

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

AUGUST 29, 1966

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

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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:

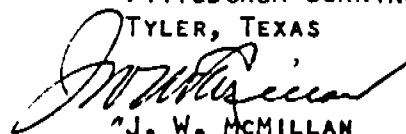
1. THE PRESENT PLAN WOULD REMAIN IN EFFECT FOR RETIREES UNDER 65 YEARS OF AGE.
2. UPON REACHING AGE 65, A RETIREE WITH MEDICARE B COVERAGE AT ITS PRESENT COST, WOULD BE FURNISHED SUPPLEMENTAL INSURANCE COVERAGE KNOWN AS BLUE CROSS-BLUE SHIELD "SENIOR TEXAS" POLICY. THE MONTHLY PREMIUM COST TO THE RETIRED 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 THIS MATTER.

THANK YOU FOR YOUR COOPERATION.

YOURS VERY TRULY,

PITTSBURGH CORNING CORPORATION
TYLER, TEXAS


J. W. McMILLAN
WORKS MANAGER

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

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PITTSBURGH CORNING CORPORATION

TYLER, OWENTOWN, TEXAS

CONFERENCE WITH OCAW UNION

MEMBERS OF UNION PRESENT

E. R. McADAMS
B. J. MILLER
J. C. YANDLE
L. J. MUSICK
W. D. BASS

MANAGEMENT PRESENT

C. L. KELLEY
J. W. McMILLAN
C. E. VAN HORNE
J. G. McMURRY
W. B. JENKINS
E. H. SNAVELY

ON JUNE 10, 1966 AT 10:20 A. M. A MEETING WAS HELD IN MR. McMILLAN'S OFFICE TO DISCUSS FORTHCOMING 40 HOUR WEEK SCHEDULES.

McMILLAN "DO YOU HAVE ANY QUESTIONS TO BRING UP?"

McADAMS ACKNOWLEDGED THE NEW PROPOSED SCHEDULES WERE EQUITABLE AND FAIR.

McMILLAN EXPLAINED ALTERNATE SCHEDULES TO McADAMS STATING THE SCHEDULES GIVE SENIOR MEN A CHANCE TO FILL-IN AT A HIGHER PAY SCALE.

MILLER QUESTION ON PRIOR NOTIFICATION OF A MAN ON HIS RELIEVING ANOTHER MAN WITH A HIGHER PAY RATE.

McMILLAN THE MEN INVOLVED WILL KNOW 6 WEEKS IN ADVANCE, AS THESE SCHEDULES REFLECT.

McMILLAN EXPLAINED A NEWLY HIRED MAN RELIEVING OVENMAN ONE DAY A WEEK. ALSO DURING VACATION SCHEDULES, THE COMPANY WILL CARRY ONE EXTRA MAN AS THE COMPANY HAS BEEN DOING FOR SOMETIME.

McADAMS "WHEN WILL THIS SCHEDULE GO INTO EFFECT?"

McMILLAN MONDAY, JUNE 20, 1966

McADAMS "WE HAVE A MAN WHO IS CONSIDERING EARLY RETIREMENT, FRANK SPENCER. WE ASK THE COMPANY TO CHECK HOW MUCH PENSION HE WILL RECEIVE."

McMILLAN "WE WILL DO THIS."

McADAMS "THIS SAME MAN HAS A PLANT INJURY FOR WHICH HE IS NOT RECEIVING MEDICATION, PAID BY THE COMPANY."

McMILLAN A WORD OF EXPLANATION IS DUE.. FIRST, THE INJURY IN QUESTION WAS A RECENT INJURY, AND AFTER A BILL WAS RECEIVED THAT REFLECTED FOUR REFILLS, THE DOCTOR WAS CONTACTED AND ASKED TO CHECK ON THE PARTICULAR PRESCRIPTION.

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THE DOCTOR THEN CALLED THE PHARMACIST HIMSELF AND STOPPED THE PRESCRIPTION.

McADAMS STATED THAT HIS INFORMATION DID NOT COINCIDE WITH THE FACTS AS STATED ABOVE. "AS IT STANDS, WE WILL BE GOVERNED BY THE DOCTOR'S STATEMENT AND RECOMMENDATIONS INVOLVING FRANK SPENCER'S CASE."

