PLAINTIFF'S EXHIBIT

MON-3102

PLANT MANAGEMENT COMMITTEE AND PLANT UNION COMMITTEE

MONSANTO COMPANY

Texas City, Texas

March 16, 1972

The Plant Management Committee and Plant Union Committee held its regular meeting on March 16, 1972. The meeting was called to order by E. H. Jones, Chairman.

UNION COMMITTEE	MANAGEMENT COMMITTEE
J. C. Goodson, Chairman	E. H. Jones, Chairman
Wayne Black	E. R. Albritton
T. R. Choate	R. J. Barrett
E. H. Dowden	P. E. Brubaker
J. L. Elliott	R. E. Daly
Y. M. Goodwin	R. W. Flint
J. Grubbs	J. J. Hickey
R. A. Hutson	E. J. Mackie
Harold Jones	G. T. Ryan
D. L. Knape	L. Schwab
O. M. Watkins	D. L. Uzzell
J. D. Carpenter	N. F. Wood

Absent from the Management Committee was W. C. Fuller.

Absent from the Union Committee were George Bryan, S. E. Fleenor, and W. N. Stallings.

Guests were: J. R. Atkinson, A. J. Bolton, A. G. Goodson, and H. L. Bundy.

CBY 3103998

OLD BUSINESS

COVERALLS

UNION asked if the Company and the laborer steward have settled this problem.

COMPANY replied that it had.

VACATION

UNION asked if the Company has checked on the question of back-to-back vacations this year.

COMPANY stated that employees on scheduled vacation or bank day on March 31 will be given the option of an extra eight (8) hours pay or another day of vacation on the next working day after March 31 even though it will be the next vacation year. This situation has arisen because the last day of the vacation year is a holiday. Extended back-to-back vacations will not be allowed in accordance with the contract.

UNION stated that Company has requested maintenance shift employees to request bank days from the shift supervisor during off hours. Since the shift supervisor does not have vacation records the Company agreed to look into providing him a vacation listing.

COMPANY stated it looked at the problem and decided against providing the listing. If the employee has an emergency, it is always possible to call the General Crafts Foreman. If it is not an emergency, the employee should call his craft supervisor early. The Company informed the Union that a new program will be initiated shortly which will show on the employee's paycheck stub each week the amount of vacation the employee had due at the beginning of the vacation year and how much he has taken up to that payroll period.

OVERTIME

UNION asked if the Instrument Department has been furnished with an overtime list that is easier to read.

COMPANY answered that it has been done.

OVERTIME MEALS

UNION asked if the Company has checked on the ice cream servings from the downtown cafe.

CBY 3103999

COMPANY replied the cafe will provide two cups of ice cream.

NEW BUSINESS

Grievance No. 71-10-42 - Upgrade - D. Sandberg, Instrument Department.

COMPANY read the grievance as follows:

Statement of Employee's Grievance:

Violation of Article 11, Page 44.

Contract Provision Relied Upon or Claimed Violated:

Article 11, Page 44.

Remedy Requested:

That Company follow Article 11, Page 44 and that Grievant be paid the higher classification of work performed as per Article 6, Page 40.

UNION stated the main disagreement concerns the Company's refusal to allow the leadman to pass on instructions to journeymen when they are in the plant on call outs. The senior man doesn't even know he was the leadman until the next day when he is told.

COMPANY stated that it had never agreed that all orders to craftsmen had to go through the leadmen. On off-hour shifts, where craftsmen may be called out on a sporadic basis during the shift to perform work of short duration, the employees will not normally receive their instructions through a leadman. When a review of the previous shift's call-outs reveal that there were enough employees on shift for a sufficient period of time to require that a leadman be paid under the contract, then the senior employee would be upgraded after the fact and paid for the period of time required. The employee paid as a leadman, however, would not have issued instructions to other employees in the plant nor would he have been responsible for their work. In this grievance one of the four men in the plant was a Chief Instrumentman. The Company asked if it was the Union's position that when a leadman is called out or a craftsman is upgraded on call-out he shall remain in the plant until all of the journeymen have left even though the job he was called for only takes a few minutes.

