

Oil, Chemical and Atomic Workers International Union



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INTERNATIONAL REPRESENTATIVE

REGISTERED MAIL
RETURN RECEIPT REQUESTED

1013 Lynda Lane
Arlington, Texas 76010
January 30, 1964

Mr. J. W. McMillan, Works Manager, Plant No. 7
Pittsburgh Corning Corporation
P. O. Box 3057
Tyler, Texas

Dear Sir:

Pursuant to the provisions of the Labor-Management Relations Act of 1947, as amended, you are hereby notified that we desire to terminate the collective bargaining contract now in effect between the Company and this Union, in accordance with the provisions of the agreement.

We are attaching hereto a proposed new agreement and shall be glad to and now offer to meet for the purpose of negotiations with respect to a new or modified agreement and would suggest that we meet in your office for that purpose at 9 A. M. on Monday, March 9, 1964.

Copies of this notice are being served upon the Federal Mediation and Conciliation Service and the appropriate State Agency for the purpose of advising them of this dispute solely because of the requirements of the Act.

Sincerely yours,
Oil, Chemical and Atomic Workers International
Union, AFL-CIO

Dial Murphy
By Dial Murphy, Representative

c: Director Forrester
Federal Mediation and Conciliation Service
Texas State Department Of Labor
Mr. W. D. Bass
Mr. M. G. Aven

1 BB 0006198 1

Oil, Chemical and Atomic Workers International Union



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desirability

The parties to this agreement recognize the desirability of a prosperous operation of the employer, and the highest practical standard of wages and working conditions for the employees. Therefore, the general purpose of this agreement is, in the mutual interest of the employer and the employee, to provide for the operation of the plant under methods which will further, to the fullest extent possible, the general welfare, safety and health of the employee, economy of operation, quality and quantity of output, cleanliness of plant and protection of property. It is recognized by this agreement to be the duty of the company and the employees to co-operate fully, individually and collectively, for the advancement of said conditions.

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ARTICLE 1

DEFINITIONS

Section 1. Where the word "company" is used in this agreement, it means plant No. 7 of the Pittsburgh Corning Corporation located at Owentown, Texas.

Section 2. Where the word "union" is used in this agreement, it means the Oil, Chemical and Atomic Workers International Union, AFL-CIO.

Section 3. Where the word "employee" is used in this agreement, it means all hourly rated production employees, maintenance employees, truck drivers, machine operators, warehousemen, industrial truck drivers, janitors and clean up men employed by the company at its plant No. 7, Owentown, Texas. This will constitute a single unit.

Section 4. Employees excluded, all salaried employees, qualify control employees, timekeepers, employees engaged in time motion and method studies, professional employees, plant protection and supervisors as defined in the act.

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ARTICLE 2
RECOGNITION

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Section 1. The company recognizes the rights of the employee and will deal with the union as the exclusive representative of all employees included in the bargaining unit in respect to rates of pay, wages, hours of employment, or other conditions of this agreement.

Section 2. In addition to the responsibilities that may be provided elsewhere in this agreement, the following shall be observed:

A. There will be no discrimination by the company or its representatives against any employee included in the bargaining unit.

B. No company representative will use interrogating methods against an employee pertaining to his personal business, or the Union personal business.

C. No company representative shall faultily accuse any employee.

D. There shall be no union activity on company time, unless otherwise provided for herein.

E. There shall be no strikes, slowdowns, work stoppages or interruptions or impeding of work. No officer or representative of the union shall authorize, instigate, aid or condone any such activities.

F. There shall be no lockouts.

G. The applicable procedures of this agreement will be followed for the settlement of all grievances.

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H. A grievance shall be recognized by the company as company business, and members of the union workmen committee, or its stewardess shall have the right to investigate such grievances.

I. All grievances shall be considered carefully and processed promptly in accordance with the applicable procedures of this agreement.

Section 3. The management of the company and the direction of the working forces, including the right to hire, schedule shifts and hours to be worked, promote, demote, transfer, layoff, suspend, and discharge employees for proper cause and the assignment of work, are vested in the company subject to the terms of this agreement. Except as specifically outlined in this agreement, there shall be no restrictions upon the company in the management of its affairs.

