

cc: Beth Wood

R. R. Barker

May 27, 1998

B A R G A I N I N G N O T E SUNION-MANAGEMENT MEETING

Date: 5/27/98 Time: 1:10 p.m. Place: Personnel Conf. Room

Present: Management - R. R. Barker *NO PRESENT*

Union - J. D. Flickinger, T. D. Meadows, S. R. Cason,
S. D. Hudnall, R. Shifflett, G. Johnson,
G. D. Jordan, H. Henkel, T. Farley, Sr.

SUBJECT: 1. Safety and Ethics Bulletin
2. GB - Permasep* Update
3. Occupational Health Systems Technician
4. Site Event
5. Standards of Behavior Communication

SAFETY AND ETHICS BULLETIN

Mr. Barker began the session by stating safety was clear overnight. He said the security situation discussed in a previous session is still being investigated.

Mr. Barker said he would like to mention that many people use e-mail. He shared a portion of an ethics bulletin from Corporate Security. The bottom line is three DuPonters were disciplined and a contractor was terminated due to unauthorized access to pornographic material. Mr. Barker reminded everyone when someone at DuPont accesses the Internet, they are representing DuPont and a record is made of it.

Mr. Flickinger said I have two comments: 1) Somehow have this information publicly broadcast on the plant; and 2) sometime back the Union Board requested that the PC's that have Internet access have restrictions initiated so that pornographic material cannot be accessed.

Mr. Barker said I will look into it.

GB - PERMASEP* UPDATE

Mr. Barker said in the course of some recent discussions around business updates, a question was asked if a letter of intent had been signed regarding the Permasep* business. He said I told you that I would find out. He said he wanted to give the Union an update on the Permasep* situation. He said this effects not only us but the Glasgow site as well. He showed the Union a GB to be released 5/28/98 and these talking points:

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GB - PERMASEP* UPDATE (cont'd)

Talking points with the Union prior to release of the General Bulletin.

- o Yes, a letter of intent exists, but as indicated in the GB, it is an unusually tentative arrangement.
- o DuPont and the potential buyer are currently in a price determination phase.
- o If we reach a mutually acceptable agreement on price, the parties will enter a definitive agreement phase to finalize the details of an agreement between DuPont and the buyer.
- o It remains entirely possible this deal will not materialize. We are restricting information regarding these talks to avoid sending a premature signal to the market place.
- o The potential buyer is Koch Membrane Systems--that information is DuPont Confidential and is not to be released outside of this plant.

Mr. Flickinger stated this GB will be released to the plant population.

Mr. Barker responded yes--there will be no press releases.

Mr. Farley stated the bottom line is nothing is final.

Mr. Barker said that's right. He said we found that out with the Power deal. Nothing's final 'til it's final.

Mr. Flickinger asked how long has the letter of intent been signed?

Mr. Barker said he didn't know. He also said if customers sense uncertainty from their suppliers, it can be bad for business.

Mr. Flickinger asked should a deal take place, will that deal allow for this organization to run the business as it currently exists or be dismantled and relocated?

Mr. Barker said those kinds of details are still being worked on.

Mr. Flickinger said assuming it will be run on site, what is the impact on bargaining unit employees? He said I assume there will be job opportunities like and similar that will be offered like with AEP.

Mr. Barker said I can't speculate at this point.

Mr. Flickinger asked have you seen the letter of intent?

Mr. Barker responded no.

Mr. Flickinger stated the time frame is speculative.

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GB - PERMASEP* UPDATE (cont'd)

Mr. Barker said we should theoretically know something in the next week or so as to whether they even want to make an offer. He said then it will take several months to hammer out details. He said I have heard that assuming a deal will be struck, there will probably be 6, 8, or 10 months' transition period, so we could be looking at 1 to 1-1/2 years down the road.

Mr. Flickinger asked why is this not being made public until tomorrow?

Mr. Barker responded in order to coordinate with Glasgow and the potential buyer. He said we told them we would hold it inside DuPont.

Mr. Flickinger asked what time will the GB be released?

Mr. Barker responded at 9 a.m. tomorrow. He asked the Union Board if they were OK with keeping this information confidential within the Board?

Mr. Flickinger responded yes until 9 a.m. on 5/28/98.

OCCUPATIONAL HEALTH SYSTEMS TECHNICIAN

Mr. Barker asked if the Union had anything further from the discussions with Mr. Pruett on 5/26/98 about the proposed job advertisement for the replacement of Bernie Scott?

Mr. Flickinger asked for a brief recess.

After a short recess, Mr. Flickinger said in reconsidering the situation regarding the Occupational Health Systems Technician, the Union has re-evaluated their position and come to the following belief: Management is going to provide training that will qualify an individual with everything that person needs to know regarding lead and asbestos. We understand to some degree why Management would want to have an experienced CE or general mechanic to fill that job, but looking at it realistically, the job should be opened site wide and anyone who can or has interest and has the qualifications should have the opportunity to fill the job regardless of where they come from.

Shifflett got heat from COT who wanted.

Mr. Barker asked literally site wide to all rolls?

? Mr. Shifflett said according to the Vacancy Staffing Procedures of the COT Agreement signed in December, 1997, Section E., states:

1. Employees in this Bargaining Unit and the Production and Maintenance Bargaining Unit on the Plant who previously held the specific individual role and have applied for it on a CTC.
2. Employees in this Bargaining Unit and the Production and Maintenance Bargaining Unit on the Plant who have applied for the specific individual role on a CTC, on the basis of total Clerical, Office and Technical Unit Seniority and/or Plant Seniority.

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OCCUPATIONAL HEALTH SYSTEMS TECHNICIAN (cont'd)

Mr. Shifflett said you are really asking us to renegotiate how you fill this job when it's already been negotiated and agreed to how to fill that job. The rules and standards are in place.

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*
Barker,
Flickinger,
minutes
Mr. Jordan went on to say the Union did special bargaining before because Bernie had been on the job so long and had that expertise. He said the Board went along on that basis. He said you will probably end up with a maintenance person anyway. Mr. Jordan said we shouldn't go against the contract to fill this job.

Mr. Barker stated you are talking about taking out the stipulation of Engineering experience, too. He said we will need to look at this and get back to you.

Mr. Flickinger said I want to drive the point home that although the initial staffing for this job was for a mechanic, it was not stipulated that future staffing would come from mechanics.

Mr. Barker said OK, I understand your position.

SITE EVENT

Mr. Barker said I mentioned last week we are trying to get a Management group together to plan some sort of an event--"Family Day"--between now and the end of the year. He said we would like to have someone from this group or someone you designate or both to get involved and help us with this.

Mr. Flickinger asked for a brief recess.

After a short recess, Mr. Flickinger said your offer to the Union Board regarding some special activity for the plant population this summer or fall--you would like to have Union participation on the special committee to help determine what activity will be appropriate. He said recognizing that it is still a bargainable issue and the Union would have the right to withdraw, we are looking with favor in participating providing we can have two participants for the same reasons as for the Diversity Team.

Mr. Barker said I am OK with that. He said when we get organized, I will get back to you.

Mr. Flickinger said then we will tell you who has been designated to fill those slots.

STANDARDS OF BEHAVIOR COMMUNICATION

Mr. Barker said Mr. Roberson came to you several weeks ago and went over the Standards of Behavior. Mr. Roberson also asked the Union for some input around the communication process, how to go about it.

Mr. Flickinger said the Union will try to respond by next week.