

MONSANTO COMPANY

PLANT MANAGEMENT COMMITTEE AND PLANT UNION COMMITTEE

Texas City, Texas

November 7, 1968

As a result of postponing the October 17 meeting, the Plant Management Committee and Plant Union Committee held the meeting regularly scheduled for October on November 7, 1968. The meeting was called to order by E. H. Jones. Present were:

UNION COMMITTEE

W. M. Recknor, Chairman
G. H. Bryan, Jr.
Tom Choate
J. C. Goodson
Y. M. Goodwin
D. L. Knappe
D. L. Long
W. B. Mitchell
W. R. Pickett
S. T. Tatum
H. D. Utley

MANAGEMENT COMMITTEE

E. H. Jones, Chairman
E. R. Albritton
E. N. Brasfield
R. E. Daly
W. C. Fuller
J. J. Hickey
Gerald Osterman
N. J. Ruiz
Leonard Schwab
N. F. Wood

Absent from the Union Committee were: Carl Beard, D. E. Bozeman, R. A. Hutson, and Mitchell Williams.

Absent from the Management Committee was: G. T. Ryan.

Guests were: Paul Teague, A. G. Goodson, S. E. Hebert, R. F. Hawkins, W. J. Bedford, H. L. Bundy, Henry Harris, Jr., P. F. Murray, R. F. Arnold, A. J. Bolton, C. C. Hebert, and Gordon Lunsford.

OLD MINUTESGRIEVANCE #68-8-24 - LEADMEN - CHOATE - PIPEFITTER

UNION stated the wording of the Company's statement regarding leadmen should read as follows:

"...At the same time, it is the Company who appoints the leadmen in accordance with Article 5, Section 10, etc."

W. M. R.

CBY 3104014

MAP 03987

LAM023718

November 7, 1968

COMPANY noted a settlement had been reached on this grievance with Mr. Choate being reinstated as a leadman and said they would agree with the Union's rewording of the Company's statement.

OLD BUSINESS

X-RAYS asked if the Company had completed its new procedure on employees obtaining X-rays during physicals.

COMPANY said they were still in the process of studying a new procedure and were not prepared to discuss it at this time.

CAFETERIA

UNION noted that no notice had been published on the congestion in the line at noon.

COMPANY said a notice would be published soon.

VENDING MACHINES

UNION asked what action had been taken to correct the problem brought up in the September meeting.

COMPANY read a letter addressed to the Personnel Superintendent by the Office Services Supervisor explaining the problems being incurred by the vending companies and what action was being taken to correct these problems. The Company also restated that employees should call Office Services, extension 2201, when a machine is empty or out of order.

NEW BUSINESS

GRIEVANCE #68-8-26 - JURISDICTION - UTLEY - INSULATORS

COMPANY read grievance as follows:

Statement of Grievance

"Fitters removed and replaced insulated flange covers in Dept. 600 under orders from supervision. This has happened several times in past and has been called to our supervisors attention each time."

W. M. K.
CBY 3104015

MAP 03988

LAM023719

November 7, 1968

Remedy Requested

"Have insulators remove and replace such covers."

UNION stated the removal of these flange covers had been performed by insulators for several years. The practice of using other crafts began approximately five years ago after a contractor had completed a job in the 600 area. They further stated that the insulators are reclaiming this work since the flange in question is installed to provide insulation.

COMPANY said they had no knowledge of the insulators ever removing these covers exclusively. They pointed out they had discussed these and similar covers with previous stewards, and since no skills or tools of the trade were required to remove them, it was decided that they were not the jurisdiction of any particular craft.

UNION said the insulator local has no record of these covers ever being conceded by any of their stewards.

COMPANY said they would research their files for dates of discussions. An answer to this grievance will be given the Union.

GRIEVANCE #68-8-28 - SUPERVISOR DOING HOURLY WORK -
BILLUPS - DEPARTMENT 41

COMPANY read grievance as follows:

Statement of Grievance

"Johnny Clawson, maintenance supervisor, on or about August 8, 1968 did, in violation of the contract, open and close an air line to a regulator. Clawson has oftentimes performed operating work of this type with no relief forthcoming when complained of by operators."

Remedy Requested

"That Mr. Clawson be cautioned and instructed as to his proper duties insofar as operating equipment within the plant."

W.M.R.

CBY 3104016

LAM023720

MAP 03989

November 7, 1968

UNION said all they requested in this grievance is a general statement by the Company that it is not their intent to have supervisors doing hourly work and that the supervisor involved in this grievance will be cautioned to cease performing this work. They further pointed out that this is not the first case of this supervisor violating the contract in this manner and as long as he is protected by the Company he will continue to do so.

COMPANY pointed out it is their policy not to have supervisors performing hourly work as agreed to in the contract. They stated in this case the supervisor was trouble-shooting at the request and with the assistance of a chief operator, which is not in violation of the contract. They further stated if this supervisor did have a history of performing hourly work, it had not been brought to the attention of his supervision. An answer to this grievance will be given the Union.

GRIEVANCE #68-8-29 AND GRIEVANCE #68-8-30

UNION requested the discussion of these grievances be postponed.

COMPANY agreed to postponement.

JURISDICTION

UNION maintenance employees are being used to block valves in the maintenance shops area. The Union asked if this work should not be handled by Utility operators.

COMPANY said this had never been the work of Utility operators. It is properly the work of the employees assigned to the shop.

CLOTHING

UNION said it is their understanding that Penney's are out of large-size cover-alls and do not expect any for several months.

COMPANY said they would check this out.

W.M.A.

CBY 3104017

LAM023721

MAP 03990

November 7, 1968

GRIEVANCE #68-8-20

UNION asked why this change in procedure for obtaining taxi rides had not been published for all employees to read.

COMPANY said this Step 2 answer did not change the employees' procedure; it simply meant a change in procedure for the night superintendent.

LOCKER ROOM

UNION said there are a number of shower heads clogged in the main locker building.

COMPANY said they would check this out.

HOUSEKEEPING INSPECTION

COMPANY thanked all the employees for their cooperation on the preparations for this inspection. They reported the plant received an "Excellent" rating.

FAMILY DAY

COMPANY said the Family Day held in conjunction with the 25-year anniversary of this plant was, in their opinion, very successful. They took this opportunity to thank all the employees involved in the preparations for this activity.

W. M. R.

gb
11/15/68

CBY 3104018

LAM023722

MAP 03991