

MONSANTO COMPANY

PLANT MANAGEMENT COMMITTEE AND PLANT UNION COMMITTEE

Texas City, Texas
January 16, 1969

The Plant Management Committee and Plant Union Committee held its regular meeting on January 16, 1969. The meeting was called to order by E. H. Jones. Present were:

UNION COMMITTEE

W. M. Recknor, Chairman
C. E. Beard
Y. M. Goodwin
S. E. Hebert
R. A. Hutson
D. L. Knape
D. L. Long
S. T. Tatum
H. D. Utley

MANAGEMENT COMMITTEE

E. H. Jones, Chairman
E. R. Albritton
E. N. Brasfield
R. E. Daly
W. C. Fuller
J. J. Hickey
G. Osterman
N. J. Ruiz
G. T. Ryan
Leonard Schwab
N. F. Wood

Absent from the Union Committee were: G. H. Bryan, Jr., Tom Choate, J. C. Goodson, D. E. Bozeman and W. B. Mitchell.

There were none absent from the Management Committee.

Guests were: W. D. Staten, P. F. Murray, A. G. Goodson, H. D. Ennis, H. L. Bundy, Don Rogers and C. H. Smith

OLD BUSINESSX-RAYS

UNION asked if the Company was prepared to discuss its procedure for employees receiving X-rays during their periodic physicals.

COMPANY explained the reason for the delay in giving an explanation on this subject was that they were studying the feasibility of installing an X-ray unit in the dispensary. At present, in addition to a mobile unit, which visits the

W.M.F.

CBY 3104244

MAP 03997

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plant annually, the Company provides for a large chest X-ray as a preventative health measure for each employee every three years. The employee may go to the clinic on his time and be X-rayed at Company expense. Company further stated certain employees with a history of respiratory ailments or people working in jobs which subject them to materials that may be hazardous to the lungs will be required to have X-rays more often. These employees will be sent to the clinic during their normal work day.

LOCKER ROOMS

COMPANY stated the shower heads in the main locker building had been repaired.

UNION agreed.

RETURN TO WORK

COMPANY requested that this subject be postponed until the committeeman who brought it up is present.

UNION agreed.

NEW BUSINESS

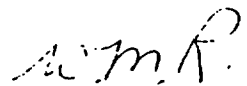
GRIEVANCE 68-11-35 - WORK ASSIGNMENT - BACOT - DEPT. 42

UNION requested that this grievance be postponed until next month.

COMPANY agreed.

ADVANCE VACATION PAY

UNION said a number of employees receiving advance vacation checks during the recent holidays also requested advanced unworked holiday pay and were told this was not the Company's practice. They further stated this practice did not seem fair nor in keeping with the intent of Article 2, Section 2, Paragraph b (2) of the agreement.



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COMPANY said they would check this out.

OVERTIME MEALS

UNION questioned the wording of a letter dated January 15, 1969, changing the eating time for maintenance employees from 6:30 p.m. to 6:00 p.m. They said this constituted a change in the contract meal period.

COMPANY said they made this change in the time the employees are allowed to eat for the convenience of the employees and could very easily return to 6:30 p.m. That although the meal may be eaten at 6:00 p.m., the contractual meal period would remain at 6:30 p.m.

UNION after a short caucus, said they would like to try this new schedule for a month.

-Wm.R.

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