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ARTICLE 3

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UNION SECURITY

Section 1. Check Off: The Company agrees to deduct from the wages of any union member covered by this agreement, upon said members written assignment their monthly union dues and to remit the amount of the deduction to the financial Secretary of Local No. 4-202. Such remittances shall be accompanied by an itemized statement showing the name of each employee and the amount of the deduction; provided that such deductions and remittances will be made by the company only to the extent and so long as it shall be legal for the company to do so, and while this agreement remains in effect. The Union agrees to ^{indemnify} indemnify the company and hold it harmless from and against any and all loss or damage that may be incurred by the company by reason of making such deductions and remittances; the form of assignment shall be done as follows:

I authorize and request the Pittsburgh Corning Corporation Plant No. 7 Owentown, Texas to deduct from my pay each month during the life of this agreement the regular monthly dues with the deduction coming on the twenty fifth (25) day of each month and forward them to the financial Secretary of Local No. 4-202 O.C.A.W. A.F.L. - C.I.O. , Tyler, Texas. I reserved the right to revoke this authorization during the fifteen (15) days preceding the anniversary date.

Signed _____

Date _____

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Section 2.

Union Representatives.

The rights of International Representatives with respect to plant visits are recognized and admittance to the plant may be obtained by contacting local plant management.

Section 3.

Union Employees

If the Workmens Committee find it necessary to meet with the company representative, or representatives of plant No. 7 they shall do so by making an appointment and if employee or employees of the company need ^{be} called to meeting during his hours of work by Workmens Committee, or company representatives, they shall be called. Employees including workmens committee will be paid for such time lost from work at the pay rate they would have received as if they had worked.

Section 4.

Bulletin Board.

A bulletin board will be furnished the union by the company for the union notices incident to meetings, dues, entertainment and other miscellaneous matters for official union business only, with no matters considered injurious to the company or its policies.

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Section 5.

Copies of Agreement.

In order that each new employee may be made familiar with the provisions of this agreement and his rights and responsibilities thereunder, the company will provide each new employee with a copy of the Union agreement at the time of his employment by the company.

Added

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ARTICLE 4

PRIOR CUSTOMS AND PRACTICES

This agreement supersedes rules, regulations, or customs heretofore established which may be in conflict with the specific provision of this agreement.

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ARTICLE 5
MILITARY SERVICE

Section 1. The company shall accord to each employee who applies for re-employment after conclusion of his military service with the United States such re-employment rights as he shall be entitled to under then existing statutes.

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ARTICLE 6

FACTORY RULES

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Section 1. The company shall have the right to make and, after proper publication thereof, to enforce any reasonable factory rule. The company will supply the union with a copy of such rule upon publication. Should the union consider any such rule unreasonable, it shall be a matter for joint consideration as a grievance by the representatives of the union and those of the company under this agreement. It is recognized that factory rules, forbidding the following offenses, are at present in force and that any violation thereof by an employee shall justify the company in imposing an appropriate disciplinary action.

A. Insubordination or inefficiency.

B. Failure to conform to rules of the company, public laws or regulations pertaining to health or safety.

C. Bringing intoxicating liquors into the plant, use of intoxicating liquors on company property, or reporting for work or working while under the influence of liquor. (Also applies to narcotics in any form.)

D. Willful destruction, damage, or stealing of any company property or the property of any employee on company premises.

E. Fighting or gambling on company property.

F. Careless or willful contamination of batch.

G. Purchasing the favor of supervisor by giving or loaning money or making gifts and the like.

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Both the employee and Supervisor shall suffer a like penalty.

H. Altering time punched in or out on time card, or punching another employees time card.

I. Smoking in prohibited areas.

J. Willfull hindering or limiting production.

K. Sleeping during working hours.

L. Habitual carelessness or recklessness, playing tricks or pranks dangerous to other employees.

M. Any employee who feels he has been unjustly disciplined or discharged for infraction of any such company rule, shall hav the right to a hearing if he desires it; and the case of any employee desiring such hearing shall be handled as a grievance under this agreement.

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ARTICLE 7
HOURS OF WORK

A work day shall consist of the regular scheduled eight (8) hours of work in a twenty four (24) hour period, and the work week shall consist of the regular scheduled forty (40) hours of work made up of five (5) work days in seven (7) consecutive days.

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ARTICLE 8

OVERTIME AND PREMIUM PAY

Section 1. Overtime at the rate of one and one half (1½) times an employees regular rate of pay shall be paid.

