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MINUTES OF MEETING OF THE
EXECUTIVE COMMITTEE
OF THE GLIDDEN COMPANY

Minutes of the meeting of the Executive Committee of The Glidden Company, held at the office of the Company, 1396 Union Commerce Building, Cleveland 14, Ohio, on Monday, February 13, 1950, at 3:30 o'clock P.M.

The following members of the Committee were present:

Adrian D. Joyce
Dwight P. Joyce
Clifton M. Kolb

Messrs. P. E. Sprague and W. J. O'Brien were not present at the meeting.

Mr. Adrian D. Joyce, Chairman, presided and Mr. R. D. Horner recorded the minutes.

Mr. Dwight P. Joyce reported that hourly wage vacation policies adopted by many of the Company's principal competitors manufacturing food products in the Chicago area, included paid three week vacations for employees having in excess of ten to fifteen years' service. Because of the likelihood of a demand for similar benefits by the Company's unions at its Chicago plants, Mr. J. H. Weeks, Director of Personnel Relations, had requested permission of the Committee to offer in negotiations, if expedient, a three weeks' vacation for fifteen years' service. This authorization, Mr. Joyce pointed out, would be used only for bargaining purposes and would be offered on an individual plant basis and not as a uniform company policy in lieu of other benefits, such as hospitalization or wage increases.

It was the opinion of Mr. Adrian D. Joyce and Mr. Clifton M. Kolb that this three weeks after fifteen years vacation benefit should be offered

in union negotiations only in the absence of other concessions, including hospitalization or pension benefits or a general wage increase. It was Mr. Adrian D. Joyce's expressed view that company policy should refrain from granting several benefits in one year's negotiations, but that such benefits should be kept in mind as a basis for bargaining in subsequent years. This position was adopted by a majority of the members present as the decision of the Committee on this question.

Mr. Dwight P. Joyce did not concur in the decision of the majority of the Committee. It was his expressed opinion that Mr. Weeks should be authorized to offer the pension plan and hospitalization or vacation benefits to the unions in the Company's bargaining negotiations. He believed that this policy would permit more successful negotiations in all of the Company's industrial relations.

Mr. Dwight P. Joyce announced that he wished to submit for consideration of the Committee later in the week, at such a time as Mr. N. B. Betzold could attend the meeting, the matter of a margarine promotion program in the New England area. He submitted a report on the New England market for Durkee's Grade AA Margarine prepared by Mr. R. J. McCadam. He asked that the Committee, prior to the meeting, familiarize itself with Mr. McCadam's report and be prepared to act upon any requests which might be made for advertising expenditures necessary to establish new markets for Durkee's Grade AA Margarine in New England. He also summarized briefly a suggestion which had been made by the Norwalk Division for segregation of new market development expenditures on the Company's monthly statement. Mr. Dwight P. Joyce endorsed this suggestion and asked the Committee to consider it for adoption at the meeting which would be called to consider this promotion plan. Mr. Clifton M. Kolb recommended that advertising promotion expenditures for the New England area be set up in

the monthly statement as a part of Durkee McCadam Division expenditures. Mr Adrian D. Joyce recommended that any decision to be made as to a margarine promotion campaign in the New England market be preceded by a careful survey to determine not whether such a promotion plan should be entered into, but whether or not New England is the best place to spend the money. The members of the Committee present agreed to read Mr. McCadam's report and to study the matter carefully prior to its next meeting.

The following PFE was submitted to the Committee and was upon motion duly made and seconded unanimously approved:

Paint Division

A. Wilhelm Co., Reading

2 - 49 Purchase of one Burroughs Bookkeeping Machine \$1,696.00

Mr. Clifton M. Kolb announced that the American Arbitration Association had requested a donation of \$250.00 to sustain its activities in the Cleveland area. Mr. Kolb explained that the Association afforded a means for speedily and economically settling contract disputes through voluntary arbitration and that the Company had on several recent occasions profitably taken advantage of the Association's facilities. Upon motion duly made and seconded the Committee unanimously approved a contribution of \$250.00 to the American Arbitration Association for the purpose of maintaining its Cleveland facilities.

There being no further business to come before the Committee the meeting was upon motion duly made, seconded and unanimously carried, adjourned.



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