McADAMS "DO YOU HAVE ANY LIGHT JOBS THAT FRANK SPENCER COULD PERFORM? I BELIEVE HE MENTIONED A NIGHT WATCHMAN'S JOB."

McMILLAN "NO, WE DO NOT HAVE ANY LIGHT DUTY JOBS. TWO OTHER MEN HAVE SPOKEN FOR ANY FUTURE WATCHMEN JOB VACANCIES AND WE COULD NOT RUN FRANK SPENCER IN AHEAD OF THOSE WHOSE REQUESTS ARE IN."

McADAMS "I UNDERSTAND FRANK SPENCER'S FIRST INJURY (TO ARM AT WRIST) IS STILL NOT A CLOSED CASE?"

McMILLAN STATED THE CASE WAS CLOSED AND THAT A CASH SETTLEMENT HAD BEEN MADE WHILE THE PLANT STILL BELONGED TO UNION ASBESTOS & RUBBER COMPANY.

McADAMS ANOTHER PROBLEM WE WOULD LIKE AN ANSWER TO INVOLVES MAINTENANCE WORK BEING DONE BY BUILDERS. "WHY DO YOU NOT PAY THEM MAINTENANCE WAGES?"

McMILLAN "WE WOULD BE GLAD TO, BUT THE BEGINNING MAINTENANCE PAY IS 10¢ AN HOUR LESS THAN BUILDERS PAY. HOWEVER, THE BUILDERS HAVE THE CHOICE OF CLOCKING OUT UNTIL THE EQUIPMENT IS REPAIRED, THEN THEY CAN CLOCK BACK IN AND GO TO WORK."

McADAMS CALLED FOR CONFERENCE WITH COMMITTEEMEN. UPON THEIR RETURN, HE CONCURRED WITH PRESENT POLICY.

McADAMS OVERTIME PROBLEM BRINGING EMPLOYEES IN TO DO WORK ON SATURDAY OR SUNDAY THAT IS NOT THEIR REGULAR DUTIES. REF. LEE COMING IN SO OFTEN ON WEEK ENDS.

McMILLAN THIS TIES IN WITH THE PREVIOUS STATEMENT WHERE EMPLOYEES ARE ALLOWED TO DO THIS MAINTENANCE WORK DURING THE WEEK AT THEIR REGULAR PAY. THIS WORK NORMALLY INVOLVES THE MAINTENANCE PERSONNEL, AND THEY SHOULD BE SHOWN PREFERENCE IN OFFERING THEM OVERTIME WORK, AS STATED IN THE CONTRACT.

McADAMS DISAGREED AND EXPRESSED HIS OPINION THAT THESE DUTIES WERE NORMALLY PART OF THE BUILDERS JOBS AND THAT THEY TOO SHOULD BE ALLOWED TO SHARE IN THE OVERTIME SCHEDULING.

McMILLAN-KELLEY SUGGESTED REVIEWING PAST RECORDS TO ASCERTAIN DIVIDING LINES AS TO WHAT IS MAINTENANCE AND WHAT IS NOT MAINTENANCE.

McADAMS WE WILL LEAVE THE SITUATION AS IS AS THE BETTER CHOICE. WE FEEL THE COMPANY HAS THE RIGHT TO ACT AS THEY HAVE ACCORDING TO THEIR CONTRACT. WE DO NOT FEEL THAT IT IS FAIR; HOWEVER.

McADAMS GEORGE PACE'S WORK INJURY FOR WHICH HE WAS NOT PAID THE REST OF THE DAY?

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McMURRY EXPLAINED THAT G. PACE HAD MENTIONED THE DAY BEFORE THAT PACE HAD

MADE ARRANGEMENTS TO GO TO THE DOCTOR (30 DAYS AFTER THE ALLEGED INCIDENT HAD HAPPENED).

McMILLAN STATED HE DID NOT KNOW OF THAT DEVELOPMENT. EXPLAINED FURTHER THAT SOME EMPLOYEES WOULD TAKE ADVANTAGE OF THIS TYPE OF SITUATION. "I AM NOT SAYING THAT WE WILL NOT PAY PACE."

McADAMS IT IS YOUR DECISION TO DETERMINE WHETHER IT IS OR IS NOT A PLANT (WORK) ACCIDENT.

