

MONSANTO COMPANY

PLANT MANAGEMENT COMMITTEE AND PLANT UNION COMMITTEE

Texas City, Texas

July 18, 1968

The Plant Management Committee and Plant Union Committee held its regular meeting on July 18, 1968. The meeting was called to order by E. H. Jones. Present were:

UNION COMMITTEE

W. M. Recknor, Chairman
J. C. Goodson
Y. M. Goodwin
R. F. Hawkins
D. L. Long
J. W. McCorry
W. B. Mitchell
S. T. Tatum

MANAGEMENT COMMITTEE

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

Absent from the Management Committee were: E. N. Brasfield and Leonard Schwab.

Absent from the Union Committee were: H. E. Bessire, D. E. Bozeman, D. L. Knape, W. R. Pickett, George Sanders, C. H. Smith, and Mitchell Williams.

Guests were: Stanley Brand, H. L. Bundy, T. R. Choate, A. G. Goodson, S. E. Hebert, J. H. Jackson, P. F. Murray, Don Rogers, Wesley Sam, J. L. Schlechte, and R. L. Stuart.

OLD BUSINESSSHOP FACILITIES

COMPANY stated the parts on order for the overhead crane had been received, and it has been repaired.

- W. M. R.

CBY 3104031

LAM023704

MAP 03973

July 18, 1968

TOOL BOXES

UNION asked what had been decided on their request to have a representative present during tool box inspections.

COMPANY said it has been decided to have a Union representative present at these inspections, but stated it is not necessary to have someone present when opening a tool box to obtain a needed tool at night or on the weekend.

GRIEVANCE #68-4-13 - DISCIPLINE - CARPENTERS - GOODSON

UNION said they are planning to take this grievance to arbitration, as there are still inequities in the overtime procedure. Also questioned the timeliness of the step 4 answer to this grievance.

COMPANY said the step 4 answer to this grievance was sent out on June 28, 1968.

OVERTIME MEALS

UNION said the agreement reached with the Company was satisfactory, but there were still some problems administering it.

COMPANY said maintenance supervision will get with the committeeman concerned and discuss.

NEW BUSINESS

LOITERING

UNION asked why a letter was sent to all maintenance employees about loitering in salvage area, rather than reprimanding guilty parties.

COMPANY said they wanted to make all people aware of the problem prior to taking disciplinary action.

SAFETY

UNION asked what procedure is presently being used to appoint employees to the Plant Safety Committee.

COMPANY said they did not know if there had been a change in the selection procedure, but they would check this out.

W. M. R.

CBY 3104032

July 18, 1968

MAINTENANCE FACILITIES

UNION stated there is a need for air conditioning and heating in the shift kitchen, and it would be a simple matter to run a duct from a nearby area. Also there is a need to improve water coolers in many maintenance areas.

COMPANY said they would check this out.

JURISDICTION

UNION requested copies of jurisdictional book printed by the Company for the craft stewards.

COMPANY said this book was made up as a guide for maintenance supervision, but they would consider Union's request.

DISCIPLINE

UNION said the employee and his steward were not being given sufficient time to examine facts when the Company was considering taking disciplinary action against an employee.

COMPANY stated that employees are talked to on an individual basis to establish the facts but when an employee is being disciplined, he will be given the opportunity to arrange to have his steward present if he so desires.

STAFFING

UNION asked if the Company was planning on hiring more carpenters.

COMPANY said presently they are not.

X-RAYS

UNION pointed out the insulators are involved in a nationwide study to determine if there is any relationship between asbestos and lung diseases. All members of their craft recently had an x-ray under this study and three of them indicated the need for further observation.

COMPANY said they are aware of this study and would appreciate an opportunity to examine these x-rays and compare them with x-rays already on file in their Company medical record.

UNION asked if it would be possible to request an x-ray during an annual physical.

W.M.R.

CBY 3104034

July 18, 1968

COMPANY said this would be considered if the individual making the request has a specific problem.

SHIFT ASSIGNMENTS

UNION asked why shifts were staffed unevenly during recent shutdown.

COMPANY said staffing was dictated by the needs of the job.

W. M. R

/pd
7/29/68

CBY 3104035

MAP 03976

LAM023707