

FILE NAME: Owens-Corning (OC)

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DOCUMENT DESCRIPTION: Union-Management Meeting Minutes with References to Dust Problem on Saws and Deplorable Conditions

UNION-MANAGEMENT MEETING
September 1, 1960

L. Sandro
J. Davies
L. Marella
C. Streck
S. Capoferri

O. W. Pfeifer
J. P. Crook

OLD BUSINESS

1. Subject: Union asked about job revaluation of Batch mixer, M.P.C. Finishing People, and new Billet Machine. The No. 1 and No. 2 Pouring Service jobs were also added to the list.

The lack of co-operation on Managements' part was vigorously protested by the Union. The Company was reminded by the Committee that promises and statements as recorded in past Union Management Meetings have not been fulfilled in many cases, and the Union begins to feel frustrated and wonders whether it is worthwhile to continue these monthly meetings.

Action: Mr. Crook stated that on or about September 18 several Industrial Engineers will be in the plant and he hopes one or two of these will be Job Revaluation men. He also said he will rewrite, or have written, a job description for all Packing Line jobs. At this time also he hopes to have started or completed, restudies on Batch Mixer, Dryer Service, M.P.C. Finishing, Flatware Pouring, and the new Billet machine.

2. Subject: The condition around the Cylinders and Dowtherm areas was discussed.

Action: The Committee was referred to the minutes of the special meeting of August 15 and the agreement to wait till October to have this cleaned up.

3. Subject: Union claimed that foreman were still cutting spacers in spite of the statement in the minutes of July 22, that this practice would be stopped.

Action: Same answer: Management said this would be stopped.

NEW BUSINESS

1. Subject: Union questioned Mr. Crook on his failure to contact the Packing Servicemen as promised in the minutes of August 15.

Action: Mr. Crook stated that his schedule had prevented him from carrying out his intentions, but these meetings will be held during the week of September 4, 1960.

2. Subject: The Committee asked about Warehouse duties for new men.

Action: Management stated that a schedule is being worked out and it involves Joe Plick's return. Also the B rate status as requested by one employee was explained as an unqualified or beginners rate.

3. Subject: Union asked for a check back of Bob Passarella's vacation. He claimed he had worked 1200 hours on his vacation year when he was laid off.

Action: Mr. Pfeifer immediately had Elmer Goetz check, and found that Bob did have 1200 hours and he will be paid according to Section 1, Number 3 of the Contract.

4. Subject: Union stated that Finishing Room personnel were confused by the constant change of supervisors in that area.

Action: There was some discussion on this. Management agreed that changes were being made while the area was being made over.

5. Subject: Management was told that the Vending Machines did not work properly and those on the night shifts were being deprived of their benefits. Also some of the wares were not fit to eat.

Action: Mr. Crook advised that the responsible parties were told about the condition of the wares and had posted a notice for those who had lost money to report his name and amount. He will also try and get the machines to be better supervised for the night crews.

6. Subject: The Committee asked for a restudy of the No. 2 line Pouring Serviceman job.

Action: Management said this would be added to the other requests formerly made and would be handled as soon as possible.

7. Subject: Union reported the deplorable conditions at the cylinder loading end. Doors were sticking, tracks dirty, and transfer very hard to push.

Action: Management said that this would be handled through the Maintenance Department.

8. Subject: The dust condition on A saw was discussed and the same condition on all saws was protested.
- Action: The Committee was told that this condition would be checked and corrected as soon as possible. Here again, Management said, there are to be changes, and it is hoped these conditions will be rectified at that time.
- 9.. Subject: Union protested the report that the hoist operator in the Mold Repair Department was responsible for the lost time accident that happened on August 19. They felt that the temporary conditions prevailing there made the job a hazardous one.
- Action: Management assured the Union that there was nothing against the personnel record of the hoist operator involved, and the report was a statement of fact describing the accident. No agreement could change the facts.
10. Subject: The Committee asked if it was still Company policy to distribute safety equipment such as safety glasses, etc.
- Action: Management said that this was still Company policy and anyone needing safety glasses, respirators, etc. should apply for them through the First Aid or Personnel Departments.
11. Subject: Union asked if such a thing as a Trainer's rate existed.
- Action: After checking, it was found that a trainer rate was in effect. A trainer is compensated as a result of a loss of earnings arising from his training duties.
12. Subject: Mr. Crook asked that all cars be kept away from the area adjacent to the Warehouse because they may obstruct fire equipment, ambulances, etc. from getting in the plant. He also stated that all Union employees should park in the proper lot.
- Action: Union agreed, and at the same time pointed out that ware cars being stored outside the doorway of the No. 1 pouring line created the same kind of hazard. Mr. Crook took notice and said he would check and see if this can be eliminated also.

H. M. Davies
J. P. Crook

9/13/60