PLAINTIFF'S EXHIBIT

MON-3097

MONSANTO COMPANY

PLANT MANAGEMENT COMMITTEE AND PLANT UNION COMMITTEE

Texas City, Texas
November 21, 1968

The Plant Management Committee and Plant Union Committee held its regular meeting on November 21, 1968. The meeting was called to order by E. H. Jones. Present were:

UNION COMMITTEE	MANAGEMENT COMMITTEE
D. L. Knape, Acting Chairman	E. H. Jones, Chairman
G. H. Bryan, Jr.	R. E. Daly
C. E. Beard	J. J. Hickey
Tom Choate	N. J. Ruiz
J. C. Goodson	Leonard Schwab
S. E. Hebert	N. F. Wood
R. A. Hutson	
D. L. Long	
W. B. Mitchell	
H. D. Utley	

Absent from the Union Committee were: D. E. Bozeman, Y. M. Goodwin, W. M. Recknor, and S. T. Tatum.

Absent from the Management Committee were: E. R. Albritton, E. N. Brasfield, W. C. Fuller, Gerald Osterman, and G. T. Ryan.

Guests were: A. G. Goodson, W. J. Bedford, W. H. Grissom, A. D. Moeller, Vernon Mapes, Don Rogers, K. K. Knapp, H. L. Bundy, G. L. Stacy, A. J. Bolton, P. F. Murray, and Gordon Lunsford.

OLD BUSINESS

X-RAYS

UNION asked if there were any further developments on the Company's new procedure.

COMPANY said there were still some details to be worked out, and they were not prepared to comment.

CBY 3104009

CLOTHING

UNION asked if the shortage of khakis in large sizes had been corrected by Penney's.

COMPANY said to their knowledge it had. The Company also pointed out that if employees desired the new "Penn-Prest" khakis, the employees would have to pay the difference in price.

LOCKER ROOM

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

UNION stated one shower on the east end of building still seemed defective.

COMPANY said they would check this out.

JURISDICTION

UNION pointed out that their question last month on block valves in the maintenance shops building pertained only to main valves.

NEW BUSINESS

GRIEVANCE #68-8-29 - DISCIPLINE - PATTY - INSTRUMENTS

UNION requested that this grievance be postponed as the grievant is on vacation.

COMPANY agreed to further postponement.

GRIEVANCE #68-8-30 - OVERTIME ASSIGNMENT - BURTON - INSTRUMENTS

UNION requested this grievance be withdrawn.

COMPANY agreed to withdrawal.

CBY 3104010

LAM023724

MAP 03993

GRIEVANCE #68-9-32 - SHIFT ASSIGNMENT - VARGAS - MACHINIST

COMPANY read grievance as follows:

Statement of Grievance

"On 9-2-68 I was put on A-3 shift and two junior leadmen were left on A-11 shift."

Remedy Requested

"Move J. I. Vargis to A-11 shift."

UNION said they could not understand the Company's reluctance to put this employee on the preferred shift; since he had been trained as a shop machinist while working for another company and, therefore, has the qualifications lacking in other employees who had grieved over this same issue.

COMPANY said this employee's qualifications as a shop leadman are at least questionable, and in the opinion of the Company he is not capable of handling the duties involved. They then referred to paragraph (8) of the Volunteer Shift Assignment Procedure, which states the following:

> "In any of the above situations, the Company will not be obligated to make any shift assignment (or an assignment to A-6) which would result in a situation where the employees on any shift (or A-6) do not have, in the opinion of the Company, the required skill and ability to safely and efficiently perform the work to be done on the shift."

An answer to this grievance will be given to the Union.

GRIEVANCE #68-10-34 - WORK ASSIGNMENT - HEBERT - TRUCK DEPARTMENT

COMPANY read grievance as follows:

CBY 3104011

Statement of Grievance

"Management has heretofore assigned all work of loading and unloading of material on trucks, with certain specified exceptions, to the Truck department. Such reassignment has had the effect

of substantially increasing the work load of the Truck department. However, even after assigning the work to the Truck department, management still refuses, from time to time, to call truck helpers to work on overtime to assist in the performance of the work in question."

Remedy Requested

"Utilize helpers to work along with drivers on all trucks being used to haul materials, both on regular time and on overtime."

UNION stated that there are many inconsistencies in the Company's present procedure of assigning helpers to trucks during other than the day shift. There are many occasions of a helper being used one night to perform certain work, and the exact same work being performed the following night with no helper on duty. They said in the past the drivers had never loaded or unloaded trucks, but gradually they are being assigned more and more of this work. They finally pointed out that due to the arbitration award concerning this work, they felt that all loading and unloading should be accomplished by truck helpers.

COMPANY said they intended to use helpers on an as-required basis, and it would be helpful if the employees concerned would point out any errors in assignment as they occurred. It was also pointed out that it has always been part of the driver's responsibility to load and unload on days as well as off hours. An answer to this grievance will be given the Union.

STAFFING

UNION said, since we had discontinued the use of a truck on the graveyard shift, they could see a problem for employees working in polyethylene returning to the shops to eat their overtime meal.

COMPANY said they would check this out.

RETURN TO WORK

UNION asked if there had been any change in the Company's policy regarding this subject. They said they had heard of an employee's doctor receiving a letter from the Company instructing him to have this employee return to work.

CBY 3104012

COMPANY said they had no knowledge of any change in the policy, but would check it out.

OPEN HOUSE

COMPANY said there are still a number of employees who have not picked up their silver trays left over from the open house. These trays may be obtained at the Employees' Store.

gb
12/10/68

LAM023727

CBY 3104013

MAP 03996