

FILE NAME: Owens-Corning (OC)

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DOCUMENT DESCRIPTION: Meeting Minutes - Referencing Berlin Plant Union and Problem of Dust Around Finishing Line

Union-Management Meeting

March 31, 1960

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Old Business

1. Subject: Union again raised the question of heavy weighted cartons explaining that some of it was due to excess moisture in the ware along with the carton change.

Action Taken: Management stated that the incentive standards are based on two men handling cartons of weights in excess of 50 pounds. This applied to cars only and if this were adhered to there should be no problem. Management also stated that a closer check on moisture limits of material should be followed.

2. Subject: The Union again questioned why the insurance policies have not yet been distributed.

Action: Management explained that the delay of publishing the insurance policies was due to the lack of joint approval with the State Insurance Commission. Until approval is made, pamphlets will be distributed which will give most of the necessary information to the people.

3. Subject: The Union again requested information concerning the joint Union-Management Safety Committee.

Action: Management stated that a meeting was held and reports that satisfactory results were had. Another meeting is scheduled for this week.

4. Subject: The #2 line condition was again brought up by the Union.

Action: Management stated that the work was still scheduled to be done in the near future.

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

Action Taken: The dust system will be checked and concentration given to those areas that proved unsatisfactory from the recent survey made by the state.

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

Action Taken: Management stated 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 his base rate during the time he is absent from the plant.

The Union is not fully in agreement.

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

Action Taken: Management has complied with their statement as expressed in the previous minutes in that the case was discussed with the employee, the Plant physician, and the Insurance Company and that H. Knoll was sent to a third specialist for an examination. The reports from the third Doctor have not yet been received.

8. Subject: Union again questioned the scheduling of a 10 hour day on the #1 line.

Action: Management stated again that this schedule is definitely of a temporary nature and that a third shift on this line is now being anticipated.

Union stated their position on this matter.

Management further stated that possibly 4 or 5 weeks more of this type scheduling would be necessary to satisfy the sales requirements and until an addition to the line is put in.

9. Subject: Union again questioned the condition in the warehouse along the railroad docks.

Action Taken: The original door enclosure was rejected however a similar type door was approved and has been ordered. This should be received and installed in the near future. If this door proves satisfactory additional enclosures will be ordered.

10. Subject: The Union again questioned the action taken on the restudy for incentive purposes on Batch Mixing, Dryer Service, MPC Finishing, Flatware Finishing, and the new billet finishing machine. They also requested a job revaluation on the Batch Mixer.

Action Taken: Management stated that the restudy of these jobs will be made as soon as time is available.

The Union did not accept the explanation given for the elimination of the Inventory Tallyman job from the hourly rate structure and therefore ask that this item be left open.

New Business

1. Subject: Union brought up the poor situation of the Good House-keeping program and stated that more help might solve the problem.

Action Taken: Management stated that the problem was not one of additional people but rather in utilizing the sweeper to the full use when it is available.

2. Subject: The Union requested that for the people who are expected to retire in the near future, information regarding retirement should be fully explained to them.

Action Taken: Management stated that all employees who are to retire in the next few years will be covered as a group on the necessary information regarding their benefits.

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3. Subject: Union questioned the permanence of the jobs held by people who are low on the seniority list, explaining that the fluctuation of hiring and laying-off was causing somewhat of a hardship.

Action Taken: Management agreed that this has been a hardship on the people who have been notified of layoff and that the conditions in the plant have made it so unpredictable that it's difficult to do otherwise. Present outlook of the business should remedy this situation.

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

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

5. Subject: Union brought up the complaint of batch mixers in regard to early call-in at start up time on Monday mornings.

Action Taken: Management stated that they will investigate the scheduling of people in an attempt to arrive at a more equitable solution.

6. Subject: The Union brought up the question concerning the temporary standards of the trimming and packing of M.F.C.

Action: Management stated at the meeting with the shift that these standards were temporary and that permanent standards will be established as further studies are made of the operation. There are still changes in methods of operation which are anticipated.

7. Subject: Union questioned management's stand in the coming Easter Sunday Holiday regarding payment. The Union asked that the day be set apart as provided in the contract.

Action Taken: Management stated that no day could be set apart as requested and that for those people who are scheduled to work on Easter Sunday the holiday provision in the contract will apply.

The Union at this time could not accept this explanation.

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