PLAINTIFF'S EXHIBIT
WV-03751

UNION-MANAGEMENT MEETING

JANUAYR 1, 1968

UNION:

L. SANDRO
W. BODINE
S. CAPOFERRI
C. STRECK
M. HARDWICK
R. E. GRIMMIE

IT WAS GGRRED BETWEEN THE UNION COMMITTEE AND THE COMPANY TO HOLD A REGULAR MONTHLY MEETING ON THE FOURTH WEDNESDAY OF EACH MONTH, AND THAT ANYONE HAVING ANY PROBLEMS COULD BRING THESE TO THE ATTENTION OF THE COMMITTEE SO THAT THEY COULD BE TAKEN UP AT THE FOURTH WEDNESDAY OF EACH MONTH MEETING.

OLD BUSINESS:

1. SUBJECT: PETE CAPORELLI'S CASE. THIS GOES BACK TO 1967 BUSINESS. IT IS THE UNION COMMITTEE'S UNDERSTANDING THAT BILL ROTGERS, THE SHIFT SUPERVISOR, WAS FAMILIAR WITH THE ACCIDENT AT THE TIME IT HAPPENED, AND THERE ARE ALSO A NUMBER OF WAREHOUSE PEOPLE WHO OBSERVED THE ACCIDENT.

   ACTION: MANAGEMENT AGAIN STATED THAT IT IS A MATTER BETWEEN MR. CAPORELLI AND THE WORKMEN'S COMPENSATION BOARD.

2. SUBJECT: UNION AGAIN OBJECTS TO THE EXCESSIVE DUST AND DIRT IN THE PLANT.

   ACTION: MANAGEMENT STATED THAT A PROGRAM TO HAVE A LABOR POOL MAN ON EACH SHIFT WOULD BE TRIED IN AN EFFORT TO GET BETTER HOUSEKEEPING.

3. SUBJECT: UNION ASKED THAT THE SID CYLINDER OPERATOR'S TRAINING PROGRAM BE CONTINUED.

   ACTION: MANAGEMENT STATED THAT THIS WOULD BE DONE.

4. SUBJECT: UNION AGAIN STATED THAT THE CYLINDER TRANSFER CARS ARE NOT IN GOOD WORKING ORDER.

   ACTION: MANAGEMENT WILL HAVE THIS EQUIPMENT PUT IN GOOD WORKING ORDER.

5. SUBJECT: UNION POINTED OUT THAT SOME OF THE VENDING MACHINES WERE NOT IN GOOD WORKING ORDER. ALSO, THE UNION WANTED TO KNOW IF THERE WERE ANY CHARGES BEING MADE TO THE VENDING COMPANY AND IF THE VENDING COMPANY WAS PAYING A RENT FOR THE USE OF THE LUNCHROOM. IT HAS THE UNION'S POSITION THAT POSSIBLY SOMETHING COULD BE DIVERTED TO A WELFARE FOR THE BENEFIT OF EMPLOYEES.

   ACTION: MANAGEMENT STATED THAT IN MOST CASES MACHINE FAILURE IS CAUSED BY MISUSE OF THE MACHINES. ALSO, THE VENDING COMPANY WILL MAKE SERVICE CALLS ANY TIME THEY ARE CALLED. AS FAR AS ANY PROFITS OR RENT, IT IS THE POSITION OF THE COMPANY THAT NO RENT IS

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CHARGED. ALSO, THE PORTIONS SERVED AND THE SIZE OF THE CUPS IS LARGER THAN ARE NORMALLY DISTRIBUTED IN VENDING MACHINES AT THE PRICE CHARGED IN THE LUNCHROOM. ALSO, THE VENDOR GIVES DONATIONS TOWARDS CHRISTMAS, THE ANNUAL PLANT PICNIC, AND WHENEVER HE IS CALLED ON HE IS ALWAYS READY AND WILLING TO GIVE ANY ASSISTANCE THAT HE CAN.

6. SUBJECT: UNION REQUESTS A RECHECK ON THE PAY RATE FOR THE DRIVER OF THE LOAD MASTER. THIS IS A LARGER PIECE OF EQUIPMENT AND WE WOULD LIKE A THOROUGH CHECK OF THE RATE.

ACTION: MANAGEMENT STATED JOB DESCRIPTION AND RATE EVALUATION WERE REVIEWED. UNION MAY ARRANGE REVIEW MEETING WITH PLANT METHODS PERSONNEL.

NEW BUSINESS:

1. SUBJECT: THE UNION REPORTED A COMPLAINT FROM THE FLATWARE FINISHING LINE. IT SEEMS THAT THE FLATWARE FINISHING MEN ARE LOSING BONUS SINCE THE EXTRA MAN WAS PLACED ON THIS LINE.

