



## Interoffice Communication

To VCM Plant Employees  
From J. W. Ware  
Date September 16, 1982  
Subject Contract Agreement - Area Contractors

The labor agreement between the Association of General Contractors (AGC) and several of the craft unions has yet to be settled. As you may remember the agreement between the AGC and a majority of the craft unions expired on April 30, 1982. Therefore, the potential for a strike by one or more of the craft unions still exists. At the present time it is not known whether a strike by any of the craft unions is imminent, however, a strike is always possible until an agreement is ratified and signed.

Should a strike occur, picketing by union members at our plant construction gate is a possible legal action the unions may take. Similarly, informational pickets could be legally placed at the Conoco employee entrance gate, assuming these informational pickets do not attempt to harass or stop Conoco employees from entering the plant.

As employees of Conoco Chemicals Company all VCM Plant employees have the legal right to continue to work and earn their salary irregardless of third party union disputes. Also, as Conoco Chemicals Company employees we are expected to carryout our responsibilities to the Company by reporting to work and doing our jobs in a normal, safe and efficient manner.

When reporting to work should you encounter craft union pickets at the Conoco employee entrance gate please be guided by the following:

- 1) When entering the gate move your vehicle at a very low rate of speed.
- 2) Do not retaliate verbally or physically to any actions taken by a picketer.
- 3) Should a physical attempt be made to stop you from crossing the gate entrance you should:
  - a) immediately retreat from the entrance.
  - b) go to a public phone and call your supervisor to report the incident.
  - c) report your location to your supervisor and the phone number and remain at your location until you are given instructions by your supervisor.

If you have questions on this matter do not hesitate to contact your Supervisor, Department Head, or me.

  
J. W. Ware  
Plant Superintendent

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