

OWENS - CORNING FIBERGLAS CORPORATION

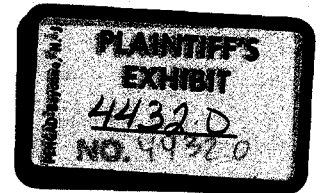
INTRA-COMPANY CORRESPONDENCE

General Offices—Toledo, Ohio

Attention of Mr. M. D. Burch - Toledo

May 9, 1957

From S. E. Carpenter - Toledo

Subject CARPENTERS' RATE, SAN ANTONIO, TEXAS

Please find attached rule book of Carpenters and Joiners Local Union No. 14, San Antonio, Texas. On page 22, under Section 6 you will note there is \$.125 to be paid above the regular rate for any work done by this union involving Fiberglas. This, of course, has affected prices of our ceiling installations in that area.

I am aware that when we first got into the business, there were objections to allowing labor to use our materials, but this is the first time this has come to my attention in these modern times. I would appreciate it if you could do anything to have this eliminated.

Sam
S. E. Carpenter

OK

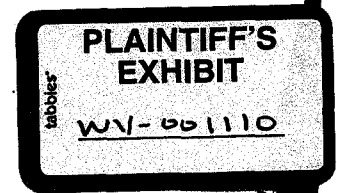
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WHY FILE THIS?

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operators to receive 12½ cents per hour above the regular journeyman's scale. Intermittent use of hand power tools, when same is ordered by the foreman, the operator shall be paid the 12½ cents above the regular scale for the full day. Members not ordered by the foreman shall keep hands off.

Section 6. All laying of creosoted shingles or handling of creosoted timbers, freshly painted materials, the application of cork in hot tar or asphalt, and the placing of all rock wool and fibre glass whether nailed, tacked, blown in place or placed in any other manner shall be paid for at the rate of 12½ cents above the regular rate for journeyman carpenters.

ARTICLE XII. Working Rules

Section 1. Eight hours shall constitute a day's work. Same shall be performed between the hours of 8 A.M. and 12 Noon; and 1 P.M. and 5 P.M. Any job that takes 30 minutes for lunch shall stop work at 4:30 P.M. Under no consideration

will members of Local Union No. 14 be permitted to work outside of these hours for straight time without written permission of Local 14. All members of Local 14 will be allowed five (5) minutes pick-up time.

Holidays are as follows: July Fourth, Christmas, Thanksgiving, New Year's Day, Memorial Day and Labor Day. Maintenance men shall agree on in advance and comply with their employers schedule of holidays.

When a specific holiday falls on Sunday, then the following Monday will be observed.

Section 2. No carpenter shall be allowed to work for more than one shift in twenty-four hours unless he received double time. In no case shall permission to be granted to employers to work more than one shift for less than a week's work.

Any contractor may work two or more shifts per day at straight time. In such cases, carpenters working second and third shifts shall receive the rate of eight hours pay for seven hours worked; and where six hours constitutes a day's work, carpenters working second and third shifts shall receive six hours pay for five hours worked.