

Texas City, Texas

April 6, 1953

CONFIDENTIAL

H. G. Schleicher

Texas City

Additional Notes on Chief Operator and
Kicker Chief Operators for VCM

Further discussion with the other supervisors of the VCM unit lead us to continue feeling that certain operators with only a few days to a few months plant and unit seniority should be bypassed at this time on the basis that:

1. To make chief operators now, we need the best men of experience and demonstrated skill and ability.
2. The men we wish to bypass on Ryan's side have had no experience prior to joining Monsanto, while the men we wish to select from now have had 1½ to 4-1/3 years operating experience prior to joining Monsanto.
3. The men we wish to bypass on Gilmore's side have considerably less experience than the man we have recommended. Taylor has 11 years prior experience versus Biegs none, Menefee's 6 years and Smith's 2½ years. *Their hiring rates and months at top rates reflect this.*
4. When a training program is underway every effort will be made to train higher seniority men so that they may qualify as chiefs.
5. To promote any other than from among the following at this time would not benefit the VCM unit.
(It would be better to wait until a training program could qualify or disqualify those men we wish to bypass.

Ryan's Side (Select 5)

✓ Shields, H. E.
✓ Moore, H. B.
✓ Carner, F. A.
Ferguson, H. B.
Follett, G. E.
Covington, D. C.
Holcomb, C. R.

Gilmore's Side (Select 1)

Menefee (low - 3rd choice)
Bryant (2nd choice)
Taylor (1st choice)

CBY 1018104

Tng
@ 70 wks / job - 40 wks
= about Nov Dec '53
at least

C. T. Murray
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