

cc: Beth Wood
J. W. Pruett
G. A. Thompson

R. R. Barker

June 8, 1998

B A R G A I N I N G N O T E S

UNION-MANAGEMENT MEETING

Date: 6/8/98 Time: 10:45 p.m. Place: Personnel Conf. Room

Present: Management - R. R. Barker, J. W. Pruett

Union - *NO Flick* T. D. Meadows, S. R. Cason, S. D. Hudnall, B. Wood,
L. B. Parr, M. Floyd, R. Shifflett, G. Johnson,
G. D. Jordan, H. Henkel, T. Farley, Sr.

SUBJECT: 1. Safety
2. Occupational Health System Technician
3. Singapore Request for Assistance

SAFETY

Mr. Barker stated safety was clear over the weekend. He said he understood that in the process of doing more check-out work on the new Dow vaporizer in Power some of the lines started to smoke as they heated up. He said the lines are wrapped with mastic first, then insulation. Apparently the wrong type of mastic was used, which caused the smoke.

Mr. Jordan asked if the vapors were harmful to anyone.

Mr. Barker responded he didn't know what actual compounds were released. He said we have run into something similar when starting up new Lycra* spinning machines when the cells are burning off.

Mr. Parr said he had a safety concern--one he's mentioned before. The walkway between NAX and the side door in BCF has no stop sign. He said people are in the mindset on the site that any time there's a walkway vehicles are supposed to stop because there's a stop sign. Now you want to go against that mindset. Mr. Parr said a truck came through there the other day and never slowed down. He said I am requesting a stop sign be put up for the safety of the people on this site.

After some discussion among other Board members and Management, Mr. Barker said they will get the Traffic Committee to reconsider putting stop signs there.

N36807

Union-Management Meeting

June 8, 1998

OCCUPATIONAL HEALTH SYSTEM TECHNICIAN

Mr. Barker said we have previously discussed filling behind Bernie Scott after he retires at the end of this year or early next year. He said we have talked about different things around requirements and qualifications of what it takes to do that work. He said our position has been the job requires somebody with an Engineering background to do that work. Mr. Barker said the Union has not agreed with that. Mr. Barker said last time we said we would reconsider our reconsideration as to whether an Engineering background is necessary. This morning we are here to respond to that. He asked before I proceed do you have a different position or different proposal opposite filling that role?

Mr. Parr responded the Union's position has been stated--it should be filled by plant seniority.

Mr. Johnson went on to say that in the past our people did insulation work, but not any more. He said there's only a handful of people doing insulation on site.

Mr. Pruett said there are things other than insulation to consider. He said if a hole needs to be drilled through a transite wall, there's a special way to go about doing that.

Mr. Johnson asked don't you have a job procedure for that?

Mr. Pruett said yes.

Mr. Johnson asked are you are telling me a maintenance man coming in the program today is going to know insulation?

Mr. Pruett said it's not just insulation. He said the floor tiles that are taken up calls for it.

Mr. Johnson said if you ask mechanics now, they don't realize tiles have asbestos in them.

Mr. Pruett said this person needs to have the knowledge of the maintenance systems on the plant. He said when the person goes to school, he will learn about asbestos. Bringing a knowledge of plant systems to the job we feel is very important.

Mr. Hudnall asked are you saying maintenance guys are the only ones that know about asbestos?

Mr. Pruett responded no. He said people look at an asbestos tape every year. The maintenance folks deal with the systems where the asbestos is. He said the folks who work with asbestos systems are the maintenance folks. Before an overhaul, the work has to be set-up and these maintenance employees are the ones who set it up.

Mr. Hudnall asked you don't think the Fire Protection guys know this stuff?

Union-Management Meeting

June 8, 1998

OCCUPATIONAL HEALTH SYSTEM TECHNICIAN (cont'd)

Mr. Pruett said at this time not the kind of expertise required for this role.

Mr. Johnson said chances are the most senior qualified person will be someone from the maintenance role.

Mr. Parr said we presented good points in the last meeting you can't go against. He said you have not listened or considered. He said let's hear where you are today.

Mr. Pruett said I still believe very strongly that we need a maintenance person on this job because of the plant systems involved. He said I have thought about what you have said. He stated we agreed to 2 years instead of 5 years experience, and today I am willing to reduce it down to 1 year experience. *x*

Will have to address Mr. Shifflett said you are in a situation here where you are going to fill an individual job that's already spelled out in the contract, in the seniority rules and the Settlement Agreement how to fill the job. He said now you want to put qualifiers in there outside of the Agreement, the contract and the seniority rules. He asked why wasn't this brought up in December?

[Mr. Pruett responded the qualifications were never bargained for the job--we bargained to put the person in the job. He said the COT representative was sick and we never got around to bargaining qualifications for this role. *]**

Mr. Hudnall said there are guys in BCF who were CE mechanics and are now MST's. He asked are they qualified?

Mr. Barker said it is our position these people are probably qualified.

Mr. Pruett said Engineering training and a year's experience is required.

Mr. Jordan asked what about Power operators? They don't do maintenance work, but they continuously work to shut things down.

Mr. Pruett said I think those things are different vs. what a mechanic or CE mechanic would be dealing with.

Mr. Shifflett said it's nearly impossible on the COT role to get an individual job because of seniority. If you are going to fill this job, then follow the rules we have agreed to and open it to site seniority.

KEY Mr. Pruett said I think we are following those rules--the most senior qualified person.

Mr. Parr said you are putting in the qualifiers after the fact. They should have been there when you filled the job. He said you know the Union's position.

Union-Management Meeting

June 8, 1998

OCCUPATIONAL HEALTH SYSTEM TECHNICIAN (cont'd)

Mr. Barker said we have stated our position. He said we feel like we have made a good faith offer to address this situation. He said he feels we are at impasse and need to move ahead on this matter to keep our businesses competitive.

Mr. Parr said tell us exactly what you are impassing and implementing.

Mr. Barker said we will proceed to fill this role with the qualifications newly bargained.

Mr. Pruett said I gave the Union a copy of the proposed job advertisement the first time we met. He said we will change the 5 years' experience to 1 year and advertise for 2 weeks.

Mr. Barker said that is our position.

Mr. Parr said our position is you are in contract violation.

Mr. Barker said we understand your position--we don't agree this is a contract violation. He said I think both parties understand where we are right now.

SINGAPORE REQUEST FOR ASSISTANCE

Mr. Barker said last week Greg Thompson came and talked to you about the request for Eddie Falls to go to Singapore to train and troubleshoot. He said given the circumstances in this case, we still think it's the right thing for Eddie to help those folks out.

Mr. Parr stated you know our position.

Mr. Barker said we do not agree to the provision Mr. Flickinger outlined to us last week that Mr. Falls would lose his WASD while he is away. We are OK with Mr. Flickinger's provision that we settle any selection issues before Mr. Falls leaves.

The meeting was adjourned.

**Notes taken by C. L. Hendrickson

DUP050305166