I N T E R O F F I C E M E M O R A N D U M

Date: 14-Oct-1993 06:39pm CDT
From: W L DEFER
WLDEFE @HP @SSWMB @CMISSS
Dept:
Tel No:

TO: VANDERBECK, BETH A. @A1 @A1STL
TO: SHELTON, VALERIE A. @A1 @A1STL
TO: MOLLOY, JACK W. @A1 @A1STL
TO: MATTEUCCI, VINCENT T. @A1 @A1STL
TO: DIEBOLD, CARMAN M. @A1 @A1STL
TO: DENNER, DAVID K. @A1 @A1STL
TO: JMSEXT @CCMAIL @SSWMB @CMISSS
TO: WLDEFE @HP @SSWMB @CMISSS

CC: JONES, ROBERT N. @A1 @A1STL
CC: GAYOUN1 @CCMAIL @SSWMB @CMISSS
CC: SAGARD @HP @SSWMB @CMISSS
CC: RLFREE @HP @SSWMB @CMISSS

Subject: Anniston VPP Celebration

Monsanto

FROM
(NAME-LOCATION-PHONE) W. L. DeFer, Anniston Plant, 621-8427 MON-NET

DATE: October 14, 1993

SUBJ: Anniston VPP Celebration
Monday, October 18, 1993

REF:

TO: M. E. Miller - G4NJ
N. L. Reding - D1R

cc: B. A. Vanderbeck - G4WD
V. T. Matteucci - G5NR
J. W. Molloy - G4NJ
D. K. Denner - G5NC

In preparation for your visit to Anniston next week I have attached an agenda and a list of attendees for your information. I have also attached some background comments on current plant activities and topics of interest.

I hope you have a safe trip, we look forward to sharing our VPP Celebration with you.

W. L. DeFer

DSW 133563

VPP STAR CELEBRATION

Monday, October 18, 1993

AGENDA

7:00 - 7:30 AM	Employee Coffe Break (Coffee, Juice, Fruit Cookies) Employee Recognition, and VPP Clothing distributed.
11:00 AM	OPEN HOUSE for invited guests. (Host: Thrasher, Womack, Nelson)
12:00 NOON	Employee/Guest Sandwich Buffet Lunch
1:00 PM	Guest Comments/Presentations - Bill DeFer (Welcome/Introductions) - Lee Sparks, Pres. Local 125, ICWU - Davis Layne, OSHA Reg. 4, Admin. - Glen Browder, U.S. House (invited) - Nicholas Reding, Vice Chairman, Monsanto Company
1:30 PM	Raise VPP STAR Flag - Monsanto/OSHA/ICWU Adjourn

VPP CELEBRATION

Monsanto Company, Anniston Plant

October 18, 1993

ATTENDEE LIST

Plant

All Employees

Monsanto Company

Nicholas Reding	- St. Louis, Vice Chairman, Monsanto Company
Mike Miller	- St. Louis, Group V.P., Industrial Products Group
Vince Matteucci	- St. Louis, Dir., Engr. and Mfg. Services Operations
Jack Molloy	- St. Louis, Dir., Safety MCG.

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Paul Easterday - St. Louis, Industrial Hygiene Dir.
Dave Denner - St. Louis, Business Mgr.
Beth Vanderbeck - St. Louis, Mngr., Community Affairs

Paul Villane - Pensacola, Safety Specialist

International Chemical Workers

Jim Sams
Regional Vice President, ICWU

Joel Page
International Representative, ICWU

Occupational Safety and Health Administration (OSHA)

Davis Layne, Regional Administrator
Charlie Anderson, Assistant Regional Administrator
Pamala Evatt
U.S. Department of Labor - OSHA
1375 Peachtree Street N.E., Suite 587
Atlanta, Ga. 30367

John Hall
Area Director
U.S. Department of Labor - OSHA
2047 Canyon Road
Birmingham, Al. 35216

Local and State Officials

Don Curry, Calhoun County Commission
David Dethrage, Mayor Anniston
Jerre Ford, Vice Mayor, and Councilman

Glen Browder, US Congress (Invited)
Jim Campbell, State Representative
Doug Ghee, State Senator
Mike Clayborne, President, Calhoun Cty. Chamber of Commerce

Other Guests

Ray Chapman, Exec. V.P. & C.O.O. Southern Tool
Curtis Franklin, Safety Dir., Southern Tool

WJSU TV-40

Anniston Star, Fred Burger, Business Editor

ANNISTON PLANT VPP CELEBRATION
OCTOBER 18, 1993

CURRENT PLANT ACTIVITIES/TOPICS

1) ISO 9000: The plant was issued an ISO 9002 Certification by DNV for all

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plant products in September 1993. Plans are underway to bring safety and environmental procedures into the ISO quality system.

2) Redesign: Business Redesign efforts are well underway with Maintenance, CPM, and P&T in progress. Lee Sparks, Local 125 ICWU president is serving on the maintenance redesign team along with and another mechanic and two operators. Support for the redesign process is strong.

3) Monsanto Big Table Negotiations: As negotiations between Monsanto and the unions continue, concern at the plant is running fairly high. Local 125 accepted the first company offer by a 2 to 1 margin, but there is a great deal of uncertainty as the contract expiration nears. Approximately 25% of Local 125 members are retirement eligible.

4) New Hires: The plant recently hired new operators to cover existing vacancies and future retirements. A hiring committee handled the interviews and made the final selection of 6 outstanding new employees.

5) DIPB/BDA: The plant dedicated significant resources in 1993 to further demonstrate and produce interim quantities of DIPB for BDA. Interest in this and other new product opportunities is high. In 1994, plans call for the plant to install distillation capability for DIPB.

Fri pk all day
~~Wed after 1:30~~
Tues 3:30 →

~~[illegible]~~ -
1-800-980-988-
4841*

Anniston

core group 6 identified by 1st meeting before ~~[illegible]~~ Jan. '98

Blake Hamilton
Allan Faust
Robert Jones
Brian Thrasher
Charlie McCartney
Jerry Brown

group to select a group of names - why 12 or so

telegraph presentation of names, backgr
legal review

minimum 6, max 10
personal visit, followed by formal letter of invitation

6 mos. commitment
2 things
- understand legal action taken against site that can't be discussed
- 1) give a sense of issues in community, [illegible] of remediation so can [illegible] proactively work to [illegible] to put things in place
2) ~~[illegible]~~ Helping decide if should establish a CAP & a plan [illegible]
[illegible]
- given constraints of plant, would a CAP work & help establish

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