_12

Camille WC judgment_Page_12a

ANGLE ON HOST:

Judicial incompetence? How about a deliberate undermining of the strength of Camille’s case? Is this another example of “prejudicial treatment” by another Anglo simply abusing her position of authority, par for the course of what Camille had long been complaining about? Does it matter which it is? Seems to me that what really matters is that this Magistrate Melody Paige constructed a “fraudulent official document” to be maintained as such indefinitely into the future as representing the “truth” of what had occurred.....a document upon which General Motors’ attorneys may later rely upon and reference in the event that Camille and her attorney seek a higher level of judicial “appeal”.

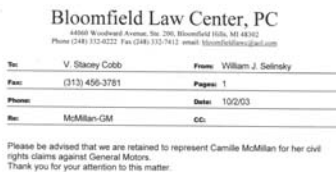
Do you think that the next level of judicial authority is going to dig back and look at the evidence that Judge Paige was supposed to have carefully reviewed and considered? Hell no! The next level of judicial review will only determine whether Judge Paige’s ruling made any sense relative to the courtroom procedures Judge Paige was EXPECTED to have exercised. As far as the higher court’s review is concerned, as long as Judge Paige referenced the letter, it would not matter that Judge Paige could be proven wrong in her simple-minded wrongful interpretation of what was written. I mean, judges are human and everyone makes “mistakes”. (SMILE/ Grow stupid look) That doesn’t mean the higher court should reverse the magistrate’s entire decision, just because of one little error such as that. (STUPID LOOK)

ANGLE ON NEWSPAPER:

In 2002, USA Today called the nation’s attention to a 7.4 billion dollar race discrimination lawsuit underscoring multiple incidents of “hangman’s nooses” being hung either over or near the workstations of black employees at the Truck Assembly Plant and its nearby engineering and development center in Pontiac, Michigan. The article added that GM had admittedly settled another similar case that had occurred just the previous year in 2001 at another manufacturing plant in Linden, New Jersey. The spokesperson for the discrimination victims, which then included Camille McMillan as one of 15 plaintiffs, was an attorney by the name of WILLIAM SELINSKY.



class action announcUSA Today



Selinsky BLC

At the time of this lawsuit, the Bloomfield Law Center was being run by a Michigan attorney by the name of H. WALLACE PARKER, who was touted by the Daily Oakland Press in 2000 as the “chief counsel for the North Oakland Branch of the NAACP”. Again, this was about the time the KKK incident was first exposed to the public.



NAACP looks2UAW OakPress



Oakland Press logo



There are some interesting facts about H. Wallace Parker significantly-related to Camille McMillan’s case that are quite worth this brief sidebar in her story. You see, though in 2000 Mr. Parker was apparently asking UAW President STEPHEN YOKICH to work with the NAACP’s “ad-hoc committee” to come up with appropriate disciplinary action against the Pontiac East employee accused of the KKK incident, it is clear that the union, as corrupt as it was, believed that General Motors’ labor relations’ 30-day suspension was too lenient and that the racist offender should have had his job terminated. Yokich’s role was to do what he could as the union president to keep the alleged offender employed.



Yokich Stephen



H. Wallace Parker

http://www.mlive.com/businessreview/oakland/index.ssf/2008/07/pontiac_approves_silverdome_sa.html



H. Wallace Parker article

I've done a little research on this Mr. H. Wallace Parker and found that in 2008 Mr. Parker was offering the Pontiac city council \$20 million dollars for the purchase of the Pontiac Silverdome. The article, written in the Oakland Business Review, states that Parker intended to add money from his own pocket to meet the cost of an expected additional \$175 million dollars in updates and improvements on the building to make it something of a mega-gambling center.

One might be asking the question of how an attorney working for the NAACP could get his hands on so much money. All I know is that Camille McMillan stated that shortly after attorney William Selinsky publicly spotlighted Parker's law firm as heading up this \$7.4 billion dollar lawsuit, Parker "passed the baton" of this case on to another Michigan attorney RICHARD T. TAYLOR.



