

Pittsburgh Corning Corporation
P. O. Box 3057
Tyler, Texas 75705

AUGUST 29, 1966

Recd. OCAW Dist. 1
NOV 14 1966

MR. E. R. McADAMS, REPRESENTATIVE
OIL, CHEMICAL & ATOMIC WORKERS
INTERNATIONAL UNION
P. O. Box 38
IRVING, TEXAS 75060

DEAR MR. McADAMS:

IN THE MEETING OF THE UNION GROUP WITH MANAGEMENT AT THIS, THE TYLER PLANT ON JUNE 10, 1966, IN REGARD TO THE BLUE CROSS-BLUE SHIELD PLAN INSURANCE COVERAGE FOR EMPLOYEES, AND THE NECESSARY CHANGES RESULTING FROM THE INAUGURATION OF THE FEDERAL MEDICARE PLAN, THE COMPANY AGREED ON THE FOLLOWING PROCEDURE:

1. THE PRESENT PLAN WOULD REMAIN IN EFFECT FOR RETIREES UNDER 65 YEARS OF AGE.
2. UPON REACHING AGE 65, A RETIREE WITH MEDICARE B COVERAGE AT ITS PRESENT COST, WOULD BE FURNISHED SUPPLEMENTAL INSURANCE COVERAGE KNOWN AS BLUE CROSS-BLUE SHIELD "SENIOR TEXAN" POLICY. THE MONTHLY PREMIUM COST TO THE RETIRED EMPLOYEE WILL BE ADJUSTED, SO THAT THE \$3.00 PER MONTH MEDICARE B COST, TOGETHER WITH HIS CONTRIBUTION TO THE SUPPLEMENTAL BLUE CROSS-BLUE SHIELD PREMIUM WILL NOT BE IN EXCESS OF HIS CURRENT MONTHLY COST.
3. IN THE EVENT AN ELIGIBLE RETIREE FAILS OR REFUSES TO APPLY FOR MEDICARE PLAN B COVERAGE, THE COMPANY WILL NOT PROVIDE BLUE CROSS-BLUE SHIELD COVERAGE FOR SUCH PERSON.

PLEASE ACKNOWLEDGE RECEIPT OF THIS LETTER AT YOUR EARLY CONVENIENCE AND THAT IT CONFIRMS OUR UNDERSTANDING IN THE MATTER.

THANK YOU FOR YOUR COOPERATION.

YOURS VERY TRULY,

PITTSBURGH CORNING CORPORATION
TYLER, TEXAS
J. W. McMILLAN
WORKS MANAGER

J. W. McMILLAN
WORKS MANAGER

BB 0013143

JM:DM

CC: MR. C. L. KELLEY
MR. B. J. MILLER

PITTSBURGH PC CORNING

A G R E E M E N T

Between

PITTSBURGH CORNING CORPORATION
Plant No. 7
Owentown, Texas

and

OIL, CHEMICAL AND ATOMIC WORKERS
INTERNATIONAL UNION

Effective, November 15, 1971, the above named parties hereby agree as follows:

1. Plant shutdown - The Company is in agreement that the Tyler plant should be phased out in an orderly manner and that employees should be laid off in accordance with the seniority provisions of the collective bargaining agreement.
2. Plant start up - The Company agrees that in the event it should utilize the Tyler facilities for manufacturing purposes within the period of time that employees continue to have recall rights under the current labor agreement, that employees seniority will be recognized and the recall procedures of the contract will be followed.
3. Medical care - The Company's position is that work related injuries and illness are covered by the Workmen's Compensation statutes and the Company is unwilling to agree to accept any greater liability than is imposed by these laws.
4. Pro-rata vacation payments - Employees who are laid off or terminated, without just cause, will receive pro-rata vacation pay in the event that they fail to fulfill the 1,000 hour eligibility requirement for the year 1972. It is understood that an employee who voluntarily quits or is discharged for just cause will not be eligible for such payment.
5. Contract term - The current collective bargaining agreement shall be extended for six months to May 15, 1972, as set forth herein.
6. Severance Pay - Severance pay shall be calculated as follows:
One (1) week equals 40 multiplied by the employee's hourly wage rate.

Employees having the years of service set forth below shall receive the number of weeks of severance pay indicated: | BB 0013144 |

- (a) For each full year of continuous service, measured from the employee's last date of hire as determined in accordance with Article 9, "seniority", each employee shall be paid one week of severance pay for each year of Company service.

(d)

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It is understood that any employee who voluntarily quits or is discharged for just cause will not be eligible for such payment.

7. Pension Plan - The Pension Plan shall remain unchanged except that the Company agrees to reduce "normal" retirement age from 65 years of age to 62 years of age.
8. Blue Cross - Blue Shield - The employer contribution with respect to this benefit shall not continue beyond the last month that an employee is actively employed. As each employee ceases work that employee will be given an opportunity to exercise conversion privileges with respect to Blue-Cross Blue-Shield.
9. If, after the Tyler plant ceases operation, the Company should reactivate manufacturing activities at the plant during the term of this agreement, the contract shall be re-opened for the purpose of negotiating appropriate wage and fringe benefits for the balance of the term of this contract.

WITNESS the execution of this agreement by the duly authorized representatives of the Company and of the Union this 14th day of November, 1971:

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OIL, CHEMICAL AND ATOMIC WORKERS
INTERNATIONAL UNION

PITTSBURGH CORNING CORPORATION
Plant No. 7, Owentown, Texas

BY: J. B. Stokes
J. B. Stokes
International representative

BY: W. J. Farkos
W. J. Farkos, Director of
Personnel & Industrial Relations

OIL, CHEMICAL AND ATOMIC WORKERS
INTERNATIONAL UNION LOCAL 4-202
WORKMEN'S COMMITTEE

BY: Charles E. van Horne
Charles E. van Horne
Works Manager, Plant 7

BY: H. L. Yandle
H. L. Yandle
Workmen's Committee

BY: Edmund A. Unavely
Edmund A. Unavely
Works Accountant

BY: J. C. Fandle
J. C. Fandle

BY: Denman A. Warren
Denman A. Warren
Plant Supervisor

BY: R. F. Thomas
R. F. Thomas

BY: Scott F. Zimmerman
Scott F. Zimmerman
Counsel

BY: R. Barron
R. Barron

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