UNION replied that if he is a senior man he would be obligated to stay.

COMPANY will answer the grievance.

CBY 3104000

J.C.W.

LAM023753

MAP 04022

Grievance No. 71-11-46 - Contract Work - J. Grubbs, Instrument Department.

COMPANY read the grievance as follows:

Statement of Employee's Grievance:

Steward requests clarification of Article 13, Parag. 4, Page 47.
1. At what date annually?
2. What type of information will be given to show the total work given out?
3. What information will be given to determine the number of men employed to perform this work?

Contract Provision Relied Upon or Claimed Violated:

Have not been able to determine info outlined in Article 13, Parag. 4, Page 47.

Remedy Requested:

Clarification of Article 13, Parag. 4 as outlined above.

UNION asked for clarification on the provisions providing for annual review of work contracted out. This applies to work sent out of the plant as well as work done inside.

COMPANY stated the annual review pertains only to the number of contract people working inside the plant. The Union proposal from the 1961 negotiations indicates that was the Union's intent also. The annual review is not necessary for the Instrument Department because there are no contract instrument men in the plant. The Company will answer the grievance.

SAFETY

UNION stated the dust collection system on the insulation shop saw is still not adequate.

COMPANY will check on it.

UNION pointed out that the use of chemical drain cleaners is a potential safety hazard.

COMPANY will look into it.

CBY 3104001

J.C.K.

UNION stated there is a definite need for a ventilation system in the shops building.

COMPANY will look into it.

UNION stated there is a potential falling hazard involved for truck drivers when they are replacing the sock in the Department 56 dumpster. There is a need for lights.

COMPANY stated this problem is being worked on and the lighting needs will be looked into.

UNION stated that the condition of the restrooms in Department 42 has become unsanitary since there are no longer any night shift porters. There is also a potential safety hazard involved because spilled pellets are not being cleaned up as often.

COMPANY will look into it.

UNION stated there has been a greatly increased amount of PE dust in the area around Department 35.

COMPANY replied it was caused by a spill resulting from a pipe failure. Every effort is made to keep the area as clean as possible.

UNION mentioned there could possibly be a safety hazard in the Department 19 area because some of the equipment is rusted and corroded.

COMPANY replied it would be looked into. Part of the unit is not operating and is not being maintained for appearance like it would be if it were running. There has been no change in the safety attitude or philosophy in Department 19.

COMPANY reminded employees that the new heat tempered glasses being dispensed by eye doctors do not meet the requirements for safety glasses to be worn in the plant. They should not be worn in the plant in place of safety glasses.

WORKING CONDITIONS

UNION stated the Pax bar soap now being used is not satisfactory.

COMPANY replied it is being replaced.

BICYCLES

UNION stated the lack of bicycles for shift pipefitters is creating problems. If the truck is in use or being repaired, a lot of time is wasted by their having to walk from one job to another. There is also a potential safety hazard involved.

COMPANY will look into it.

WORK ASSIGNMENT

UNION stated the laborers were required to box up some scrap polyethylene in Department 35 and take it to the warehouse. Isn't that operators work?

COMPANY replied that if the spilled material is to be reprocessed or sold it should be handled by the operators. If it is scrap it is to be handled by the laborers. The material in question was sold; however, it was sold as scrap and it was not a regular sale.

STAFFING

UNION stated there is a rumor in the plant that ten operators will be recalled to Department 42.

COMPANY replied there are no plans to recall anyone to Departments 42 or 41.

TEMPORARY UPGRADE

UNION asked what is considered a temporary upgrade.

COMPANY defines a temporary upgrade as one in which an employee is upgraded to replace an employee of a higher classification who is off work for some reason. There are no definite time limits on a temporary upgrade.

VACATION

UNION asked who determines how many employees in a department will be allowed on vacation at one time. The number for the Instrument Department has been reduced from six last year to five this year.

COMPANY replied there is a plant standard which should not be exceeded. It is not unusual for the number allowed off in a department to be reduced or increased if the situation in the department changes from one year to the next.

WORKING CONDITIONS

UNION stated the work load in the Truck Department is greater than can be handled with the number of trucks available.

COMPANY will look into it.