Focus on Parker and Taylor's names and the name of the Court, not the name of the proceeding lower in the page.

Mediation Summary 1

It's also interesting that despite all that publicity and success, Parker would subsequently change the name of his law firm from the Bloomfield Law Center....to Parker, Roberts, and McGruder.



Bloomfield Law Center



Bloomfield Parker MSB

You see, I have a deep-seated belief that attorneys and corporate managers have a reason for always changing things...That reason?.....To keep one or more steps ahead of anyone trying to figure out what in the hell they're actually doing! Here, it's clear that Parker has operated both businesses at the very same address. Nowadays, when we see companies changing their names they're usually involved in corporate mergers, bankruptcies, or Ponzi schemes. When they are small companies with few principals running the company, the business name changes are more likely to be caused by either of the latter two of these.

To make a long story short for now, it should suffice to state that in a series of questionable...what actually appears to be MANEUVERS rather than happenstance events...this class action case of Parker's law firm – whatever its name was – went up in front of Oakland County Judge John J. McDonald..... and in “divide and conquer” fashion....that class action was systematically taken apart and dismissed...and with this so-called “honorable” Judge McDonald determining – incredulously – that...as told to Camille McMillan by her attorney H. Wallace Parker....there were not enough similarities between any of the class action cases. McDonald added that, “There were no genuine issues of material fact that had been presented to prove negligent supervision and an intentional infliction of emotional distress” by General Motors employees against Camille or the other litigants of that class action case.



McDonald



McDonald dismiss1



McDonald dismiss2

McDonald later stated that Camille McMillan's individual case presented NONE of the four elements necessary to substantiate a trial by jury. Despite what you see here, and what you are ABOUT to see here, Oakland County judge McDonald somehow arrived at the conclusion that in Mrs. McMillan's case – the written grievances, threatening photos and grievance reports of “roadkill”, nooses, and such – even as supported by the Detroit Free Press articles giving rise to public knowledge, let alone the judge's own knowledge that there were FOURTEEN other GM employees establishing complaints on the very same patterns of discriminatory conduct....Judge John J. McDonald still issued a decision formally stating that all of this did NOT somehow demonstrate “extreme or outrageous conduct”.

Nor did Judge McDonald believe that any of this even demonstrated the INTENT to cause emotional distress. Instead, he concluded “no recklessness” was involved...and that the offenses never even rose to the level of insults or indignities. He wrote on page two of his dismissal order that, “the recitation of the facts of this case – in other words, telling someone...anyone...what actually happened....would in NO WAY ‘arouse resentment’ or hostility against these‘actors’... as he called these GM factory coworkers and managers,... who I otherwise personally see as nothing less than racist criminals committing hate crimes.



McDonald dismiss2



McDonald dismiss3

To add insult to the injury, Judge McDonald claimed that the facts presented by attorney Richard Taylor on behalf of H. Wallace Parker....who was SUPPOSED to be overseeing this case....did not measure up to the following criteria “by a preponderance of evidence”:

First, that Camille McMillan actually belonged to a “protected” group of individuals covered by the Civil Rights Act of 1964. Here’s a picture of Camille and her beautiful daughter...you be the judge.



Camille and daughter

Second, that Camille McMillan was subjected to communication or conduct on the basis of her protected status....Well,... let’s see what “communication” and conduct Camille had been subjected to even to this point in the story.....messing with her toolbox, gluing her locks, nooses....and thus far in this documentary, we have only covered SOME of the offenses occurring on the factory floor level of General Motors.

