

PITTSBURGH CORNING CORPORATION

Karl Baumbler

C. L. Kelley

Tyler Union Negotiations

July 1, 1964

At our June 26 meeting with Commissioner Gene Zimmerman of the Federal Mediation and Conciliation Service in attendance, the Union scaled down its economic demands and stated the following issues remained:

1. Jury Service - hours paid to be considered as time worked for overtime purposes.

2. Additional Holiday - Washington's Birthday (8th holiday).

3. Shift Differential - increased from 6¢ and 8¢ to 8¢ and 16¢.

4. Vacations - two weeks after two years.

5. Check off.

6.A Income Protection Plan. Additional compensation over and above Workmens' Compensation payments, to insure total benefits equal to 70% of base pay during time lost due to occupational injury or disease. Payments to continue until Workmens' Compensation settlement or return to work.

B. Accident and Sickness Insurance - benefits over a longer period than 13 weeks - Union suggested 26 weeks. *present 25/wk*

7. Other Insurance Benefits - Life, Blue Cross, Blue Shield. Coverages to be carried during period of disability, regardless of length and regardless of cause.

8. General Wage Increase - 17¢.

9. One Year Agreement.

10. Maintenance Man Classification to be established at a rate of \$2.40 per hour.

11. Company to furnish all tools for the maintenance men.

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We agreed to cost out these items and to meet again at 10:00 a.m. Tuesday, July 21.

At this time the cost of the Union items, excluding 6A, the Income Protection Plan, approximates 28¢. Item 6A is rather costly, and pending receipt of quote from insurance companies, is estimated to be about 7¢ making an overall cost of 35¢.

At this time we have on the table the following offer:

Either: a two year closed contract, with a 3% increase on April 1, 1964 and a 3% increase on April 1, 1965 plus 2 weeks vacation after 5 years (total cost of \$.1435).

Or: a one year contract, 3% increase on April 1, 1964, 2 weeks vacation after 5 years (total cost \$.0815).

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In both cases, provided a contract is signed, without establishing a precedent, we agreed to pay one half of the time lost from scheduled work by the Negotiating Committee (approximately \$230).

At the July 21 meeting we should present the costs of the Union proposal and give the following answers:

1. Jury Pay - denied.
2. Additional Holiday - denied. Any movement in this area must come out of a wage increase; we feel the employees will gain more benefit from a wage increase.
3. Shift Differential - denied. Any increase here must come out of a wage increase. This would benefit only a little more than half of the employees at the expense of the day workers.
4. Two weeks vacation after 5 years of service re-submitted.
5. Check-off denied.
- 6.A Income Protection Plan - denied
B Increased term of Sickness and Accident benefits denied.
7. Continuation of other insurance benefits during extended disability periods, denied.
8. General Wage Increase of 3% - adjusted to nearest half cent.
9. One year agreement acceptable.
10. Maintenance man classification. When a qualified maintenance man is employed, the Company will establish a new rate in accord with the contract.
11. All maintenance men and helpers must furnish their own hand tools.

It appears to me there are only two areas in which we can make a move - 6B and 7. If we were to increase the A & S benefit period from 13 weeks to 26 weeks with a 7 day waiting period for both accident and illness, the increased cost would be \$.0014 per hour. We could extend the insurance coverages up to six months putting them on an equal basis with Port and Sedalia. These two items are relatively inexpensive and would help sweeten our offer. This would bring our total cost of a one year offer to \$.0829. Perhaps this move should be made so as to eliminate the half pay for negotiating time, using this cost for the benefit of all employees. This would reduce the cost of the one year offer to \$0810.

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It would appear we have gained assurance of labor peace until at least July 21 and are still within the 30 day extension of the original offer as we had previously discussed. We should now be in the position of placing a definite short term time limitation on our offer with the further possibility of terminating the current agreement if the offer is not accepted. This action, of course, requires further thought and study.

Yours truly,

C. L. Kelley

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