

cc: Beth Wood  
D. Winston  
J. Pruett

R. R. Barker

May 26, 1998

B A R G A I N I N G   N O T E S

UNION-MANAGEMENT MEETING

Date: 5/26/98                      Time: 1:20 p.m.                      Place: Personnel Conf. Rm

Present: Management - R. R. Barker, D. W. Winston, J. W. Pruett

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

SUBJECTS: 1. Safety  
2. NWI Task Team Proposal  
3. Occupational Health Systems Technician - Asbestos/Lead  
Coordinator

SAFETY

Mr. Barker began the session by stating safety was clear over the weekend. He said the employee involved in NWI 98-3 was doing OK. Mr. Barker said there was a situation in BCF involving a diamine tank car. There was a teddy bear sitting up on the catwalk in the diamine car. Some people knew it was there, some didn't. Someone decided that it was strange to have a teddy bear on the diamine car and contacted the authorities. Taking no chances, the bomb squad checked out. This situation is still being looked into.

Mr. Johnson said the reason for concern was due to the fact the teddy bear's stomach was slit open. They didn't know what could have been in there.

Mr. Flickinger asked about the DMAC spill in NAX. He said he understood that during the investigation it was discovered that NAX was not prepared as far as protective equipment like they should have been. He said there were no respirators and no Miran analyzer. Mr. Flickinger said we have talked with NAX Management several times that they are cutting corners with NAX around safety. He said no one was hurt but they could have been. This could have resulted in an over exposure to DMAC because proper equipment was not in place.

Mr. Barker said I understand what you are saying. He said as I understand it there were some things not done right and these become learnings for the future.

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NWI TASK TEAM PROPOSAL (cont'd)

Mr. Flickinger said I have a suggestion I would like to make. He said it's not intended or on purpose, but most times on this site we fail to recognize that it is a collective effort that makes these things possible. He said this is a Management proposal, but it has to be negotiated with the Union. He said I would like to add something to the letter like "it has recently been negotiated with the Union"... The contract states that Management and the Union will cooperate to improve safety and this is what we are doing. The people need to know that we are working on safety on plant and off.

Mrs. Winston said add "Management and the Union have recently negotiated and agreed to provide you this information", something like that?

Mr. Flickinger asked for a brief recess.

After a brief recess, Mr. Flickinger said add something like, "Both Management and the Union (United Workers, Inc.) support improving off-site safety"...

Mrs. Winston said we will move forward with everything except the Pizza Hut deal and I will get back with you about that issue.

(NOTE: On 5/29/98 Management informed the Union that an arrangement had been worked out with Pizza Hut to allow the selection of any item on their menu of equal or lesser value than the \$17.50 pizza.)

OCCUPATIONAL HEALTH SYSTEMS TECHNICIAN-ASBESTOS/LEAD COORDINATOR

Mr. Pruett said we have CTP's going on on the site and because of that we have a need coming out of that. He said Bernie Scott will retire at the end of this year or early next year. He said we need to work on getting a replacement for Bernie. Mr. Pruett said I have a proposed job advertisement to run by the Union. He said we also have a supervisor that is retiring who is following the orphaned facilities work right now. He said we propose to detail Bernie to follow the orphaned facilities work until it's over and also be able to train his own replacement.

Mr. Flickinger asked you want to make Bernie a detailed supervisor?

② Mr. Pruett responded that's right, to follow the orphaned facilities work and train his own replacement. He said we want to advertise Bernie's job for 2 weeks. Mr. Pruett passed out the proposed job advertisement (attached to Master File copy) for the Union to review.

Mr. Flickinger asked why 5 years' experience?

Mr. Pruett said it takes a while to know the systems and things you work on, pipes, insulation and all different parts of the plant.

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OCCUPATIONAL HEALTH SYSTEMS TECHNICIAN-ASBESTOS/LEAD COORDINATOR (cont'd)

*How come  
up with 5  
figure*

Mr. Flickinger asked is that an arbitrary number? He said you may have someone with less than 5 or more than 5 years that knows these things.

Mr. Pruett said we feel that with 5 years' experience they have necessary experience and expertise.

Mr. Shifflett asked is the 5 years experience mean after finishing the training program or including the training program?

Mr. Pruett said I had in my mind 5 years after the training program. He said we want someone who has been around the plant that knows the systems. He said there's a lot of training involved. In order to get the four licenses that are required, you have to pass a test--these are legal requirements.

Mr. Shifflett said your proposal's primary function is different vs. what is in your index of logical work teams. He asked is that your proposal to negotiate the primary function definition?

Mr. Pruett responded yes--this proposal replaces what's in the index.

Mr. Flickinger asked for a brief recess.

After a brief recess, Mr. Flickinger said just for understanding--this doesn't match what has been previously listed but we understand this is what is actually done on the job. *L index*

Mr. Pruett said we described the job, talked about the licenses and the travel for training. Most of the training may be done in Richmond and the lead training done at Georgia Tech. He said the normal schedule would be Monday through Friday, 8:00 to 4:30.

Mr. Flickinger stated the job that Bernie is doing now is the same job that will be done.

Mr. Pruett said I anticipate that. Bernie does some other things just because he likes to do them.

