

MONSANTO COMPANY

PLANT MANAGEMENT COMMITTEE AND PLANT UNION COMMITTEE

Texas City, Texas
December 21, 1967

The Plant Management Committee and the Plant Union Committee held its regular meeting on December 21, 1967. The meeting was called to order by E. H. Jones. Present were:

UNION COMMITTEE

W. M. Recknor, Acting Chairman
Y. M. Goodwin
R. F. Hawkins
J. R. Hooper
D. L. Knape
D. L. Long
J. W. McCorry
G. Sanders
C. H. Smith
L. H. Thomas
Mitchell Williams

MANAGEMENT COMMITTEE

E. H. Jones, Chairman
E. R. Albritton
E. N. Brasfield
R. E. Daly
W. C. Fuller
G. T. Ryan
L. Schwab
N. F. Wood

Absent from the Union Committee were: H. E. Bessire, Chairman;
D. E. Bozeman; J. C. Goodson; and S. T. Tatum.

Absent from the Management Committee were: J. J. Hickey, Gerald Osterman,
and N. J. Ruiz.

Guests were: John Anderson, W. J. Bedford, A. G. Goodson, E. L. Haile,
Don Rogers, Paul Teague, and O. M. Watkins.

OLD BUSINESSCLOCK IN

CBY 3104247

UNION asked if the Company had done anything to resolve the problem of the leadmen keeping the journeymen's badges and causing them not to be able to punch out.

COMPANY said they have issued a letter to all leadmen stating their responsibilities with regards to badges and instructing them not to carry badges around with them. This letter stated that they should either return the badge to the man or leave it in a rack near the time clock where he can pick it up.

LAM023691

MAP 03960

OLD MINUTES

UNION asked to have the Company's statement in the October 19, 1967 minutes on grievance #67-9-26 revised to read that there are only three instrumentmen qualified on the equipment in question, and there never have been more than that.

COMPANY said they would check this out.

OVERTIME MEALS

UNION said operators on the graveyard shift are receiving meals just before quitting time. On December 3, 1967, a meal was delivered at 0235 a.m. and on December 7, 1967, a meal was delivered at 0220 a.m. We were told meals would be delivered to operations between 0130 a.m. and 0200 a.m.

COMPANY said they will try to insure proper delivery of meals, but there may be occasions when they will arrive late.

NEW BUSINESS

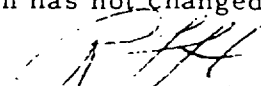
GRIEVANCE #67-10-35 - SHIFT ASSIGNMENT - L. G. BOYD - MACHINIST

COMPANY read the grievance as follows:

"The Company as of September 25th, 1967, kept a junior leadman on the A-2 (2 shift, 7 day) a preferred shift and moved L. G. Boyd to A3 Alt. (3 shift, 7 day) with no regard to seniority."

UNION said they had sat through various steps of this grievance and have not been able to figure out why the Company was unwilling to let the grievant, who is the senior man, prove he is qualified to handle the work on the preferred shift. They stated they realize the junior man was a better qualified machinist, but they could not understand why Boyd could not handle the work on the day shift when he was responsible for the shop on the 3rd shift. Further, he went through his apprentice program with the Company and should have been trained then. They asked that the grievant be given a trial period to prove that he could do the work on A-2 shift.

COMPANY said they had followed the normal procedure in making the assignment in question. There have been four previous grievances on the same question and Company's position has not changed. Company will answer the grievance in writing.



CBY 3104248

LAM023692

MAP 03961

UNEXCUSED ABSENCES

UNION asked what is the Company's definition of unexcused absence as opposed to excused absence. Can an unexcused absence be changed to excused at a later date if the man has a good reason for missing work?

COMPANY said an excused absence requires sufficient reason and adequate notice. Reasons generally beyond the control of the absentee -- such as personal sickness, family emergencies -- are considered sufficient. Reasons partly beyond the control of the absentee, like failure to get back from a trip in time, are discretionary, depending on whether reasonable planning took place. Reasons generally within the control of the absentee, like oversleeping or personal business, are normally not sufficient. Adequate notice for shift workers means that a man's supervisor (night superintendent on off-hours) is to be notified at least an hour before the start of the man's scheduled shift, so that proper coverage can be arranged. Adequate notice for day workers means that a man's supervisor is to be notified by 0830.

An unexcused absence is any absence in which the reason and notification requirements for an excused absence are not met.

Company also said an unexcused absence may be changed later to an excused absence so long as the sufficient reason and adequate notice requirements had been met.

UNION stated that although they could not contest every time the Company charges an employee with an unexcused absence, they could arbitrate any discharge that resulted from the usage of these absences.

CONTRACT WORK

UNION said they feel that Monsanto insulators should perform the work on grouting the foundations and the Monsanto laborers are qualified to chip the foundation on the new mixers in Dept. 35 instead of contracting these jobs out.

COMPANY said they felt this work should be contracted out. A meeting has already been scheduled to discuss this.

APPRENTICE PROGRAMS

CBY 3104249

UNION asked if the Company was aware that apprentices are eligible for benefits under the G. I. Bill if they are veterans. Some of ours are losing money if the Company does not take action to comply with the eligibility provisions of the law.

COMPANY said they are aware of the law and are waiting for an interpretation of the law from St. Louis Corporate office.

MAP 03962

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