A. For hours worked in excess of employees regularly scheduled eight (8) hour work day.

B. For hours worked in excess of employees regularly scheduled forty (40) hour work week.

Section 2. Any hours which are paid for at overtime rates under any section, article, or provision of this agreement shall not be counted as hours worked for the purposes of any other section, article, or provision of this agreement calling for overtime or premium pay.

Section 3. Employees shall work such overtime as required by the company. Further any employee who continuously finds it inconvenient to work overtime may be transferred by the company to another job which is less apt to require overtime.

Section 4. When overtime is required the employee who is regularly assigned to the performance of the particular job or operation on which overtime is required shall be given preference on the overtime work. In the case where more than one qualified employee is assigned to a particular operation or an identical job, the company will assign the overtime and premium work as equally as feasible.

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Section 5.

Sunday and Holiday Pay.

A. Employee who works on Sunday shall receive two (2) times his regular pay for the first eight (8) hours work.

B. Employee who works on any of the listed holidays in this agreement shall be paid two (2) times his regular pay for first eight (8) hours worked.

C. For hours worked in excess of eight (8) hours on Sunday or holidays the employee will receive three (3) times his regular pay rate.

D. In order for employee to receive holiday pay he must work during the scheduled hours on the last scheduled plant work day prior to and the next scheduled work day after the holiday.

E. The provisions of statement D above do not apply when employee fails to work on the scheduled day prior to and the next scheduled work day after the holiday with legal excuse as following, and can show proof.

1. Death in immediate family.
2. Jury Service
3. Roads dangerous due to icy conditions.
4. Sickness in immediate family.
5. Car trouble.

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ARTICLE 9

HOLIDAYS

Section 1. The following ten (10) days shall be observed as holidays under the agreement:

1. New Years Eve
2. New Years Day
3. Washington Birthday
4. Memorial Day
5. July the Fourth (4th)
6. Labor Day
7. Veteran's Day (Nov. 11)
8. Thanksgiving Day
9. Christmas Eve Day
10. Christmas Day

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Section 2. If the holiday falls on a day that is not a regular scheduled work day the holiday shall be observed on the next regular scheduled day.

Section 3. An unworked holiday shall be considered as a day worked in computing weekly overtime or premium pay.

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FUNERAL LEAVE

Section 1. In case of death of a member of the immediate family of an employee, the employee shall be granted time off to attend the funeral of the deceased but not to exceed three (3) scheduled work days. He shall be compensated for such scheduled time lost at the rate he would have received as if he had worked.

Members of the immediate family shall be wife (or husband), son, daughter, father, mother, brother, sister, mother-in-law, father-in-law, grandson, granddaughter, son-in-law, brother-in-law, grandfather, grandmother, daughter-in-law, and sister-in-law.

No time off or pay shall be granted when the employee does not attend the funeral of the deceased.

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ARTICLE 11

HEALTH AND SAFETY

Section 1. The company will make every effort possible to protect the health and safety of employees during their hours of work.

A. Management will provide the safeguards and leadership required to make the work of the plant as free of accidents and injury as possible.

B. Management will organize and promote an effective health and safety program and the employees will cooperate in full-filling the requirements of this program.

C. If an employee is appointed or elected to serve on the health and safety committee such employee will receive in addition to his regular pay a premium of five (5) cents per hour so long as he holds such position.

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ARTICLE 12
VACATION PLAN

Section 1. Employees who complete one thousand (1,000) hours of work or more by September 15 will qualify for vacation time off with pay.

A. Employees who complete one thousand (1,000) hours of work but less than two (2) years will receive one (1) week off from work with pay.

B. Employees who complete two (2) years but less than five (5) years will receive two (2) week off from work with pay.

C. Employees who complete five (5) years but less than ten (10) years will receive three (3) weeks off from work with pay.

D. Employees who complete ten (10) years of work will receive four (4) weeks off with pay and for each additional year worked beyond the ten (10) year the employees will receive the four (4) weeks plus two (2) additional days per year with pay.

Section 2. Persons qualifying for vacation and who take vacation time off from work will receive vacation pay equal to forty (40) hours at their base pay provided the company is operating on a five (5) day forty (40) hour work week, but if the company is operating on a forty eight (48) hour work week during vacation period the persons qualifying for vacation time off will receive vacation pay equal to forty eight (48) hours at their base pay plus half time for eight (8) hours.