ACTION: ACTIVITY OR WORK IS AVAILABLE TO THIS OPERATION. MANAGEMENT MUST HAVE IMPROVED OPERATION AND THRUPUT. EMPLOYEES HAVE UNLIMITED BONUS OPPORTUNITY.

2. SUBJECT: THE UNION COMPLAINED OF THE POOR CONDITIONS OF THE FLOORS IN MANY OF THE WORK AREAS IN THE PLANT. ONE AREA ESPECIALLY BAD IS IN THE CYLINDER LOADING AND PREHARDENER POURING AREA.

ACTION: MANAGEMENT STATED THAT THERE IS A PLAN FOR FLOOR REPAIRS AND THIS PLAN WILL BE EXECUTED AS SOON AS POSSIBLE AND MONEY IS AVAILABLE.

3. SUBJECT: THE UNION REQUESTED THAT A THIRD MAN BE ADDED TO THE CYLINDER SERVICE OPERATION TO RELIEVE SOME OF THE BURDEN NOW ENCOUNTERED BY THE TWO CYLINDER SERVICE PEOPLE AND THE USE OF THE CYLINDER OPERATOR AS A PREHARDENER PULLER AND LINE SERVICEMAN. IT WAS POINTED OUT THAT THE CYLINDER OPERATOR SPENDS AS MUCH AS FOUR HOURS ASSISTING THE CYLINDER SERVICEMEN WHEN HIS PRIMARY DUTIES ARE TO SERVICE AND OPERATE CYLINDERS. ALSO, THE UNION OBJECTS TO THE SUPERVISOR PULLING THIS MAN FOR THE USE OF A RELIEF FOR THE LINE SHORTAGE.

ACTION: MANAGEMENT STATED THAT IT ANTICIPATES THE ADDITION OF ANOTHER MAN IN THIS AREA TO KEEP PACE WITH THE EXPANSION PROGRAM. IN THE MEANTIME, THE OPERATION WILL BE CHECKED TO SEE IF A WAY CAN BE FOUND TO GET MORE HELP IN THIS AREA.

4. SUBJECT: THE UNION COMPLAINED OF THE PRACTICE OF EXCLUDING AN HOURLY SAFETY COMMITTEE MEMBER FROM THE PLANT TOUR WITH THE AETNA SAFETY ENGINEER.

ACTION: MANAGEMENT WILL LOOK INTO THIS MATTER AND TAKE WHATEVER CORRECTIVE STEPS ARE NECESSARY.

5. SUBJECT: THE UNION POINTED OUT THAT THERE IS AN OPEN HOLE IN THE AREA OF THE OLD HOUSE TO THE REAR OF THE PLANT IN WHAT APPEARS TO HAVE BEEN A WELL OR A CESSPOOL. WE CONSIDER THIS A DANGER BECAUSE OF THE MANY CHILDREN RUNNING ACROSS THESE FIELDS.

ACTION: MANAGEMENT IS GRATEFUL TO THE UNION FOR BRINGING THIS MATTER TO THEIR ATTENTION AND WILL TAKE CORRECTIVE STEPS.

6. SUBJECT: THE UNION ASKS FOR AN EXPLANATION ON THE METHOD USED TO FILL OVERTIME NEEDED TO FILL IN FOR MC CAFFERY'S VACATION. THE EMPLOYEE IN QUESTION WAS JOHN HUTTER.

ACTION: MANAGEMENT POINTED OUT THAT MEN NORMALLY ASSIGNED TO THE OPERATION WHERE OVERTIME IS NEEDED ARE FIRST OFFERED THE OVERTIME. IN THIS CASE JOHN HUTTER IS A RELIEFMAN IN THE FLATWARE FINISHING OPERATION AND IS NOT NORMALLY ASSIGNED TO THIS AREA. HE DID NOT GET THIS OVERTIME BECAUSE OF THIS. IT WAS AGREED THAT JOHN HUTTER IS PRIMARILY A SPECIAL ASSEMBLY EMPLOYEE AND SO HE WOULD BE ON THE SPECIAL ASSEMBLY OVERTIME ROSTER.

7. SUBJECT: THERE WAS A DISCUSSION ON THE BOILER AND DOWTHERM EQUIPMENT. THE NEED OF CERTAIN MECHANICAL CHANGES, RECOMMENDATION FOR REPAIRS AND CERTAIN OPERATION PROBLEMS FACING THE DOWTHERM ENGINEERS.

ACTION: MANAGEMENT AGREED TO SET UP A MEETING TO COVER THESE MECHANICAL PROBLEMS WITH THE FOUR ENGINEERS AND THE PLANT ENGINEER, AND CHARLES STRECK.