I just question what it was that caused H. Wallace Parker to have what appeared to be a slam dunk class action case divided up into 15 individual cases;... and then for him to simply step aside and dish out all those individual cases to a single attorney, this Richard T. Taylor guy, who subsequently LOST every one those cases...unless one wishes to somehow classify....as “winning”....Taylor having settling about 9 of those 15 cases with GM for only \$4500 each...and while having four more cases drop off because they couldn’t afford the attorney fees and two others sanctioned over \$3000 each by Judge McDonald because they refused to accept GM’s settlement offer.



case eval hearing1



case eval hearing2

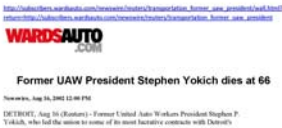
Scroll down first page and second page until you get to item #3 and highlight that sentence.

I also question what happened with UAW president Stephen Yokich after Parker had gone public with his request on behalf of the NAACP that the UAW should “join efforts” to get to the bottom line in

the KKK racial harassment incident. Let's see... Oh, he died suddenly... just two short years after the Oakland Press printed their story about this KKK incident. The reported cause of death was a "stroke"..... He was only 66 years of age.



Yokich dies2_page1 is found in Camille WC judgment folder not images folder



NAACP looks2UAW OakPress

Yokich dies

Yokich dies2_Page_1

At any rate, Camille's fear for her safety on the job was enhanced in many other ways and on many other occasions too. Take for instance a time in January 2000 when Camille arrived to work to find a picture had been posted publicly in the work area with a caption of "Road Kill". The picture, depicted as a dead rodent on a road with a street-divide stripe painted over it, also had Camille's name written on it. Ms. McMillan stated that she had made "countless pleas" for General Motors management to take action on this coworker behavior but that those pleas essentially were ignored until after the NAACP and the media got involved in this KKK incident that subsequently happened around that same time.

Sound bite disappears – need to fix



Req4help 2many2

There were two other incidents that Camille experienced. Both occurred around the time of the "Road Kill" incident, and again, Camille's supervisors and managers were aware of these occurrences but did nothing. The first was when Camille came back to her work area and opened an unlocked personal cabinet where she kept some of her belongings...to find that someone had left a WRIF Detroit radio station bumper sticker in there for her. The bumper sticker spelled out the word "Bitch" but with three "I"'s.....She got the hint....and when she reported the incident to her supervisors, they only laughed.



The second occurred was while Camille was doing electrical work on an assembly line and she walked back to a picnic table where she regularly sat while monitoring a particular line of machines. On the table was a picture of a large black female in an unattractive outfit with her hands on her hips and her mouth open. The caption says: I don't give a shit. I don't take any shit. I'm not in the shit business."... Camille's supervisors all also saw it but again, nobody assisted her in making an issue of it.

General Motors management knew that Camille's coworkers, supervisors and managers were the very ones perpetuating these types of incidents. Camille later told GM labor relations representatives and a Texas firm GM had hired to "investigate" factory employee claims of sexual harassment and racial discrimination after the KKK incident brought notoriety to what was going on at that Pontiac plant. Camille told the NAACP, the EEOC, and the Oakland County Circuit Court Judge John J. McDonald through her Bloomfield Law Center attorneys H. Wallace Parker and Richard Taylor. As shown, she was still bringing it up years later to the Workman's Comp magistrate Melody Paige...but still it seemed not to matter all that much.



Dissolve page 1 into page 11. Page 1 is only to establish where this document comes from.



Camille WC judgment_Page_01

Camille WC judgment_Page_11

You know, for the past nearly three decades that I have been teaching women and children about rape avoidance, about stranger-danger, self-defense, and such...I have always informed them that they should do all that they can to stay out of trouble...but that if they are ever victimized...they need to let someone know about it...People who attack women in the dark tell their victim not to scream...but I say kick and scream even that much louder for help. Go ahead and draw attention to yourself, and to the perpetrator. Child molesters tell their victims not to tell anyone what is going on. Often they use threats against kids to keep them quiet. But I tell them that if they are victimized, or if they know of anyone else who has been victimized, that they should step up and tell someone of authority.

