

MONSANTO COMPANY

PLANT MANAGEMENT COMMITTEE AND PLANT UNION COMMITTEE

Texas City, Texas

May 16, 1968

The Plant Management Committee and the Plant Union Committee held its regular meeting on May 16, 1968. The meeting was called to order by E. H. Jones. Present were:

UNION COMMITTEE

W. M. Recknor, Chairman
D. E. Bozeman
J. C. Goodson
Y. M. Goodwin
R. F. Hawkins
J. R. Hooper
D. L. Knape
D. L. Long
J. W. McCorry
W. R. Pickett
C. H. Smith
S. T. Tatum

MANAGEMENT COMMITTEE

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

Absent from the Management Committee were: E. W. Brasfield and Gerald Osterman.

Absent from the Union Committee were: H. E. Bessire, G. Sanders and Mitchell Williams.

Guests were: H. L. Bundy, G. Copelin, A. G. Goodson, George Hart, S. E. Hebert, Byron Johnson, P. Murray, Don Rogers and Wesley Sam.

OLD BUSINESSSANITATION

CBY 3104040

UNION asked if the laboratory tests had been completed on the contents of the fittings taken from the fountain in Department 20.

COMPANY said the lab report had been received and the contents of these fittings were found not to be harmful. A copy of the report was circulated.

W. M. R.

MAP 03969

LAM023700

SHOP FACILITIES

UNION stated since it was not practical to provide a fan for the paint shop, would the Company consider air conditioning this area.

COMPANY said the addition of a fan to the paint shop was still being considered. The fans for the pipe shop are being assembled and will be installed soon.

VENDING MACHINES

COMPANY asked if there had been any further problems with the milk machine in the Laborers' Shack.

UNION said the milk was being changed on a daily basis and no problem now existed.

SHOP FACILITIES

UNION said the crane was not operating properly as the speed travel seemed to be the problem.

COMPANY stated a new switch had been installed and further work was planned on this equipment.

OVERTIME MEALS

UNION asked if the Company had reached any decision regarding an 11:30 p.m. lunch allowance for maintenance employees called in prior to 6:30 p.m.

COMPANY said since this problem involves only maintenance employees, a meeting would be set up to discuss this with the committeemen involved.

NEW BUSINESS

GRIEVANCE #68-3-9 - JURISDICTION - INSULATOR - H. E. Baker.

COMPANY read the grievance as follows:

CBY 3104041

"Operations removed insulated flange (Foamglas), causing loss of overtime pay to insulators. Insulation was knocked off between 6:30 and 7:00 on evening shift. Dept. 35 E-12's."

W.M.R.

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UNION stated the main reason for taking this grievance through step 4 was on talking to the operator involved in Dept. 35, they discovered that no one had informed this individual that this work belonged to the insulators.

COMPANY explained there was a leak in the equipment involved and the operator removed the insulation to determine whether or not there was a flange near the vessel where a blind could be installed. The operator's supervisor was waiting on the phone for an answer.

UNION said they felt this grievance could be settled if the Company would state that this work was the jurisdiction of the insulators, but was performed by the operator due to an emergency.

COMPANY said they would give the Union a written answer.

GRIEVANCE #68-4-11 - JURISDICTION - INSULATOR - H. D. Utley.

COMPANY read the grievance as follows:

"Electricians insulated top and bottom heads on vessel E16 in Department 33. Work was done under protest by Electricians under order from supervision. Material was sent from insulators shop to be put on by insulators. Work was done on evening shift resulting in loss of O. T. pay."

UNION said the answer to this grievance would be fine if it were not for the last statement which said "The use of asbestos blankets are not necessarily the jurisdiction of any craft or group." They said this statement was unnecessary since the insulators were not claiming blankets for utility use.

COMPANY said this statement was added so there would be no misunderstanding over the use of blankets. A written answer to this grievance will be given to the Union.

GRIEVANCE #68-4-12 - JURISDICTION - INSULATORS - H. D. Utley.

COMPANY read the grievance as follows:

"Contract machinists removed insulated hood from cooling tower turbine in Dept. 41. Insulation was torn out of hood."

UNION said their grievance pertains to insulated hoods which the insulators claim as their jurisdiction and the Company's answer refers to cowling.

COMPANY said cowling is the proper nomenclature of these hoods. They further stated a jurisdictional award had been issued by the Union giving this

W.M. R.

CBY 3104042

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cowling to the insulators. The Company has informed the Union that they did not agree with this award and requested a meeting to discuss it with the Union. The grievance will be answered in writing.

TAXI SERVICE

UNION said there must be a shortage of cabs on the graveyard shift. They pointed out that in one case a man has left in a cab and it was called back to the plant to pick up two more people. Also people were having to wait for these rides.

COMPANY said in the case of the cab being called back, it had left without being released and was supposed to pick the other two employees in question up. As far as people having to wait for rides, there was never any guarantee that a cab would be waiting at exactly the time an employee got off work, but no one should have to wait more than 15 minutes.

UNION brought out the case of an instrumentman who was sent back to get a slip from the maintenance supervisor before he could get a ride home.

COMPANY said they would check on this with instrument supervision.

SAFETY

UNION said water was leaking into the Pilot Plant and they feared that there was danger of someone being shocked at the grill in this area. They also said water was leaking in the Laborer Shack.

COMPANY said they would check this out.

ABSENTEEISM

UNION said in one department, people were being talked to about their absentee control record even though they had been off for legitimate illnesses. Was this the intent of the Company's program?

COMPANY stated they would have to look at the individual record to see if this was justified.

PAY CHECKS

CBY 3104043

UNION asked if it would be possible for someone in each unit to pick up checks for the men on graveyard shift and eliminate congestion at the gate.

COMPANY said they would check this out.

Wm R

LAM023703

MAP 03972