

COPY

Resp. 12a

Responses by White Nos. 12A+12B

DISCUSSION BETWEEN ART BABBITT AND HAL ADELQUIST

3-12-41

HAL: A few complaints regarding you personally have come to my attention. I want to refer to you again Walt's memo to please carry on union activities either at lunch time or after 5:30. It has come up that you have been going thru the unit, talking to the fellows...

ART: They'll have to prove that....

HAL: There's no intention to prove anything, Art....

ART: When I go to the coffee shop...if I talk to anybody, I do it there. People on both side are guilty. Dan MacManus can tell you that he took one and a half hours of my time last week. Yesterday Berny Wolf came in and spent almost an hour with me.

HAL: I'll want to call all those boys and remind them of Walt's memo. I'm not taking sides, only complaints have come to me that you personally have been going into the rooms and talking to the boys during working hours.

ART: Yes, I've done that. I don't deny it. But when I go into a room .....like Bill Tytla.....I see him every day....I never stay more than five minutes. Same with Les Clark....

HAL: You understand what I mean....

ART: Both Bodle and Yager in the Labor Board have cautioned me, so I have been extremely careful.

HAL: If boys do drop into your room during company time, I would appreciate your telling them to make it after business hours. We are in such a condition right now that the thing we need is production. We need it so badly that if we don't get it, there won't be any unions. The more time you take away from the men who should be contributing work is bad. We don't want to discontinue the coffee shop and those privileges, but if we don't get out the work we're going to have to. If it were someone else from the other union, I would tell him the same thing and ask him to be fair and honest about it.

ART: I have no excuse for myself, but I am more or less in a position where I am under scrutiny by everybody. Everyone who is not on my side is bound to criticize me.

HAL: If you fellows on your respective sides could only agree that the working time here at the studio should be consumed in working and any other discussions should be after hours. We do have the right to say that since we are paying a man for a particular type of work, we have the right to expect work for it.

DISNEY REVOLT BOARD  
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**ART:** I have tried to cooperate....I have talked to the union meetings about it....I have to prove by actions what my feelings are....it's just a question of time.

**HAL:** Well, on that I am very neutral. What I wanted to talk to you about was that I'd appreciate you fellows cooperating with Walt. That's the one thing he asked for....for the men to give him a fair deal. He doesn't care what happens off the lot.

**ART:** I'm inclined to believe he doesn't give a damn what happens off the lot.

(Mentioned his work on the Stork in Dumbo...taking more time because he was striving for quality.)

**HAL:** There have been complaints that you personally have solicited for unions during company hours and have been taking other people's time.

**ART:** That's true.

**HAL:** I just wanted to caution you about it. I'm only asking for your sense of fair play on the thing. If fellows do come in to your room to ask questions, tell them you are busy but would be happy to talk to them on your own time. I'd tell the same thing to the opposing interest.

~~NATIONAL LABOR RELATIONS BOARD  
 CASE NO. *XXI* / *C2104*  
 IN THE MATTER OF *Walt Disney*  
 DATE *10/13/42*  
 BY *E. Fisher*  
 WITNESS *Adelquist*  
 OFFICIAL REPORTER~~

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