We as parents and teachers also tell this to our children...they should always go to a trusted adult for help. In teaching kids, I inform them that if they get no help from the first person they tell, that they should go to another...and another...until they get the help they need. Again, women need to point and scream from highest mountaintop if she wants to keep her attacker from doing it to someone else. Yet, here is a situation where...in the workplace...that doesn't seem to work and Camille...and many others like Camille never got a resolve of these issues. Truly, it's like these people were getting victimized over and over again by the "system" they were trying to use to get justice. Where exactly is the problem here?

So WAS this a case of General Motors management being literally "out-of-control"? The answer is "yes" and "no"...It says here in the August 2001 Detroit Free Press article that Deborah Torres had properly filed complaints with her local, but that she was told by her UAW representatives not to complain....because they don't want to upset the General Motors corporate management." This would indicate that GM management – at least corporate management – had some power to institute checks and balances on the

corruption of the union employees and GM's middle management. The question is, "What did corporate management do with that power?"



DFP Torres insidepages4

Let's take a look at another publication the Detroit Free Press printed earlier – on 9/11/2001 – in response to this earlier article. This one sets up an interesting contrastbetween what was being reported to the media by insiders.....people working for the Pontiac Assembly Plant OTHER than the GM employees involved in the civil rights litigation...and in comparison to what the GM assembly plant management in Pontiac were saying when responding directly to the media reports of sexual harassment and discrimination as printed in the previous article.



Highlight sections being discussed in next couple of paragraphs.

TakeClosrLook art

The section starting at the bottom of the middle column appears to have been written by MARCUS HAMILTON, a worker in that Pontiac plant. He states, "Without commenting on the veracity of charges, I can attest to the fact that there is a litany of problems at this plant. The recently publicized troubles at this location are merely the symptoms of an entire workforce seems to go unnoticed by top-ranked management....More recently, workers have had to file about 2000 grievances because local management refuses to live up to their word. This workforce has a considerable number of legitimate complaints...Local management on a daily basis is violating signed agreements between the company and the union. PLANT LEVEL MANAGER OFTEN SWEEP THESE AND OTHER ISSUES UNDER THE RUG WITH IMPUNITY."

This factory worker goes on to say that, "The company's spokesman attempts to convince the public that there is nothing unique about the problems we face at this plant. A simple conversation with many employees who transferred here from other GM plants - LIKE CAMILLE McMILLAN – tell a very different story. In fact, as an employee here for nearly 17 years...I can tell you that in many ways things here have gone from bad to worse. Morale is almost at an all-time low. Many more senior employees lament that they are eagerly looking forward to their retirement to escape the tyranny of this local management....Problems at this location will likely resurface and expand until the upper echelon of GM management takes a realistic and sincere look at management practices at this location."

I shall not weary you with the details of the first column written by RIC MONKEBA, the spokesperson and MANAGER for GM at that Pontiac Assembly Plant. I will only state that his words are full of nothing but empty rhetoric...statements like..."The company found no harassment but will stay vigilant";... "Employees have unfounded allegations... merely personal opinion, not based in fact";... Harassment, discrimination, and cultural insensitivity are national if not global issues that are brought into the workplace from the outside....they are social ills that unfortunately spill over into the workplace despite GM's many efforts;... "With the help of the UAW, we are improving the environment within our plant"... "The issues of the people cited in the previous article are of the utmost concern..."... etcetera.... You get the point. Now let's look at what was going on about that time, and what was really done by GM corporate management since these statements were made by their Pontiac assembly plant manager.



TakeClosrLook art

Provide highlight or red underline to each area of this article. It might also be good to have crawling text across the screen for these statements of company management.

What I find particularly interesting about this Detroit Free Press Article, is the comment about the "Standards of union practice" starting at the lower right hand corner in the third column. It characterizes the union as still entrenched in the "good ol' boy" system in which a female union member had "withstood character assaults and enforced isolation from leadership issues" even AFTER being raised to the position of vice president of that local union. It also says, "Our former union president's behavior cost our local over a million dollars in legal fees, yet our current leadership continues to honor him with a yearly golf invitation in his name....It will always be hard to hold management accountable....for practices the union can't....OR REFUSES....to recognize."