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In the event a holiday occurs within an employee's vacation, he must take an additional day off if he wishes to receive holiday pay for which he has qualified. Vacation pay and holiday pay will not be pyramided.

Section 3. The normal vacation period is May 1 to December 15. Any vacation not completed during a calendar year cannot be carried over to the next year. Vacations will so far as possible, be granted at times most desired by the employees, but the final right to allotment of vacation period is reserved by the company so that orderly operation of the plant may be insured.

Section 4. If at the time of lay off, quit, death or retirement, an employee has qualified for and not received his vacation for the year, vacation pay will be paid by the company.

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ARTICLE 13

TEMPORARY WORK ASSIGNMENTS

Section 1. Temporary work assignments shall be filled as following:

A. If the temporarily assignment is a higher rated job the employee with most seniority on his shift will be assigned to such job.

B. If the temporarily assignment is an minimum rated job the employee with least seniority shall be assigned to such job.

C. In the case where more than one qualified employee is temporarily assigned to a particular operation or an identical job, the company will endeavor to assign such work as equally as possible.

Section 2. An employee temporarily transferred to a higher paid position will continue to receive his regular rate of pay.

Section 3. If employee is transferred to a lower paid position to avoid lay off due to lack of work on his regular job, an employee will continue to receive his regular rate of pay.

Section 4. Such temporary assignment of an employee to a lower rated hourly job at the rate on the higher rated jobs will not constitute a change in the rate of pay for the lower hourly rated job.

Section 5. There shall be no training period required in temporary work assignments for the employee to receive the higher pay rate.

Section 6. In no case shall one employee be required to do the work of two jobs that require two employees to carry on while the second employee is temporarily transferred to fill another job, or train for another job.

Section 7. The provisions of this article defines the temporary work assignments and shall not be effective to or by any other article of this agreement.

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ARTICLE 14

JURY SERVICE

In the event an employee on the active payroll is called for jury service he shall be excused from work for each such day on which he serves or reports to serve and shall be paid for the time necessarily lost from his regular work schedule due to such jury service, provided he notifies the company of his intended absence. The pay shall be the difference between each days jury fee (exclusive of travel allowance) and the pay for hours of work necessarily lost at the rate of the work he would have performed. Such pay shall be considered in the computation of overtime and other premium pay. An employee excused from jury service shall report to work at the beginning of his next regularly scheduled shift. The employee will present proof of service of a jury duty notice or summons and the amount of pay received for such jury service.

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ARTICLE 15
CALL IN PAY

Section 1. The company agrees not to call employees to work when no work is available, and agrees to plan so that employees finishing one day may know whether or not to report the next day.

Section 2. The company assumes no responsibility for individuals voluntarily appearing in the hope that work may be available.

Section 3. The company will make reasonable effort to notify employees when not to report for work but every employee who expects to be notified must provide reasonable telephone facilities by which he may be reached. If an employee has been regularly scheduled or notified to report for work and is not thereafter given reasonable notice by the foreman that work is not available, and reports for work, the company will guarantee four (4) hours of work, or four (4) hours of pay at the employee's base rate for his scheduled work.

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ARTICLE 16

SHIFT DIFFERENTIAL

Section 1. Workers employed on the second shift will be paid fifteen (15) cents per hour as a premium for such work.

Section 2. Workers employed on the third shift will be paid twenty five (25) cents per hour as a premium for such work.

Section 3. This article shall be effective April 1, 1964.

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ARTICLE 17

GRIEVANCE AND ARBITRATION PROCEDURE

Section 1. The union shall designate a workmen's committee as its representative in the plant. This committee shall consist of three (3) committeemen and one (1) committee chairman, and name of said committee shall be given to the plant manager. This committee shall represent the union on all matters relating to the application, interpretation and administration of this agreement. The workmen's committee shall not consist of more than four (4) employees of the company's Owentown plant.

Section 2. Differences or disputes between the company and the union or employees covered by this agreement as to the meaning and application of or compliance with the provisions of this agreement shall be settled in accordance with the provisions of this article.

Section 3. If a dispute should occur pertaining to pay rates, it will be recognized that ^{the} date of occurrence shall start on date employee receive pay check pertaining to such occurrence.

Section 4. Such difference or disputes shall be settled in the following manner.

