

PITTSBURGH CORNING CORPORATION
TYLER, TEXAS

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To: MR. J. W. McMILLAN

FROM: E. M. SNAVELY

SUBJECT: 1965 CONTRACT NEGOTIATION, TYLER

DATE: APRIL 5, 1965

FOLLOWING IS A SUMMARY OF THE CONTRACT SETTLEMENT MADE MARCH 31, 1965 WITH THE OIL,
CHEMICAL AND ATOMIC WORKERS INTERNATIONAL UNION:

1. THREE AND ONE-HALF YEAR CLOSED CONTRACT EXPIRING SEPTEMBER 30, 1968.
2. PRESENT ABSENTEE AND TARDINESS RULES INCLUDED IN THE CONTRACT AS EXHIBITS A AND B.
3. VERIFICATION OF THE PROCEDURES ESTABLISHED BY US FOR THE HANDLING OF LAY-OFFS AND CALL-BACKS BY CHANGES IN THE SENIORITY ARTICLE.
4. IMPROVEMENT OF THE GRIEVANCE AND ARBITRATION PROCEDURE BY PLACING TIME LIMITS ON THE UNION AND THROUGH THE ADDITION OF WORDING TO PRECLUDE THE FILING OF GRIEVANCES FOR EVENTS PRIOR TO APRIL 1, 1965.
5. SETTLEMENT OF ELEVEN WRITTEN GRIEVANCES RESULTING IN:
 - A. APPROVAL OF COMPANY ACTIONS IN THE LAY-OFF AND RECALL PROCEDURES.
 - B. LIBERALIZED UNDERSTANDINGS OF EXTENT OF WORK PERFORMED BY SUPERVISORS AND OTHER EXCLUDED EMPLOYEES.
 - C. REMOVAL OF A. B. TURNER (CLERK IN THE SHIPPING DEPARTMENT) FROM THE BARGAINING GROUP WITH FULL UNDERSTANDING HE IS TO CONTINUE PAST PRACTICE RELATING TO ACTUAL WAREHOUSING AND SHIPPING WORK.
6. REVISED VACATION PLAN, PROVIDING TWO WEEKS VACATION AFTER FIVE YEARS OF SERVICE AND THREE WEEKS AFTER TEN YEARS.
7. INCREASED SHIFT DIFFERENTIAL ON THE SECOND SHIFT FROM SIX CENTS TO SEVEN CENTS.
8. \$2,000 ADDITIONAL LIFE INSURANCE TO A MAXIMUM OF \$4,000 COVERAGE, REDUCED TO \$2,000 MAXIMUM ON RETIREMENT, LIMITED TO ACTIVE EMPLOYEES.
9. \$4,000 ACCIDENTAL DEATH AND DISMEMBERMENT INSURANCE, CANCELLED ON RETIREMENT, LIMITED TO ACTIVE EMPLOYEES.
10. NO INCREASES IN ACCIDENT AND SICKNESS INSURANCE COVERAGES NOR IN BLUE CROSS-BLUE SHIELD.
11. WAGE INCREASES OF SEVEN CENTS EACH YEAR, EFFECTIVE APRIL 1, 1965, APRIL 1, 1966 AND APRIL 1, 1967.

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PITTSBURGH CORNING CORPORATION
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PAGE 2

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12. CONTRACT TERMINATION DATE OF SEPTEMBER 30, 1968.

13. INEQUITY INCREASES OF SEVEN CENTS PER HOUR TO TWO EMPLOYEES.

THE COST OF THE VARIOUS ECONOMIC ITEMS ARE AS FOLLOWS:

COST PER HOUR

\$.0103	ADDITIONAL \$2,000 LIFE INSURANCE
.0012	\$4,000 ACCIDENTAL DEATH AND DISMEMBERMENT
.0021	1 CENT SHIFT DIFFERENTIAL
.0030	INEQUITY INCREASE
.0269	VACATION PLAN IMPROVEMENT
<u>.0790</u>	7 CENT WAGE INCREASE
\$.1225	COST FIRST YEAR
\$.0790	7 CENT WAGE INCREASE, SECOND YEAR
<u>\$.0790</u>	7 CENT WAGE INCREASE, THIRD YEAR
\$.2805	TOTAL COST

ANNUAL COSTS:

\$15,200	FIRST YEAR
8,400	SECOND YEAR
<u>8,400</u>	THIRD YEAR
\$30,000	TOTAL COSTS

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BB 0006158 1

PITTSBURGH CORNING CORPORATION
TYLER, TEXAS

PAGE 3

PLEASE NOTE THE REDUCED COST OF THE VACATION PLAN IMPROVEMENT. THIS RESULTED FROM THE ELIMINATION OF THE ANNIVERSARY DATE PROVISION OF THE UNION AND THE ESTABLISHMENT OF SEPTEMBER 1 AS THE DEADLINE DATE FOR FIVE AND TEN YEARS OF SERVICE. THIS, TOGETHER WITH THE USE OF THE CURRENT SENIORITY DATES AND THE FINAL CONTRACT PROVISIONS, RESULTED IN REDUCING THE ORIGINAL ESTIMATE OF \$.0344 PER HOUR BY \$.0075.

VERY TRULY YOURS,

E. M. Snavely
E. M. SNAVELY

EMS/EM

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