Shall we venture to guess who that union president might have been? We've read a couple of comments thus far about this union leader – Donny G. Douglas – first, being accused of sexual harassment, and second, that the local union leaders were sued because they secretly paid out \$230,000 of other people's money to settle that lawsuit and keep him as their golfing buddy.



Douglas cu

Animate these headshots crossing each other across the screen and dissolving into the photo of them posing together.



Roberts cu

Here's Douglas....and right next to him is Tony Roberts, the wrestling champion who allegedly was bullying Camille around the factory floor and sending others her way to hassle her too. And who says trouble doesn't come in pairs?



Douglas and Roberts

Camille McMillan
14530 Ballouz
Oak Park, MI 48227

January 18, 2002

Mr. Don Douglas
UAW International Rep.
8000 East Jefferson
Detroit, MI 48214

Dear Brother Douglas,

Thank you for your response to my letter. I am elated the matter has been resolved. I express concern that the latter portion of my letter seems to have offended you. Understand this is your domain and I am merely transcribed here, but you have no idea who I voted for. Quite frankly, this is the worst location that I have been employed. The problems at this site are numerous and disturbing. Since you have spoken with Danny Kell and Bill King, then you should be well aware of my history here. Do you condone discriminatory practices? Can you expound on the representation that I received during my injuries? I told the truth. Please don't victimize me with word play and power. Management already did that. I certainly do not possess the influence that you have, but I am a loyal Dues paying member.

I have not had problems with my union until I arrived at this site. I have always been a faithful supporter of my UAW. While many members have aired their grievances in the Media, I have not. Would you prefer that I do?? I told the truth. Don't try to turn it around on me. The UAW I had from strives to ensure fairness for all of its members. An injury to one is an injury to all. I should be able to turn to my union for support. Out of RESPECT for my union, not condemnation, I addressed my concerns to you. I apologize if I've offended you. Your response to my previous letter will most certainly have an impact on any future decisions that I may make.

In Solidarity

Camille McMillan

Cc: Richard Shoemaker Vice President
UAW
Ron Gettelinger Vice President
UAW

Douglas letfromCamille

Here's a letter written from Camille McMillan to Don Douglas when she actually believed enough that Douglas was representing her labor interests enough for her to call him her "Brother". Though she starts her letter gratuitously, her tone quickly changes to one of displeasure in Douglas' apparent handling of one of Camille's previous grievances. She states, this is "Quite frankly, the worst location that she has ever been employed"; and that the problems at this plant are numerous and disturbing.....She asks Douglas... "Do you condone discriminatory practices?"...and she requests to be properly informed about what type of "representation" she was actually getting from her union... insinuating that Douglas himself may have been less than sincere in providing her the best "bang" for her union dues "buck". Boy was she right....

Here's another article published by the Detroit Free Press three years later in February 2005. The article indicates that Douglas was not just facing allegations of "sexual harassment" in 2002, but was also indicted along with UAW chairman JAY CAMPBELL and another UAW official WILLIAM COFFEY for extortion, mail fraud and conspiracy to violate U.S. labor laws. It appears that a Michigan federal judge, NANCY G. EDMONDS was bought out...I mean she tossed out... the charges against these officials... under claim that regardless of the ethical wrongdoing that might have occurred, "the union members in Pontiac didn't lose out on anything of value" when Douglas and the others negotiated jobs for one union official's son and another union official's friend while misleading over 5000 laborers in a prolonged union strike – which cost those strikers between \$10,000 and \$20,000 in lost wages,... and while these union officials were extorting even more money from the General Motors Corporation, given the costs of that three to four month strike.