McMILLAN "THE MAIN THING HERE IS THE TIME ELEMENT INVOLVED, AND I THINK THE MATTER REQUIRES FURTHER CONSIDERATION." EXPLAINED COMPANY POLICY ON WORK INJURIES.

McADAMS WE REQUEST YOU GIVE GEORGE PACE'S CASE FAVORABLE CONSIDERATION.

MILLER WHAT IS THE COMPANY'S STAND ON A UNION MAN WHILE HE IS ACTING AS A SUPERVISOR? HOW CAN THE UNION CONDUCT BUSINESS WITH THEM UNDER THESE CIRCUMSTANCES?

McMILLAN-McMURRY-KELLEY RECOGNIZED THE DELICATE NATURE OF THE SITUATION. DISCUSSION FOLLOWED. RESULT; NO OBJECTION TO COMMITTEEMEN AND "UNION SUPERVISOR" CONFERRING.

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MILLER "I AM SATISFIED"

McMILLAN "QUALIFYING FOR SUPERVISOR IS TO BE EXPECTED FROM THE RANKS."

KELLEY "DOES THIS CLEAR THE AIR FOR YOU?"

McADAMS AGREED THAT HE WAS SATISFIED.

KELLEY "I AM GOING TO VIOLATE THE CONTRACT - PAGE 30 IN CONTRACT". REF. INSURANCE UNDER BLUE CROSS IN RETIREE STATUS. BLUE CROSS WILL NOT PAY FOR ANYTHING THAT MEDICARE WILL. WE ARE GOING TO ADD SOME COVERAGE TO OVER-AGE 65 EMPLOYEES AT NO INCREASE IN COST. ONE GUARD WHO HAS RETIRED WILL ONLY BE AFFECTED. MR. FRANK SPENCER IS THE ONLY OTHER EMPLOYEE WHO IS APPROACHING THIS STATUS. "SENIOR TEXAN" POLICY, BLUE CROSS-BLUE SHIELD COMPANY.

DISCUSSION OF RELATIVE MERITS OF THE ADDITIONAL POLICY.

McADAMS IT LOOKS LIKE A PLUS ITEM AND IF WE DO PLAN TO OBJECT WE (THE UNION) WILL NOTIFY YOU WITHIN 10 DAYS. THIS IS NOT A VIOLATION OF THE CONTRACT, THIS IS A MUTUAL AGREEMENT. THIS IS NOT ON A GROUP BASIS.

McADAMS IF YOU WILL, DRAW UP A FORMAL STIPULATION AND A REPORT AS TO THE CHANGES TO BE MADE AND SEND IT TO ME?

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McMILLAN WE WILL COMPLY.

McADAMS THEN IT REMAINS THAT YOU WILL INVESTIGATE THE RECORDS ON THIS MAINTENANCE PROBLEM AND GIVE US A REPORT ON THIS? ALSO ON THE G. PACE SITUATION, WILL YOU LET US KNOW THE OUTCOME OF YOUR FURTHER CONSIDERATION?

McMILLAN AGREED

McMILLAN WE HAVE A PROBLEM WITH A SABOTEUR. (METAL OBJECTS).

DISCUSSION FOLLOWED.

McADAMS ONE REQUEST? WHOSOEVER IS FOUND GUILTY (WHETHER MANAGEMENT OR LABOR) HE BE DEALT WITH ACCORDINGLY.

McADAMS THERE IS A PROBLEM INVOLVING SOME OF THE FOREMEN WORKING MOST OF THE TIME. WE FEEL THAT ANOTHER MAN SHOULD BE HIRED.

A DISCUSSION FOLLOWED IN WHICH IT WAS BROUGHT OUT THAT TOO MANY ABSENCES AND PEOPLE ON VACATION HAD BROUGHT ABOUT MANPOWER SHORTAGES IN SOME DEPARTMENTS AND THAT FOREMEN WERE FILLING MOMENTARILY TO MEET PRODUCTION DEMANDS.

McMILLAN "THIS SITUATION WILL BE INVESTIGATED AND AN ANSWER GIVEN".

KELLEY (TO COMMITTEEMEN AND McADAMS) STATED THE COMPANY WAS APPRECIATIVE OF THE COOPERATION AND ASSISTANCE OF THE UNION OFFICERS AND COMMITTEEMEN.

MEETING WAS ADJOURNED.

CC: MR. C. L. KELLEY

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