

PLANT MANAGEMENT COMMITTEE AND PLANT UNION COMMITTEE
MONSANTO COMPANY

Texas City, Texas

October 28, 1971

The Plant Management Committee and Plant Union Committee held its regular meeting on October 28, 1971. The meeting was called to order by E. H. Jones.

UNION COMMITTEE

J. C. Goodson, Chairman
T. R. Choate
S. Crittendon
E. H. Dowden
J. L. Elliott
Y. M. Goodwin
J. Grubbs
R. A. Hutson
Harold Jones
W. N. Stallings
O. M. Watkins

MANAGEMENT COMMITTEE

E. H. Jones, Chairman
E. R. Albritton
R. J. Barrett
R. E. Daly
R. W. Flint
W. C. Fuller
J. J. Hickey
E. J. Mackie
J. E. Robinson
D. L. Uzzell
N. F. Wood

Absent from the Management Committee were P. E. Brubaker and G. T. Ryan.

Absent from the Union Committee were N. W. Black, G. H. Bryan, Jr., S. E. Fleenor, and D. L. Knappe.

Guests were: C. J. Anderson, W. T. Anderson, J. R. Atkinson, A. J. Bolton, Beano Baker, H. L. Bundy, B. D. Casey, A. G. Goodson, Harold Lacy, W. B. Mitchell, W. D. Price, and C. E. Thompson.

OLD BUSINESS

DEPARTMENT AGREEMENTS

CBY 3104156

UNION stated that in the Company's reply in the September 16, 1971 minutes, the words "result in increased cost" has been added to the Company's position. The Union would like to have that deleted from the minutes.

LAM023742

MAP 04011

COMPANY replied it has always been the Company's position that unit overtime agreements will not result in increased cost. It has appeared in the minutes several times in the past.

SAFETY

UNION asked if the leak in the boiler shop has been checked.

COMPANY replied it was not a leak. It was an air pocket trapped under the slab..

UNION asked about the problem with the HCl line.

COMPANY replied it is being taken care of.

VENDING MACHINES

UNION asked if the machines have been put back in Zone 3.

COMPANY stated the vending company has the machines on order and they will be installed in the near future.

UNION stated there has been a problem with the Coke machines being empty and the one in Power 1 has been taken out.

COMPANY will check on it.

NEW BUSINESS

GRIEVANCE 71-9-34 - SENIORITY - BILLY D. CASEY, Dept. 48-56.

COMPANY read grievance as follows:

Statement of Employee's Grievance:

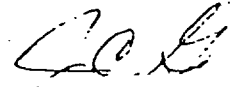
"Not being able to claim seniority rights and return to Department 24."

Remedy Requested:

CBY 3104157

"To return to Department 24 as permanent."

UNION stated the grievant was transferred from Department 17-24 to Department 48-56 involuntarily. Although his name appeared on the



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preference list, he was on vacation at the time and did not put his name on it. He informed supervision of that shortly after he returned from vacation. Since he left Department 17-24 two employees have retired, thereby creating a vacancy. To fill the vacancy the Company put a man who was also scheduled to leave Department 17-24 and who is junior to the grievant back in the department. The grievant retained his seniority in the department for one year and now wishes to exercise it and go back to Department 24.

COMPANY stated that the employee who is filling the vacancy has always been in the Department and was not transferred in. If the grievant was not a volunteer he should have had his name taken off the list and used his seniority to stay in the department as long as he could. The Company will take another look at it and give the Union an answer.

GRIEVANCE 71-8-26 - TEMPORARY UPGRADE - C. J. ANDERSON, ET AL -
Instrument Department

COMPANY read grievance as follows:

Statement of Grievance:

"Bypassed on temporary upgrade"

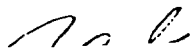
Remedy Requested:

"That employees listed above be paid Leaderman's pay for hours of pay denied because of company's refusal to follow agreement."

UNION feels the departmental agreement of August 17, 1961 was violated in this case. That agreement states that one of the three senior journeymen in the craft will be upgraded to fill chief vacancies lasting a week or more. The vacancy in this case lasted for more than two weeks. The Company skipped eight senior journeymen in selecting a man to upgrade to fill the vacancy in Department 41. One of the journeymen bypassed had worked as a temporary chief in that department for a week about three weeks prior to this incident. We feel he was qualified for the upgrade.

COMPANY replied that the departmental agreement the Union quoted is actually a statement of the Union's position in the August 17, 1961 Plant Management - Plant Union Committee Meeting minutes. In Department 41, the majority of the work is on let-down valves for which there is a qualified list. The Company felt that in order to keep the unit running properly it was necessary to have a temporary chief instrumentman who was qualified to repair all the instruments in the department. The journeyman in the area was also relatively

CBY 3104158


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new to that area. It is the intent of the Company to upgrade one of the senior qualified journeymen. The Company will give an answer.

GRIEVANCE 71-8-28, 29, 30 - CHARLES E. THOMPSON, JAMES L. JONES/
ROGER E. MEARS, RONALD MATHISON - Instrument Department

COMPANY read grievance 71-8-28 as follows:

Statement of Grievance:

"Did not receive instructions from a craft leaderman, and was not assigned a leaderman."

Remedy Requested:

"That Company follow Article 11, Page 45 and Article 6, Page 40."

These three grievances concern the same subject and will be discussed together.

UNION read Articles 6 and 11 of the Articles of Agreement. The Company's Step 3 answer was a rewriting of those articles. The Union asks that the Company follow the contract by insuring that there is a leadman appointed any time four or more men of the same craft are working. The man who is appointed should be told he is the leadman and allowed to pass on instructions to the journeymen. We have been told the senior man will be paid as a leadman but will not be allowed to pass on instructions.

COMPANY replied that the Leadman article was put in the first contract and the Call-Out section was not put in until several years later. There was never any intent of the Company to apply the leadman article to random call-outs. In cases where several people are working on the same job we may appoint a leadman if one is needed. The Company will give an answer.

GRIEVANCE 71-8-32 - OVERTIME - W. B. MITCHELL, Instrument Department

COMPANY read grievance as follows:

Statement of Grievance:

"Bypassed on overtime."

Remedy Requested:

"That Company pay for overtime denied, and follow overtime policy that has been agreed to between Union and Company."

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UNION stated in this case three men who were lower on overtime than the man who worked were bypassed. The unit overtime agreement states that the low qualified man will work. All three of the men bypassed were qualified.

COMPANY replied that in this case it was not practicable to use the low man. The man who was held over had been working on that job all day and it would not have been practicable to put a different man on the job because it would have taken so long for him to become familiar with the status of the job. In this case the low man was held over to help the man on the job. The Company will give an answer.

COVERALLS

UNION stated that on September 21 a letter was put out by supervision in Department 48-56 giving operators in that unit coveralls and bath time when handling carbon black. Boilermakers working in that unit are given coveralls but not bath time.

COMPANY replied this is being looked into.

SAFETY

UNION reported the dust collector on the saw in the insulator shop is in bad shape.

COMPANY is investigating several types of dust collection systems which are available. When this is completed, our system will be revised or replaced.

BUS SERVICE

UNION brought up a problem on bus service from the west end of the plant to the cafeteria at noon.

COMPANY will check on it.

BICYCLES

COMPANY announced that on November 3 all bicycles will be redistributed and the excess will be turned in to Stores.

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RJB:PD

CBY 3104160



MAP 04015