PLAINTIFF'S EXHIBIT
MON-789

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PLANT UNION AND PLANT MANAGEMENT COMMITTEE MEETING

MONSANTO COMPANY

September 27, 1979

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| UNION COMMITTEE | MANAGEMENT COMMITTEE |
|---|---|
| B. D. Casey | D. E. Kaldenberg, Chairman |
| A. Crittendon | H. H. Cole |
| J. C. Goodson | G. A. Danner |
| J. Grubbs | F. L. Herzog |
| R. F. Guidry | C. M. McCullough |
| C. W. Herrington | L. Schwab |
| M. L. Howell | |
| E. A. Johnson | |
| M. L. Kukuk | |
| W. H. Lane | |
| W. D. Price | |
| J. B. Thompson | |
| O. M. Watkins | |

Absent:
Union — Y. M. Goodwin
Company — N. J. Broussard, G. W. Daues, G. L. McKee, G. T. Ryan, J. G. Trafton

Guests:
Union — R. Pritchard, D. Wells, A. G. Goodson, J. Marullo, H. L. Bundy
Company — J. A. Martin, H. G. Bullock, D. R. Wise, R. J. Burkett, P. Siems

Prior to conducting business, the Plant Union Committee paused in observance of respect for Slick Hudson, who recently passed away. He was a long time member of the committee.

A. ADDITIONS, CORRECTIONS, DELETIONS

1. New Business - Page 4, Item 9 (Coveralls), should reflect Department 15 instead of Department 51 shutdown.

B. OLD BUSINESS

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1. Blood Bank

UNION — Any information on the Blood Bank?

COMPANY — We have evaluated information from University of Texas Medical Branch, Blood Center of Houston, and the Institute of Hemotherapy. Each group has varying coverage policies and, all in all, initiation of this project would be a heavier administrative load than we can handle at this time. However, we are not saying "No" forever.

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2. West Gate

COMPANY The drain problem has been corrected.

UNION One thing we're concerned about is the ramp at the West End parking area. If we could encourage people to hurry up with that aspect of the parking lot, it would help. Also, the last time the barricades were moved back, taller ones were put up.

3. Motocycles (Main Parking Lot)

COMPANY We think this situation has been resolved.

4. Mail

COMPANY Steps have been taken to resolve some of the problems that you pointed out at the last meeting.

5. Valve Shop

UNION Anything on the temperature problems which were discussed at the last meeting?

COMPANY We were taking steps to determine exactly what the problems were; however, recent cool weather has hampered our ability to do that.

B. NEW BUSINESS

1. United Way

UNION We would like to express our appreciation for the help of everyone in the United Way effort.

COMPANY We are particularly happy with the joint effort and involvement of everyone. Thanks.

2. Inspection

COMPANY As you know, we got an "Outstanding" rating. The inspectors were especially impressed with the relationship of the people in the plant. We appreciate your response.

3. Laborers

UNION We are already short on manpower, and are losing three people.

COMPANY We will look at staffing based on losing three people.

4. Eye Glass Program

UNION It has been an excessive amount of time since we negotiated this program. People are confused and don't know what to do. When will we have the complete program in place?

COMPANY We're not pleased with the progress either. Six of the eight contracts have been signed. It looks like it will be several weeks yet before the complete program is in place. We do, however, have a problem with the amount of cash taken with the payroll to the gate for reimbursement. The individuals who are due money should please pick it up at the gate.

6. Gas Truck

UNION Yesterday the fitters had to go into the line on the gas truck to remove fiberglass from a line-screen. We need to be aware that the tank lining is losing fiberglass.

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COMPANY We'll check this out; however, the replacement truck should be here in a few weeks. The truck chassis is at the tank.

7. Grievance Procedure
   UNION The Lab grievances seem to get stuck in one place and we can't get them resolved.
   COMPANY We'll see that this is corrected.

8. Emergency Jobs
   UNION We're still having problems with the reference to crisis and emergency jobs. Sometimes people get uptight to get the job done, but at 4:30 p.m. work is stopped.
   COMPANY Some work will be designated emergency work that day to get it in position to be done the next day. Generally, though, the intent is to complete emergency jobs that day. There is no difference between the crisis and emergency job. Emergencies were designated as crisis jobs for computer programming purposes. However, this will be changed, and in the future they will be referred to only as emergency.

9. Bidding Disqualification
   UNION If a man bids on a journeyman job and does not qualify, is he personally notified?
   COMPANY Yes, this is the procedure.

10. Letters of Intent
   UNION Has any work been done on the letter of intent book?
   COMPANY No. We will begin work prior to the next meeting.

11. Truck Driver Helpers
   UNION Successful bidders' names have not been posted.
   COMPANY We will check on it, and if it's firmed up, they will be posted.

12. Dock 1 Gate
   UNION We are concerned about this gate being locked from a safety standpoint.
   COMPANY This gate is kept locked for security reasons. The gate through the seawall is kept open. We will review this situation again and get back with you.

13. Flood Response
   UNION We appreciate the help again.
   COMPANY We also appreciate the response of people in the plant helping people.

Grievance #79-5-12 - Charles Harrington - Overtime Bypass

UNION The grievant was intentionally bypassed for an overtime opportunity. He left a second number where he could be contacted, but the person calling for overtime refused to call the second number. The grievant was charged for the opportunity. In the past, second numbers have been called.

COMPANY We will answer the grievance.

Grievance #79-6-14 - Daryl Wells - Letter of Reprimand

UNION The grievant has been the subject of harrassment since August of 1978. The grievant asks that letters of reprimand be removed from his file since he does not feel they are justified.

COMPANY We will respond to your grievance.

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