While the article tells of how one UAW worker of 20 years said he'd be interested in knowing what happened behind closed doors between the union and GM in coming to that strike settlement, I'm more interested in what went on behind the closed doors of that U.S. District Judge Edmonds' chambers;... and what exactly SHE received in payoffs... I mean arguments...for have her decide to drop all charges and to deliver such a “miscarriage of justice” that it brought an additional delay of another three years to a civil suit that had also been brought on about this time by these defrauded factory workers.



highlighted sentences in yellow

The judge said the government was not weak in its case against the two officials. He said the acquittal was a miscarriage of justice.

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DFP DonnyDouglas

DFP DonnyDouglas2

Again, as shown by Camille McMillan’s letter to Douglas, she was NOT the type of person to be publicly screaming “fire” or discrimination when there was no call for it. Nor was she the type to quickly run to the media in attempt to defame, humiliate and provoke public anger upon her employer. All she ever wanted was simply for the harassment and unfair treatment to stop so that she could truly enjoy the job at which she had worked so hard to be good. It was the hierarchy or union and company management that allowed this situation to fester and snowball way out of control.



Highlight sentences
5-9 of the final
paragraph.

Then fade screen to
black

Douglas letfromCamille

- FACTORY WORKER who filed several discrimination and harassment grievances;
- UAW investigated and found “no cause” for the complaints;
- GM civil rights advocate found only one valid complaint but dismissed it;
- GM hired outside firm to investigate and they too found “no cause”;

- Class action suit dismissed in a Michigan court for “failure to state a claim”;
- Failed to file an appeal;
- Placed by employer on a permanent leave of disability;
- Tried suing GM again through their self-insured workman’s compensation insurance division;
- Workman’s comp case was dismissed for “Failure to state a claim on which relief could be granted”;

What KIND of “representation” did Camille actually received from her union over the course of the several years she faced what amounted to a constant barrage of sexual harassment, gender bias, and racial discrimination while working under General Motor’s management? For that matter, what kind of treatment did Camille and other GM factory workers receive from General Motors corporate management, from outside investigators of local and federal civil rights agencies, from the Michigan attorney general, local politicians, the FBI, and Michigan judges? Perhaps it would help to substantiate what really happened with Camille’s allegations and requests for help by comparison with nearly identical allegations and pleas brought forth by Deborah Torres, the person referenced by the Detroit Free Press article in 2003.



Scroll last two paragraphs of this page during reading of first few sentences above. Then insert the shot of page one of Torres’ Public Review Board document.

DFP Torres insidepages4



Torres v594 UAW Revw Brd_Page_01

For the following few paragraphs, the camera will be strictly on me.

It’s important before we go any further to realize that at one time in the manufacturing industry history workers were provided with no administrative remedies by their factory management. Unions came into the picture with the task of bargaining for worker rights, not only for proper pay and benefits, but also for certain administrative guides and procedural remedies for worker evaluations, promotions, and the settling of grievances. Over time, state labor boards and commissions were set up to handle mediation and arbitration matters when contractual issues between labor and management were breached, and not until all of these administrative and procedural remedies were executed could individuals look to the state courts for an alternate remedy.

This type of structure served many purposes. One was to allow a resolve of grievance issues at the local level and with people most likely to actually be familiar with the issues and the conditions under which a grievance might be brought. Second, was to restrict the resolve between the parties to the parties themselves since workers depended upon union representatives who were “elected” and had access to adequate legal counsel, and factories were supported by either staff attorneys or individuals in management familiar with the practice of law and the art of negotiations.... Third, States wanted to keep employment and labor issues from overburdening the courts, and because the study of labor laws and contracts, licensing, health and safety regulations, worker’s compensation, etc, is such a broad but specialized field, state governments set up separate labor “commissions” and review “boards” to adjudicate allegations of unfair labor practices. Any case therefore that DOES make its way to a court – aside from a civil case brought in from the outside such as by a civil rights agency, or a criminal case such the one brought by the FBI against union president Donny Douglas and others – will therefore likely find itself faced with the question of what administrative remedies were first sought outside of court... and with a heavy reliance upon the results of the investigations done at all of the previous grievance levels.