Step 1. An employee who believes he has a just grievance shall discuss the alleged grievance with his foreman accompanied by his steward if the employee so requests within twenty (20) ¹⁵ days after ^{sub in certain knowledge of} the occurrence in an attempt to settle same, consistent with the terms of this agreement. The foreman shall verbally

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answer the grievance within two (2) working days.

- Step 2. The aggrieved party, if not satisfied, shall then refer his grievance in writing to the Workman's Committee which will make an investigation of the grievance promptly, and in the event the grievance, in the opinion of the Workmen's Committee, is justified, it shall be presented in writing by the aggrieved and his Steward to the department head involved in an effort to settle the grievance. The department head shall give his answer in writing within three (3) working days.

- Step 3. If the grievance is not settled in the second step it may be appealed to the Works Manager. The Works Manager or his representative will meet with the Workmen's Committee within two (2) weeks. The Works Manager shall give his answer in writing within one (1) week.

- Step 4. If the grievance is not settled in the third step it may be appealed to the proper officials of the company and a representative of the Oil, Chemical and Atomic Workers International Union. The company representatives will meet with a representative of the International Union within three (3) weeks from date they are requested to meet with the International Union representative.

Arbitration: If the grievance is not settled in Step 4 it may be appealed by either party to an impartial Arbitrator, provided that notice of such appeal is given in writing to the other party within fifteen (15) days

following the answer in step 4. The impartial Arbitrator shall be selected by mutual agreement of the parties within ten (10) days following receipt of such notice, or, if they are unable to agree within that time, a joint request shall be addressed promptly to the Director of the Federal Mediation and Conciliation Service to provide a panel of nine arbitrators, from which the parties shall each alternately strike one name until but one remains, and the remaining one shall be the impartial arbitrator for that case. The decision of the arbitrator shall be final and binding on both parties; provided, however, that the arbitrator shall have authority only to interpret and apply the provisions of the agreement and shall have no authority to add to, detract from or alter its terms. Expenses of arbitration shall be shared equally by company and union, and shall be paid promptly. Questions concerning arbitrability must be decided by the Impartial Arbitrator before any decision on the merits of any particular case.

Section 4 Time limitations specified in this Article refer to calendar days.

Section 5 A grievance that affects a group of employees may be filed by the Workmen's Committee and will be first considered at Step 2.

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ARTICLE 18

SENIORITY

Section 1. For the first thirty (30) working days of his employment, an employee shall be on probation, and during such period, shall be subject to discharge at the sole discretion of the company. At the end of this probationary period, the employee shall have his name entered on the seniority roster and his seniority date shall be that of the first day of his employment.

Section 2. For the purpose of the following applications, seniority shall be designated as Plant-wide and Departmental. Plant-wide seniority is determined by an employee's length of service with the company at the Owentown Plant, including service with the Owentown Plant of Union Asbestos and Rubber Company, subject to the provisions of Section 4 of this Article. Departmental seniority is determined by length of continuous service computed in years, months and days from the last date the employee permanently entered the Department, subject to the provisions of Section 4 of this article. It is agreed that when an employee successfully bids on a job in another department, he shall not lose his seniority in the former department but shall not continue to accumulate seniority in that department.

Section 3. Seniority shall not be broken by:

- A. Time lost through illness or injury of less than twelve (12) months.
- B. Absence due to occupational injury for which employee receives Workmen's compensation.

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- C. Time lost through layoff.
- D. Serving the Union in an official capacity with an approved leave of absence.
- E. Granted leaves of absence.
- F. Service in the Armed Forces, as set forth in the Military Clause of this agreement.

Section 4 Seniority shall be broken by any of the following contingencies:

- A. If an employee quits or resigns.
- B. Discharge by the company for just cause.
- C. Failure or refusal to report for work within fifteen (15) days after being recalled to work by notice sent by registered letter employee's last known address on file with the company.
- D. If employee is absent for three (3) consecutive days without notifying the company or without a reasonable excuse.
- E. Illness or injury longer than twelve (12) months, except occupational injury for which an employee receives Workmen's Compensation.

Section 5. It is agreed that departmental seniority shall govern in cases of promotions and filling of permanent vacancies provided the senior employee is capable of performing the work required. In the event no employee in the affected department bids for the promotion or permanent vacancy, then the bid shall be open to plant

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wid bidding and plant wide seniority shall govern provided the senior employee is capable of performing the work required.

