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PLANT UNION AND PLANT MANAGEMENT COMMITTEE MEETING

MONSANTO COMPANY

August 16, 1979

UNION COMMITTEE

B. D. Casey
A. Crittendon
J. C. Goodson
Y. M. Goodwin
J. Grubbs
R. F. Guidry
C. W. Herrington
M. L. Howell
E. A. Johnson
M. L. Kukuk
W. H. Lane
W. D. Price
J. B. Thompson
O. M. Watkins

Absent:UNION:

S. E. Hebert

COMPANY:

D. E. Kaldenberg, G. W. Daues, G. L. McKee

Guests:UNION:

A. G. Goodson, L. Criss, A. S. Pollitt

COMPANY:

J. Dickey, W. Riddick, J. Townsend

The Union would like to thank Monsanto for the effort put forth during the recent flood.

The Company would also like to express their appreciation for the help given to our fellow employees during the flood.

A. ADDITIONS, CORRECTIONS, DELETIONS1. StandbyUNION

When a man is notified for a particular job or a particular unit for standby, could he be assigned other jobs?

COMPANY

If a man is scheduled for eight hours and told he is standby, he will be expected to perform other emergency jobs that might come up while he is in the plant.

UNION

We disagree with your answer.

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2. New Insulator Shop

UNION The concern about rigs parked south of the insulator shop is not just at the door but all along the south side.
COMPANY That's how it was understood. Supervision has gotten together on this matter, and equipment parking south of the new shop will be restricted.

B. OLD BUSINESS

1. Disqualification (Trucking)

UNION The Union wants to go on record as not agreeing with the Company's proposal of rebidding after 90 days and going back to the bid list prior to 90 days.

2. Blood Bank

UNION Have you done anything in this area?
COMPANY We are looking into the possibility and are still gathering information.

3. Call-Outs

UNION We don't agree with your July 19 answer.

4. Contract Books

UNION Where do we stand? We would like each steward to have signed copies of the agreement while waiting for the book to be printed.
COMPANY The books are in for final print. We will get you copies.

5. West Gate

UNION Two things: (1) Entry is not very good. Road blocks are a hazard because they are eye level. If they could build up the ramps it would help.
COMPANY That is not the finished road. When they put the three (3) inches of asphalt, the problem will be gone.
UNION (2) The drains at the west gate parking area are not sufficient. The water banks on the west side of the parking lot.
COMPANY We will look at it.

6. Cafeteria

UNION Seating for hourly personnel between 12 noon and 12:30 p.m. is becoming a problem—no tables are available.
COMPANY We will check into this.

C. NEW BUSINESS

1. Taxi

UNION This situation is becoming more of a problem. As gas becomes more and more a problem, greater taxi demands are anticipated. Taxis will impact on overtime coverage which we need to supply and the Company has to



have. Picking up people at other than Monsanto locations delays our employees who need their rest to perform the following day.

COMPANY We don't like it any more than the Union does. We are looking at possible solutions. The taxi company also has a complaint. Personnel who are scheduled to ride cabs but obtain a way home by other means are failing to inform the clerks or guards which would enable them to cancel their ride or schedule other people for the taxi.

2. In-Coming Phone Calls

UNION There was an instance when a son called from home trying to reach his father and was told that they were too busy to put the call through.

COMPANY This particular problem was looked into, and no evidence of this incident could be found. If an emergency call to the plant is made, it should be stated that it is an emergency call, and it will be handled accordingly. However, we have far too many calls that tie up our system that are not necessary.

3. Bicycle Rack (West Gate)

UNION Can we improve the west gate bicycle parking?

COMPANY We believe it is sufficient if it is utilized correctly.

4. Motorcycles (Main Parking Lot)

UNION The parking stripes are being disregarded by the bike riders. "No Parking" areas should be painted.

COMPANY We will take a look.

5. Communications

UNION Mail delivery system is not up to par. We are not receiving items such as bulletins, menus, etc. Also, the delivery stations on some employees are wrong.

COMPANY We will check into it.

6. New Carpenter and Insulator Building

UNION Heat and road dust are a problem. The temperature has been between 98°+ and 104° actual temperature check. It is difficult to tolerate this heat.

COMPANY This problem is being looked at.

7. Valve Shop

UNION The valve shop temperature has a differential of 5° between outside and inside the building, the higher being inside.

COMPANY We'll look at it.

8. Main Shop (Fumes)

UNION We need exhaust fans in the shop.

COMPANY We have run samples at the welding areas; sample test said OK. If we have a problem, let's identify through normal channels--your supervisor.



9. Coveralls (Contractors)

UNION We have information that the contractors on the Department 51 shutdown are losing many pairs of coveralls. Contractors should be made to turn them back in. Because of this loss, we don't want them taken away from us.

10. Medical Arbitration

UNION Where do we stand on Van Houten's arbitration?
COMPANY A letter is en route proposing four more arbitrators.

11. Scaffolds

UNION What was the concern over a twenty-foot scaffold in the Department 15 shutdown?

COMPANY The bottom section of this scaffold had a piece of cross-member removed.

UNION There are times we have to cut this safeway to build a scaffold. When this is necessary, the weakened point is reinforced by other means. This scaffold is kept separate and will not be kept with normal stock.

COMPANY Make sure when you see defective scaffolding you report it. Look at every scaffold before you get on it.

12. Safety and Housekeeping Inspection

September 18, 19, and 20 are the proposed dates.



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