The “system” – by design – makes sense;... however, what has occurred over time is a bastardizing of that system by lawyers and management experts, both on the side of employers and laborers, who like snakes and cockroaches, work in crevices and the shadows...the gray areas of contracts and laws...while looking for any the “loophole” that allows them to “eke” out that “little bit extra” for the company or the union’s management. Essentially, the issues of individual grievances evolved to become secondary to the power play between lawyers and big business management;...with the actual needs of the individual who is filing the grievance or making the complaint taking a back seat to the deceptive political strategies of attorneys and managers,... and the self-interests of both the workers’... and the companies’...so-called “representatives”.

Too often those political plays are already in operation before a grievance is even filed;... and sometimes – as in the case of what was going on at this Pontiac Assembly Plant – these political plays and personal self-interests generated the conditions that necessitated grievances be filed because...as one of Camille McMillan’s supervisors put it to her...”Shit slides downhill...and it’s all over those at the bottom”...those who in this case, were the skilled and unskilled women and laborers...of any racial makeup besides that of the European Anglo-American.

Therefore, it should be noted that the evidence being presented in this story was generated by the efforts of some, like Camille McMillan and Deborah Torres, to get out of this predicament using the only “system” that was available to them...which happened to be the very same system that was CAUSING the problem in the first place. It’s called CORRUPTION...and as the evidence itself suggests...it was not just localized in Pontiac for a short period in GM’s history...This systemic corruption is institutionalized and embedded right up through the Michigan courts themselves, with the Michigan judges at the very top of the so-called “hill” – the hierarchy – where the proverbial “real rubber” is supposed to “meet the road”... and where the TRUTH – in theory – is supposed to be UNCOVERED... rather than covered up even further with another layer of discrimination and injustice.



Focus on the title of the article and source (DFP) and then set document in background and use raised text to bring focus on the last sentence at the bottom of the page about "the present system..."

DFPart CashCompromiseJudges

For years, I was a proud employee of General Motors. I loved my work as a Journeyman Electrician . . . There were pictures posted about the plant, where I was depicted as "ROADKILL". KKK style nooses were hung in the plant. A General Foreman pressed his face close to mine and said, "I can't promise you you're going to live the next few minutes." . . . I next turned to the justice system for help. When my case went before a Circuit Court Judge [John J. McDonald], he swiftly and willfully granted summary disposition judgments in GM's favor. Undaunted, I began my own investigation. In doing so, I discovered that 108 pages of my deposition had disappeared. I uncovered a letter from a GM executive threatening a union official who planned on helping me. My lawyer lied to me about having filed an appeal.

Where is the justice when a court of law condones this as acceptable behavior in a civilized society?

Highlight sections referencing Judge McDonald granting summary disposition in GM's favor; and the bottom line of the graphic asking "Where's the justice...?"

Sumtestimony

For instance, let's take a look at the similarity of complaints between two GM Pontiac Assembly Plant coworkers Camille McMillan and Deborah Torres... There is more besides the fact that they joined with others in 2001 to participate in the GM class action lawsuit that was depicted by the new article of the Detroit Free Press.

It appears that while Ms. McMillan was assertive but non-confrontational, giving every benefit of her serious doubts to her union management,...she was yet still very concerned that she saw her union's management fighting for jobs for unqualified white males – i.e., the friends and relatives of the union managers – and while yet these union managers were also helping to harass, set barriers to employment, and corroborating with GM's management in "setting up" higher standards of advancement for fully qualified black females.



UAW nodiscrim policy_Page_1

Deborah Torres on the other hand, resorted to SUING her local union and the UAW before the UAW's International Review Board. This Ms. Torres did in protest of her local union's management failing to provide HER with a non-hostile work environment...and for the union having instead WITHDRAWN her grievance...which otherwise charged that GM and union management had failed to record overtime hours properly in her department....This, by the way was a complaint also reiterated by Camille McMillan on numerous occasions.