Section 6. It is agreed that in case of lay offs, that first departmental seniority shall govern among employees capable of doing the required work; however, in case such an employee does not have enough seniority to keep a job in his department, then he shall be entitled to use his plant wide seniority to obtain a minimum rated job provided an employee with less plant seniority is holding such a job. Laid off employees subject to recall will be recalled to work in the order of their plant seniority before new employees are hired.

Section 7. Permanent vacancies will be posted for three (3) full working days. Any employee desiring to bid on the job will do so by signing the bid notice, copies of which shall be given to the Union.

Section 8. The company shall furnish every six (6) months to the Union and post for six (6) months a list of all employees covered by the agreement showing their seniority status. This list may be challenged by the Union within sixty (60) days of original posting. If within this period the Union does not challenge said list, it shall be deemed final and as having the approval of both the company and the Union.

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Section 9. There shall be no bumping up.

Section 10. Continuous service records as compiled by the company and accumulated prior to the date of this agreement will be recognized.

Section 11. In case of dispute, company records shall govern.

Section 12. In case more than one employee is hired on any one day, each such employee's seniority shall be determined by actual time of hire.

Section 13. Any member of the Union who is elected to office or who is delegated to perform any Union activity necessitating a temporary leave of absence shall be granted a leave of absence without pay and without loss of seniority, and shall at the end of service be reinstated to his former job and another similar job in line with seniority and ability, provided, however, reasonable notice shall be given the employer. Such leaves shall not exceed one (1) year except by mutual consent of the parties.

Section 14. Employees, upon request and reasonable cause, may be granted leaves of absence without pay, not to exceed thirty (30) days. Such leaves shall not adversely affect an employee's seniority.

Section 15. An employee promoted from the unit to a supervisory position shall not lose the seniority which he has accumulated, but shall not continue to accumulate seniority during his service as supervisor.

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Section 16. It is agreed that a temporary lay off for a period of seven (7) working days or less shall not be considered a decrease in force but shall involve the exercise of seniority.

Section 17. There shall be three departments:

1. Production
2. Maintenance
3. Shipping, Receiving and Warehousing

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ARTICLE 19

INSURANCE BENEFITS

The employees need a better insurance and we are leaving this article open at present time, but expect to discuss this in negotiations.

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ARTICLE 20

SICK LEAVE

Section 1. Each employee shall receive five (5) days per year of sick leave with pay at his regular pay rate, and if he fails to use such sick leave the unused portion shall carry over and accumulate from one year to the next and following years so long as he is employed by Plant No. 7 of Pittsburgh Corning Co. Owentown, Texas.

Section 2. Employee who take time off from work due to sickness shall receive pay for any holiday that may occur during that period.

NOTE: THIS DOCUMENT DID
NOT COME FROM PPG FILES

ARTICLE 21

THE COMPANY RESPONSIBILITIES TO EMPLOYEES

Section 1. The company will supply the maintenance employees with all tools necessary to do work required by the company. The maintenance employees will be responsible for tools issued to him and if broken or worn out he shall turn old tool in and receive replacement.

Section 2. The company will supply each employee with five (5) (correct size) uniforms per week, and two (2) pair of shoes per year to wear during his hours of work, the company will be responsible for the laundry of the uniforms.

The company will provide protective devices, wearing apparel, and other equipment necessary to properly protect the employees.

Section 3. The company will install an adequate heating system so as to keep the building warm in winter months. The company will install adequate suction fans to suck heat and dust out of the plant in the summer months and will install adequate circulating fans in work areas of all employees.

Section 4. The company will hire extra labor to unload and stack all incoming shipments of fiber.

Section 5. The company will build canopies over all work docks.

NOTE: THIS DOCUMENT DID
NOT COME FROM PPG FILES

TRAINING PERIOD AND JOE RATE RANGES

Section 1. The company shall train employees to qualify for permanent vacancies or new jobs and during such training period the trainee shall receive trainee pay.

If upon completion of training period the employee qualifies he will be classified for such job and will receive the pay rate of job trained for.

Section 2. The procedures of work performed and job rate ranges shall be as following:

- A. Feeder-at the end of ten (10) full shifts of training, the top rate will then be paid, provided the employee qualifies.
- B. Builder Trainee- At the end of ten (10) full shifts of training the top rate will then be paid provided the employee qualifies.
- C. Builder- At the end of twenty (20) full shifts of training, the top rate will then be paid provided the employee qualifies.
- D. Maintenance Helpers- Starting rate will be paid during the first three months an employee is regularly assigned to the position. At the end of the first three month period, an automatic increase of ten (10) cents will be paid. At the end of each succeeding six (6) month period an

additional ten (10) cents increase will be granted until the top of the rate range is reached.

