

FILE NAME: Owens-Corning (OC)

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

UNION-MANAGEMENT MEETING

May 25, 1960

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Old Business

1. Subject: The No. 2 line was again the first order of old business.
Action: The insulation has been ordered for this project.
2. Subject: The Union again brought up the problem of dust around the Flatware Finishing Line.
Action: As there are several special problems involved on this, the Engineering Department is still working on it, but hope to have the problem settled in the near future.
3. Subject: Payment to employees who report to a doctor on their own time was again brought up by the Union.
Action: Management stated that on Industrial injuries, the employee will be paid for ordinary travel expenses incurred when going to a doctor or hospital on his own time.
4. Subject: The medical case of H. Knoll was again questioned by the Union.
Action: H. Knoll is appearing before the Workman's Compensation Board for a preliminary hearing May 25, 1960. This case will be left open.
5. Subject: The condition in the Warehouse along the railroad docks was next brought up by the Union.
Action: Management stated that a canvas door will be put up within a few days. The evaluation of this enclosure will determine what will be done on the remaining doors.
6. Subject: Union still protests the elimination of the Inventory Tallyman job from the hourly rate structure, and notified Management that the grievance procedure would be followed.

7. Subject: The good housekeeping problem was again brought up.

Action: Management said that parts are in for the plant sweeper and it will be put in service as soon as possible.

8. Subject: Retirement information for those employees who expect to retire in the near future was again brought up by the Union.

Action: The Personnel Department has written to Toledo on this, and is now waiting for a reply. When time permits they will also try and get more data from information which is available.

9. Subject: The question of lift truck brakes and overhead guards was brought up by the Union. They feel that they are unsafe for job requirements.

Action: Management stated that trucks have been checked and the overhead guards will be repaired. Any defective brakes will also be fixed.

10. Subject: The Union again brought up the question concerning the temporary standards of the trimming and packing of M.P.C. The entire bonus system was also discussed and questioned to some extent.

Action: Methods Engineering Department stated that a program is being made up to be presented to the G.P. Methods Engineering Department for a study on the M.P.C. trimming and packing lines. The Union was again assured that permanent standards in this area would probably be set up by August 1, 1960. During the discussion it was brought out that for May 1960, up until the 20th, the average bonus for all crews on No. 2 line was 22% and for the same period on No. 1 line it showed 27%.

11. Subject: Union again brought up the No. 1 line pouring operator's rate.

Action: Management said that this job is one among several others to be put up for restudy by the G.P. Methods Engineering Department. It is expected to be finished by August 1, 1960.

12. Subject: The Dowtherm ventilation system was next brought up by the Union.

Action: Management had talked with Engineering about this and admitted the problem was open for suggestions. After Union suggested installing panels in rear of SID exhaust ducts similar to the ones in front, Management said they would check with Engineering to see what could be done.

13. Subject: The Union brought up the question of the Utilityman in Trim saw area not getting correct pay for higher rated job.

Action: This was checked and found that no title such as this exists on Trim Saws. Offbearer would be correct, and it was decided he is being paid base rate according to his duties.

14. Subject: Union asked again about standards for dryer crew.

Action: A study has been made on this and it showed under the present arrangement that bonus participation would be small if both men continued to charge a full day to this operation. Management agreed to see what could be done to find part time work for the balance of the day.

15. Subject: The Union noted that the Safety screen at No. 11 SID was still not changed.

Action: Management said the condition will be remedied in a few days.

New Business

1. Subject: Union questioned Cylinder Serviceman not getting bonus on Sundays.

Action: Management explained that they got paid bonus for Sunday work but it was calculated together with Monday.

2. Subject: Union asked why the Insurance Policies were so long getting here.

Action: The Insurance Company claims they are tied up with the State Commission that must approve policies of an Industrial nature. The Union will continue to find out just what the holdup is.

3. Subject: Union asked for an explanation on the ten hour day schedule at Flatware Finishing Line.

Action: Management stated that they have the right to establish a longer work period for a temporary emergency operation and asks that the Union co-operate. However, if any employee has a valid excuse for not being available for the longer hours he will be excused providing advance notice is given. Personnel Department will post a notice explaining the setup.

4. Subject: Union asked Management if they were agreeable to Thanksgiving Day as the third compulsory shut-down holiday as chosen by the Union. Union also protested the lack of sufficient notice being given to those employees who are to work over the week-end shutdown.

Action: Management agreed to the selection of Thanksgiving as the third shut-down holiday. They also agreed to check with all Supervisors to give sufficient notice in the future for holiday or weekend.

5. Subject: Union protested about the oiler splash pan at No. 1 line being a safety hazard. They also brought up about the glue supply pot at the paste mixing area being too heavy to handle.

Action: Management assured us that both of these situations would be checked and rectified.

6. Subject: Union wanted to know why the walkway from the Parking lot to the plant hasn't been leveled, graded, and fixed as promised in the February 23, minutes.

Action: Management stated it would be finished in June or July. They also said that all cars are to be parked in specified areas only, from now on, and a notice will be posted to that effect.

7. Subject: Union asked if there had been any Union representation at the meetings held on May 25th between Company and Production.

Action: Management stated that as far as they knew there was none, and believed it wasn't necessary because of the nature of the meetings, but they had no objection to a representative being present as it was voluntary.

8. Subject: Union asked about Management's attitude toward outside contractors on Company work hiring non-union labor.

Action: Management said that it is Company policy that only union labor be used on construction work.

H. Davies
J. P. Crook

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