

PLANT MANAGEMENT COMMITTEE AND PLANT UNION COMMITTEE
MONSANTO COMPANY

Texas City, Texas
August 19, 1971

The Plant Management Committee and Plant Union Committee held its regular meeting on August 19, 1971. The meeting was called to order by E. H. Jones. Present were:

UNION COMMITTEE

D. L. Knape, Chairman
T. R. Choate
S. Crittendon
E. H. Dowden
J. L. Elliott
S. E. Fleenor
Y. M. Goodwin
J. Grubbs
R. A. Hutson
Harold Jones
W. N. Stallings

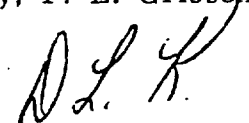
MANAGEMENT COMMITTEE

E. H. Jones, Chairman
E. R. Albritton
R. J. Barrett
P. E. Brubaker
R. E. Daly
R. W. Flint
W. C. Fuller
J. J. Hickey
E. J. Mackie
G. T. Ryan
J. E. Robinson
N. F. Wood

Absent from the Union Committee were: D. E. Bozeman, G. H. Bryan, Jr., J. C. Goodson, and O. M. Watkins.

Absent from the Management Committee was D. L. Uzzell.

Guests were: M. J. Baker, K. B. Bingham, H. L. Bundy, F. E. Grisson, J. W. Hughes, C. E. Lowrey, Jr., and G. Wilredge.



CBY 3104167

MAP 04007

LAM023738

OLD BUSINESS

COVERALLS

UNION asked if the Company had checked on the need for coveralls in the Department 41 cells.

COMPANY replied the Maintenance Zone Superintendent has checked on it; however, maintenance supervision and the pipefitter steward will look into it again when the specific situation occurs.

CONTRACTORS WORKING OVERTIME

UNION asked if the discussion with the interested committeeman has been held.

COMPANY replied that it has and the question has been resolved.

WORKING CONDITIONS

UNION asked if the sewer problems have been checked.

COMPANY stated a problem in the propane rack shop is still being worked on. The problems have been alleviated in the other areas mentioned.

PARKING LOTS

UNION stated that day employees are still parking in the spots reserved for female employees on the night shifts.

COMPANY stated a notice had been put in the Plant News about this problem. Any violations observed should be reported to Plant Protection.

NEW BUSINESS

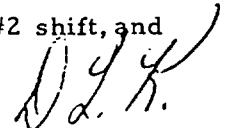
GRIEVANCE 71-2-1 - SHIFT STAFFING - G. WILREDGE, et al, Truck Department

COMPANY read grievance as follows:

Statement of Employees Grievance:

CBY 3104168

The Truck Helper is not being assigned to the #2 shift, and



the Company is assigning his work to the Truck Driver, and sometimes other crafts.

Remedy requested:

Put a Helper on the #2 Shift with Shift Driver.

UNION stated there are two main reasons there should be a truck helper assigned to the second shift. One is for safety and the other is that drivers are given jobs they cannot do by themselves and other crafts have to help. A good example is loading tool boxes. There have been several near accidents resulting from drivers trying to load or unload equipment that is too much for one man to handle.

COMPANY stated that there is not sufficient need to assign a helper to the second shift. Whenever a helper is needed, one will be called out. In the past, supervision has taken a look at the loading and unloading of tool boxes and has determined that, with the power tail gates, one man should be able to load and unload tool boxes. If any of the tail gates are broken, they should be reported and they will be fixed. The Company will take another look at the situation and will send an answer to the Union.

SAFETY

UNION asked if the emergency procedures for taking injured employees to the hospital has been revised.

COMPANY replied it was supposed to have been prepared and given to the Night Supervisors, but we will check on it again.

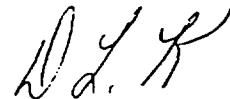
UNION questioned whether sufficient safety precautions are being taken in Department 24 concerning the handling of dilute streams of HCN.

COMPANY said this would be reviewed with Department 24 supervision, however, employees should discuss specific items directly with unit supervision.

UNION stated that a letter was recently put out by maintenance supervision concerning pipefitters back flushing hoses on the docks. We would like a clarification.

CBY 3104169

COMPANY will look into it and discuss it with the steward. Back flushing of hoses is normally done by pumper-gaugers.



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POLICY

UNION asked if steps could be taken to insure that new employees are familiarized with safety policies.

COMPANY replied that new employees are being given safety indoctrination by the safety department when they first report to work. When assigned to a specific unit, they are given training regarding safety policies and procedures necessary for their unit. We will follow up to make sure this is being done.

WORKING CONDITIONS

UNION stated there is a stopped-up drain in the shift kitchen.

COMPANY will check on it.

VACATION BANK DAYS

UNION stated the Labor Department is working shorthanded and asked if some of the work could be covered at night on overtime to allow more people to take bank days.

COMPANY replied that a bank day would not be refused if it could be covered by overtime on the regular shift. However, we will not set up an overtime shift to cover bank days.

CAFETERIA

UNION said there is beginning to be a problem again with salaried employees in the lunch line at 12:00.

COMPANY will take a look at it. The Union is also reminded that employees are not to leave the job early for lunch.

STAFFING

UNION asked if the Company is planning to hire any insulators.

COMPANY replied there are no plans at this time.



CBY 3104170

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MAP 04010