E. Maintenance Class B. Starting rate will be paid during the first three months an employee is regularly assigned to this position. At the end of the first three month period an automatic increase of ten (10) cents will be paid. At the end of each succeeding six (6) months period, an additional ten (10) cents increase will be granted until the top of the rate range is reached.

F. Maintenance Class A Starting rate will be paid during the first three months an employee is regularly assigned to this position. At the end of the first three month period, an automatic increase of ten (10) cents will be paid. At the end of each succeeding six (6) month period an additional ten (10) cents increase will be granted until the top of the rate range is reached.

G. Lead Builder. At the end of twenty (20) full shifts of training, the top rate will then be paid, provided the employee qualifies.

Section 3. The provisions of this article shall be governed by seniority provided senior employee is capable of performing the work required.

NOTE: THIS DOCUMENT DID
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ARTICLE 23
SHIFT REQUIREMENTS

- Section 1. Before completion of their shift the Builders Feeders and oven men will clean up around their circumscribed work area.
- Section 2. At the completion of their shift the feeders will leave five (5) pallets of fiber stacked and five (5) tubs of scrap ground for the following shift to start on.
- Section 3. The supervisor on each shift will cooperate and be held responsible for fulfillment of the provisions in this article.

NOTE: THIS DOCUMENT DID
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ARTICLE 24

WAGE RATES

Section 1. Wage rates and job classifications as agreed upon are attached as the wage rate schedule and shall be on file at personnel office of the company and shall remain undisturbed for the life of the agreement, except when substantial changes in or introduction of new methods of operation or job classification and evaluation shall require change.

Section 2. Effective April 1, 1964 there shall be a general hourly wage increase of forty two (42) cents per hour plus the added cost of living that may occur each month so long as this agreement is in effect.

NOTE: THIS DOCUMENT DID
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WAGE RATE SCHEDULE

EFFECTIVE APRIL 1, 1964

NOTE: THIS DOCUMENT DID
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PRODUCTION DEPARTMENT:

Truck Driver (Industrial)-	- - - - -	\$2.45
Utility Man-	- - - - -	2.45
Feeder -	- - - - - 2.00-	2.10
Builder Trainee-	- - - - - 2.10-	2.20
Builder-	- - - - - 2.20-	2.30
Ovenman-	- - - - -	2.10
Saw Room Laborers-	- - - - -	2.05
Saw Feeder -	- - - - -	2.10
Tieing Machine Operators	- - - - -	2.30
Saw Room Utility Man	- - - - -	2.20
Scale Man-	- - - - -	2.20
Inspector-	- - - - -	2.30
Block & Trimming Machine Operator-	- - - - -	2.10
Janitor-	- - - - -	2.10
Lead Builder	- - - - -	2.45

MAINTENANCE DEPARTMENT

Maintenance Helper -	- - - - - 2.20-	2.40
Maintenance Class B-	- - - - - 2.40-	2.70
Maintenance Class A-	- - - - - 2.75-	3.05

SHIPPING, RECEIVING AND WAREHOUSING DEPT.

Warehouse Man- - - - -	2.30
Material Handler - - - - -	2.10
Loading and Unloading Labor- - - - -	2.05
Lead Man - - - - -	2.45

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ARTICLE 25
TERM OF CONTRACT

Section 1. In the event that any of the terms or provisions of this agreement shall be or become invalid by reason of any Federal or State Law, such invalidity or unenforceability shall not effect or impair any other terms or provisions of this agreement.

Section 2. All disputes prior to April 1, 1964 shall be governed by agreement of preceding year of 1963 and through March 31, 1964.

Section 3. This agreement constitutes the sole agreement between the parties and shall become effective April 1, 1964, and shall remain in full force and effect until midnight, March 31, 1965 and thereafter shall continue in force from year to year, unless either party hereto shall notify the other in writing at least sixty (60) days prior to the end of the current term, or as the case may be sixty (60) days prior to the end of any additional contract year, of an intention to make change in or terminate this agreement. Such written notice shall specify any changes or amendments desired by the party giving such notice and shall be sent by registered mail.

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