FILE NAME: Owens-Corning (OC)

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DOCUMENT DESCRIPTION: Union-Management Meeting Minutes with Reference to Dust Problem

UNION-MANAGEMENT MEETING
April 28, 1960

L. Sandro
J. Davies
L. Marella
C. Streck
S. Capoferri

O. W. Pfeifer
J. P. Crook

Old Business

1. Subject: The No. 2 line was again brought up by the Union.

   Action: Mr. Colegrove is getting data on the correct application of insulation from the Engineering Department after which the area will be properly insulated as scheduled.

2. Subject: The Union again brought up the problem of dust around the Flatware Finishing line.

   Action: The Engineering Department has several special problems on this and hope to alleviate this condition in the near future.

3. Subject: Union again questioned payment to employees who report to a Doctor on their own time.

   Action: Management still insists that an employee who goes to a Doctor on his own time is not compensated, but if he goes during the normal working hours he is paid at his base rate during the time he is absent from the plant.

   The Union is still not in full agreement on this.

4. Subject: The medical case of H. Knoll was again brought up by the Union.

   Action: The Insurance Company wants to send H. Knoll to a Neurologist in addition to the three previous medical examinations. The Union will keep in touch.

5. Subject: Union again questioned the condition in the Warehouse along the railroad docks.

   Action: The trial door has been received and will be installed as soon as possible.

6. Subject: The Union protested again the elimination of the Inventory Tallyman job from the hourly rate structure.

Action: Management contended that the Inventory Tallyman job consisted mostly of paper work and they have the right to put him on salary. They also felt that any other work that was done by him is now being done by Union help. This has been held open for further discussion.

7. Subject: The Good Housekeeping problem was brought up again.

Action: Management stated that the rented sweeper was not doing the job they hoped it would, but the other sweeper will be ready as soon as a new motor is installed. They also stated that extra help may be put on for week ends.

8. Subject: The question on retirement information for those employees who expect to retire in the near future was again brought up.

Action: Management stated that information on this subject is being put together, and those employees affected will be contacted and have it explained to them. The Union expressed the wish to have this in writing.

9. Subject: The Union again requested that better protection be provided for several lift trucks which appear to be unsafe for the job requirements.

Action: Management agreed to investigate and to correct where the situation is unsafe.

10. Subject: The Union again brought up the question concerning the temporary standards of the trimming and packing of M.P.C.

Action: Management stated that the average earning to-date for the month have averaged approximately 15%. There are changes still to be made. Les Marella offered several suggestions for improvement which will be checked by management. They hope to have these lines on permanent standards by August 1, 1960.

New Business

1. Subject: The Union protested that full time had not been paid to those employees who had worked on Easter Sunday. They stated that in the past, Easter Sunday was accepted and paid as a time and one-half day plus holiday pay.

Action: Management agreed that if this were so, they would pay the same way for this past Easter Sunday.

2. Subject: The Union felt that the No. 1 line pouring operators' rate should be increased, as he is obliged to also pour pipe covering at times, etc.

Action: Management agreed to restudy the job.

3. Subject: The Union raised the question of the extra crew on the trim saw not participating in bonus.

Action: Management stated that on existing standards the crew was not producing enough to participate in incentive earnings.

4. Subject: The Union brought up the question of the Utilityman in Trim Saw and Packing Areas not getting the correct pay for a higher rated job.

Action: Management said that this will be checked.

5. Subject: Union contends that the Batch Mixer loses bonus on week-ends, and also that the work load is too heavy for one mixer.

Action: Management explained that the Batch Mixer's load is down on week-ends. Bonus is paid on batches mixed and line average and #2 line is down. A formula will be worked out for this situation.

6. Subject: Union asked about standards for dryer crew.

Action: Management stated that a restudy is nearly finished on this.

7. Subject: The Safety screen at #11 Sid was objected to by the Union, and claimed that the mesh was too fine to see through. The safety angle was also brought up by steam being blown on control panel.

Action: Management said they would have a different screen put up and check with C. Elliott about the steam condition.

8. Subject: Union objected about the Dowtherm area ventilation system.

Action: Management said they will check with H. Colegrove on this.

9. Subject: Union asked for clarification on Packing Line bonus.

Action: Jim Crook stated that explanation on incentive in this area is being set up. He also agreed that any permanent standard set up would remain the same, as long as there were no changes in methods, lay-outs, or equipment on the job for which it was set up.

H. M. Davies
J. P. Crook