

## MONSANTO COMPANY

## PLANT MANAGEMENT COMMITTEE AND PLANT UNION COMMITTEE

Texas City, Texas  
November 17, 1966

The Plant Management Committee and Plant Union Committee held its regular meeting on November 17, 1966. The meeting was called to order by E. H. Jones. Present were:

UNION COMMITTEE

W. M. Recknor, Acting Chairman  
D. E. Bozeman  
J. M. Brown  
W. T. Gillum  
J. C. Goodson  
Y. M. Goodwin  
R. F. Hawkins  
J. R. Hooper  
D. L. Knape  
G. Sanders  
S. T. Tatum  
L. H. Thomas  
B. R. Toney

MANAGEMENT COMMITTEE

E. H. Jones, Chairman  
R. N. Abercrombie  
R. V. Butz  
W. C. Fuller  
J. J. Hickey  
V. L. Linton  
A. J. Romeril  
N. J. Ruiz  
L. Schwab

Absent from the Management Committee were: G. T. Ryan and N. F. Wood.

Absent from the Union Committee were: H. E. Bessire, Chairman; and N. Preston.

Guests were: H. L. Bundy, A. G. Goodson, Andy Kuehl, G. Lunsford, V. A. Mapes, C. W. Spinn, and Paul Teague.

OLD BUSINESSGRIEVANCE NO. 66-9-26 - ASBESTOS WORKERS - WORK ASSIGNMENT

COMPANY read the grievance as follows:

"Friday night (19th) supervisor and fitter removed insulated hood from manway on 26 R1. Supervisor was \_\_\_\_\_"

UNION maintained the insulators had built and always removed the cover. They asked why this was changed.

A.B. CBY 3104065

MAP 03954

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November 17, 1966

COMPANY said that insulators had not always removed the cover. They said this was not "removal of insulation" as such and did not require insulators. Company will answer in writing.

SAFETY - SCAFFOLDING

UNION requested discussion on this be held over until general crafts supervisor had written a clarification of the Company's policy as promised.

NEW BUSINESS

CALL-OUT PAY - LEADMAN

UNION requested clarification of pay practice for leadman on call-out.

COMPANY said they were adhering to the contract. Where it is necessary to classify a man as leadman on a call-out, the man is given leadman's pay when he works four or more hours in that classification.

UNION asked what pay a man would receive if he were told he was to work as a leadman on a call-out although a leadman was not required under the contract (i. e. there were less than four men of the craft in the plant).

COMPANY said if the man was told to work as a leadman by his supervisor and he fulfilled the four hour time requirement, he would be paid as a leadman.

OVERTIME - INSTRUMENT DEPARTMENT

UNION said the spread between the high and low man on overtime was increasing instead of decreasing.

COMPANY said they were cognizant of the problem and were looking for a satisfactory solution.

SAFETY - AIR MASK

UNION said they had trouble with defective air masks and the issuance of flashlights during the shutdown.

COMPANY will investigate.

INCREASED STAFFING - MACHINISTS

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UNION stated that the loss of skilled machinists was making the work load heavier on those remaining.

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COMPANY pointed out one machinist had recently been hired.

SAFETY - OVERHEAD HOIST IN DEPT. 31

UNION asked if it had been checked.

COMPANY said it had been and was found to be defective. Repairs were made immediately.

LIGHTING - SAND BLAST AREA

UNION stated portable lights in this area were not sufficient.

COMPANY will investigate.

PLANT REVIEW

Company congratulated all concerned on their performance during the recent west plant shutdown and thanked everyone for their help in winning the annual plant housekeeping inspection.

/dmg  
12/2/66

CBY 3104067

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