

July 2, 1971

Dear Fellow Employee:

It's happened again!

In spite of the Company's best efforts, continued right up to the last minute June 30, your Pittsburgh leaders refused to consider any offer that wasn't exactly the "pattern" they had decided on before **the** meetings with us even started.

The Company's offer, which was certainly not "take it or leave it", included the following major items:

Wages - 50¢ the first year, 25¢ more the second year, 25¢ more the third year; a total of \$1.00 per hour increase. This would mean that average earnings would increase over \$2,000 per year during the third year of the contract.

Holidays - Add another paid holiday, for a total of 9, and increase the rate of pay for any holiday worked to triple time.

Shift Differential - This would be increased to 10¢ - 15¢ - 20¢ per hour for your particular shift, which amounts to a 25% increase.

Pension - A 40% increase in the basic benefit to \$7.00 for all your past service and future service; the spouse's benefit was improved; and all present pensioners would have their pension increased by \$15 per month.

In addition, we offered substantial improvements in the Security and Severance Plan, increased Life Insurance coverage for both employees and future pensioners, more Health and Welfare benefits, more Weekly Sickness and Accident benefits, and a better Permanent and Total Disability Benefit Plan.

As you know, changes and improvements were also being made in the contracts by bargaining at each plant - and this could have been continued.

In spite of this largest offer in the Company's history, which we offered to discuss and further improve the Union once again just shut down not only your plant but all other facilities of all but one of the other companies that were also trying to bargain a satisfactory settlement.

We think this is a needless strike, a useless strike, a strike called by your Pittsburgh leaders who appear to care more about their "pattern" than about you, your family or the future of the Company and your jobs.

Take a good look at the Company's offer, remember we were prepared to do better without this strike if the Union would bargain about its long list of demands and "patterns", and if you agree that this strike is unnecessary tell your Union leader so we can all get back to work.

Very truly yours,

A. J. Larbe

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