Mr. Johnson commented the 5 years' experience will be someone that is 50 years old or older.

Mr. Flickinger said the Company will have to put a lot of time and money into the person who gets this job. He said someone who is not ready to retire, but at the same time someone with experience. You also need need a CE mechanic or a mechanic who has the interest. Obviously no one will put in for it if they are not interested in it. He said we think you will be best served by coming off the 5 years experience. He asked what if you simply said a CE mechanic or General mechanic with 1 year experience on the maintenance roll is eligible.

*WE agreed  
to later*

Mr. Shifflett added these are people who have been on the floor one full year after completing their training.

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OCCUPATIONAL HEALTH SYSTEMS TECHNICIAN-ASBESTOS/LEAD COORDINATOR (cont'd)

Mr. Pruett asked is there anything else?

Mr. Flickinger asked for a brief recess.

After a brief recess, Mr. Flickinger said regarding the eligibility requirements--it specifically pinpoints CE and general mechanics. He said my question is why would a person taking this job have to be a mechanic or CE mechanic?

*2-9-94 mtg  
we said*

Mr. Pruett said we feel very strongly the person doing this job needs to understand the basic systems--asbestos is in the systems the Engineering people work on all the time. If anyone is going to encounter asbestos exposure, it will be them. He said they are the people that work on the systems this person will be working on--they need to understand them.

Mr. Flickinger stated for that reason the eligibility is general mechanics or CE mechanics.

Mr. Pruett responded that's correct. He said the overall asbestos program applies to those folks. He said the rest of the plant is on the periphery of it.

Mr. Flickinger asked for a very brief recess.

After a brief recess, Mr. Shifflett said on the primary function you talk about air and bulk monitoring--they are not expected to do these things routinely are they?

Mr. Pruett said no, if Harry is on vacation, this person will relieve Harry for emergencies. He said if there's an emergency where analysis needs to be done, Bernie can do it. Harry has one asbestos license in order to issue permits.

X Mr. Flickinger said the Union is proposing 1 year vs. 5 years experience.

Mr. Pruett said I would like to counter with 2 years and let me explain. He said a person just out of school getting their feet wet would not bring to the job the kind of knowledge we need.

Mr. Flickinger said let us consider that and respond to you in our next session.

Mr. Pruett responded he was OK with that.

It was determined the next session would be on Wednesday.

The meeting was adjourned.

\*\*Notes taken by C. L. Hendrickson

PROPOSED

5/26/98

POSITION: OCCUPATIONAL HEALTH SYSTEMS TECHNICIAN-ASBESTOS/LEAD COORDINATOR

ELIGIBILITY: GENERAL MECHANICS AND CONTROL EQUIPMENT MECHANICS WITH 5 YEARS EXPERIENCE ON THE MAINTAINING ROLE ARE ELIGIBLE.

PRIMARY FUNCTIONS: SITE ASBESTOS/LEAD COORDINATOR. MUST ATTAIN ASBESTOS AND LEAD LICENSES WHICH REQUIRES OFF-PLANT TRAINING AND PASSING TESTS. MAJOR AREAS OF RESPONSIBILITY INCLUDE: ASBESTOS/ LEAD PERMITS, AIR AND BULK MONITORING, STATE AND FEDERAL ASBESTOS NOTIFICATIONS, BECOMING KNOWLEDGEABLE OF EPA AND STATE OSHA ASBESTOS/LEAD REGULATIONS, COORDINATING OSHA AND EPA ASBESTOS AUDITS, YEARLY SITE ASBESTOS ASSESSMENT, CONDUCTING ASBESTOS/LEAD TRAINING, BEING ABLE TO WORK INDEPENDENTLY, AND MUST RELIEVE TEAM MEMBER.

ASBESTOS LICENSE-1 WEEK OFF-SITE TRAINING-PASS TEST  
ASBESTOS INSPECTOR-3 DAYS OFF-SITE TRAINING-PASS TEST  
ASBESTOS MONITOR-1 WEEK OFF-SITE TRAINING-PASS TEST  
LEAD LICENSE-1 WEEK OFF SITE TRAINING-PASS TEST

EMPLOYEES ARE EXPECTED TO TRAVEL FOR TRAINING AND NETWORK MEETINGS.

SCHEDULE: Normally, MONDAY-FRIDAY 8:00 AM-4:30 PM

This position is being advertised for a period of two (2) weeks. It is an Individual Role within the Clerical, Office and Technical Bargaining Unit. Applicants in the P&M Bargaining Unit (who meet above qualifications), who have applied for the Individual Role on the basis of Plant Seniority, will be considered.

All eligible employees who are interested in this OHST role should submit a Career Transfer Commitment (CTC) indicating their preference as follow:

| BUS<br>UNIT | LWT | ADMIN | DAY |
|-------------|-----|-------|-----|
| SS          | 9   | OHST  | X   |

Employees should also apply for any other positions desired on this CTC.

Vacancies involving this change will be filled according to the Vacancy Staffing Procedures of the Seniority Rules after 8:00 a.m. on Wednesday, June 10, 1998.

PERSONNEL SERVICES

/dfd

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