

UNION-MANAGEMENT MEETING
APRIL 14, 1969



L. Sandro
C. Streck
L. Miller
S. Capoferri
W. Bodine :

P. H. Schuerle
R. E. Grimmie

Old Business

1. Subject: The Union asked if the M. McDonnell suggestions that had been rejected have been explained to him.

Action: Management stated that the reasons for rejection have been explained to McDonnell.
2. Subject: The Union asked if improvements would be made to the #2 Line stripping conveyor.

Action: Management stated that this conveyor would be altered to be the same as the #3 Line. This work will be done as soon as possible.
3. Subject: The Union again voiced its disapproval of the dust conditions in the plant. It pointed out several areas where excessive dust is prevalent. It requested a weekend schedule be formulated to vacuum and sweep the plant. The floor sweeping program is not being followed. The Union stated that the dust conditions must be corrected and it was prepared to meet this problem head on if the bad conditions are not corrected.

Action: Management assured the Committee that corrective programs are being continually worked on. Engineering advice provided by consultants hired by the company is being put into service. Much time and money is going into this program and the entire condition will be corrected. Management will give to the Union a list showing the items that have been worked on.
4. Subject: The Union requested work be performed on the warehouse docks to eliminate the slippery conditions.

Action: Management stated that material has been purchased to correct this condition. A form of paint with an abrasive material in it will be applied. This material cannot be applied in cold temperature. As soon as the temperature is favorable the job will be done.
5. Subject: The Union asked that a shelter be provided for the warehouse people for when they do their paperwork.

Action: Management will do this.

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6. Subject: The Union stated that the revaluation of the Stores Room Clerk job is still open and there will be further action on this subject.
7. Subject: The Union asked for a schedule on the incentive orientation program.
Action: Management informed the Union that the first session will be held April 29.
8. Subject: The Union pointed out the dangerous condition at some of the truck docks.
Action: Management informed the Union that a new type of dock plate has been ordered. This plate will be tried and if it is satisfactory a sufficient number of them will be installed.
9. Subject: The Union asked the status of the overhead door for the scrap dock.
Action: Management stated that work has been done on this program and as soon as the door is finished it will be installed.
10. Subject: Management covered the Union on a program being developed in conjunction with Berlin Borough to build a baseball field. The Union Committee was asked to see if any of the Union membership would be willing to donate some of their time to develop this project.

New Business

1. Subject: The Union asked why the A saw crew bonus was so low.
Action: Management pointed out that after the A saw operation was moved to the day shift the bonus earnings picked up. This area will be closely supervised to insure that proper methods are used so that the operation can get full potential on bonus.
2. Subject: The Union asked why the 2 X Flatware Finishing bonus was low.
Action: Management stated that this operation was earning a good percentage of bonus. It pointed out that there are times when the crew does not operate a full day and this may make the bonus earnings lower than normal.
3. Subject: The Union requested that the extra man used for K-17 core finishing be included in the bonus program.
Action: Management stated that it will try to work out a program for bonus coverage for this job.

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4. Subject: The Union asked if the dust collectors could be cleaned over the weekend. The Union has been informed that the dust collectors are always half full and this condition could be corrected on the weekend.
- Action: Management will investigate this matter.
5. Subject: The Union requested a check be made of the Collector-Driver work methods and procedures.
- Action: Management will take care of this matter.
6. Subject: The Union asked why some of our retirees are denied unemployment compensation.
- Action: It was explained that none of the retirees have been denied unemployment compensation. It must be understood that a retiree must meet all of the qualifications just as any other person filing for the benefits. When they meet these qualifications they receive compensation.
7. Subject: The Union asked to have the water cooler at the spray booth, Integrated Line, relocated or have better water service provided.
- Action: Management will take care of this matter.
8. Subject: The Union questioned the action taken by Supervisor Weitzman when he sent R. Cornwell home after he granted him personal time off.
- Action: Management will make a full report to the Union on this matter.
9. Subject: The Union questioned the disciplinary action taken against Fred Ball for unnotified absence.
- Action: Management will review the records with the Union Committee.
10. Subject: The Union pointed out that the raw materials bulk system was slow in delivering the required amounts of material and this caused the use of bagged material.
- Action: Management stated that there is an extensive program underway to correct this condition and it will be corrected.
11. Subject: The Union asked that the drop shield in front of the cylinders be extended to cover all of the cylinders.
- Action: Management said this will be done.

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12. Subject: The Union stated that there was some confusion in the application of Article 25, "Compensation for Death in Family". It pointed out that W. Jose received just one day's pay at his base rate at the time of the death of his brother.

Action: Management pointed out that the language in this article may be misunderstood standing on the words alone. The intent of the language is to provide a means of minimizing a financial hardship for a person during the time of death of a loved one listed in the Article. Realizing that emotions and responsibilities are first and foremost in a person's mind at a time such as this the Contract provides a period not to exceed three days at base pay. The intent of this Article is not to provide a person a means of capitalizing on an unfortunate circumstance.

Management will investigate this matter and give its findings to Mr. Jose and the Union Committee.

jmw
4/15/69

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