

MONSANTO COMPANY
PLANT MANAGEMENT COMMITTEE AND PLANT UNION COMMITTEE

Texas City, Texas

June 17, 1965

The Plant Management Committee and Plant Union Committee held its regular meeting June 17, 1965. The meeting was called to order by E. H. Jones. Present were:

UNION COMMITTEE

H. Bessire
V. C. Brahm
J. M. Brown
S. Crittendon
W. T. Gillum
J. C. Goodson
R. F. Hawkins
A. D. Moeller
W. M. Recknor
L. H. Thomas

MANAGEMENT COMMITTEE

R. N. Abercrombie
R. V. Butz
J. J. Hickey
E. H. Jones
Vernon Linton
A. J. Romeril
G. T. Ryan
G. H. Shoptaw
W. H. Slager
N. F. Wood

Absent from the Union Committee were T. H. Glover, J. C. Harrison, B. E. Holt, J. R. Hooper, and Joe Lowe. Absent from the Management Committee was W. R. Nisbet. Guests were H. L. Bundy, S. Fricks, G. Gabriles, A. G. Goodson, W. H. Grissom, C. P. Healy, James Parkinson, Harry Stehr, Paul Teague, and Mitchell Williams.

OLD BUSINESS

TEMPORARY UPGRADE - CALL-OUT

UNION said they were dissatisfied with the Company's answer regarding leadman's pay for a journeyman upgraded on a call-out of less than four hours duration. They stated that they felt it was unreasonable to expect a man to accept leadman's responsibilities on a call-out when it was known he would not receive leadman's pay. They said the four hour rule was designed for the convenience of the payroll department and was not intended to apply to call-outs. They asked that the record show they were taking the position that an employee could not be forced to act as leadman on a call-out if he was not going to get leadman's pay. They asked that the Company reconsider its position.

COMPANY stated that they disagreed with the Union's position on an employee's obligation to accept an upgrade and their current practices on upgrading would be continued and employees would be expected to comply. They said their answer and long standing practice with regard to pay conformed with the contract.

N. B.

CBY 3104311

MAP 03950

LAM023681

June 17, 1965

CLOTHING ISSUE

UNION asked if the two laborers, who had been off sick at the time of the original clothing issue, had been provided with clothing cards.

COMPANY replied that they had.

GRIEVANCE NO. 64-12-45 - PUMPER GAUGERS - WORK ASSIGNMENT

UNION said there was still a question as to whether or not a jurisdictional dispute existed between the operators and pumper gaugers. They asked that the grievance be held open.

COMPANY agreed.

TAXI SERVICE

COMPANY said they were working on a new procedure for handling ride tickets.

CONTRACT WORK REVIEW

COMPANY said they were ready for the review and would set up a tentative schedule for meetings with the various crafts.

PUMPER GAUGER FACILITIES

UNION reported that the pumper gauger committeeman had met with department supervision and had been informed that the AN and styrene buildings would be air conditioned. The Union suggested that a permanent pumper-gauger building be considered at polyethylene in connection with the expansion of car loading facilities.

COMPANY said this will be considered when the second hopper car loading facility is built but not before then.

FUNERAL PAY

UNION asked the outcome of the employee's request for funeral pay for attendance at his half-brother's funeral.

COMPANY said he had been paid.

NEW BUSINESSGRIEVANCE NO. 65-4-12 - STORES DEPARTMENT - COMPANY POLICY

COMPANY read the grievance as follows:

AB

CBY 3104312

LAM023682

MAP 03951

"We have been denied the privilege of making coffee in Warehouse "A", a division of the Stores Department. This privilege had existed for several years, and has in no way interfered with the progress of our work. Coffee making is permitted by stores personnel in the main stores warehouse, the polyethylene warehouse, and also by maintenance workers in the shops building. We feel this is unfair and not in accordance with company rules which promises equal and impartial treatment to everyone concerned with observance of these rules."

UNION said they felt the prohibition against coffee making in warehouse "A" was unfair to the employees assigned there. They said because of the nature of their work, it was difficult and impractical for them to go somewhere else for coffee; and the effect was that they were being denied a privilege extended to other employees.

COMPANY stated that because of the location of the warehouse and the lack of close supervision, there was a tendency for some employees from other departments to malingering there and drink coffee. They said warehouse personnel had been told they could go to the main stores building for coffee since it was not available at the warehouse. They said they would give the grievance further consideration and would then answer it in writing.

GRIEVANCE NO. 65-5-14 - TRUCK DEPARTMENT - COMPANY POLICY

COMPANY read the grievance as follows:

"Some employees in Maintenance Department are allowed to make coffee while we in the Truck Department are refused this right."

UNION said this grievance is similar to grievance 65-4-12. They said coffee making had been permitted in the dispatcher's office for years. They said the dispatcher is confined to his office and they felt he should be permitted to make coffee as long as it did not interfere with his work.

The Union suggested as a settlement to both grievances, that the coffee making privilege be restored in the warehouse and dispatcher's office with the understanding that if it was not controlled by the people themselves, the privilege would be taken away.

COMPANY said they would give the Union a written answer.

CALL-OUT

UNION cited a recent incident in which an electrician was required to work on

A. B.

CBY 3104313

10-11-65

MAP 03952

LAM023683

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what they felt was a non-emergency job after he had completed the work he was called out to do. They said in negotiations it was agreed that an employee in the plant on a call-out would be expected to do any other emergency work that came up, but it had to be legitimate emergency work.

COMPANY said it was their intent to follow this policy.

STAFFING - MACHINISTS

UNION asked if the Company planned to replace the machinist who resigned.

COMPANY said they had an approved requisition for one machinist.

STAFFING - ELECTRICIANS

UNION asked if the Company had any requisitions for electricians.

COMPANY said they did not.

STAFFING - STORES

UNION said the stores department was operating two men short with one clerk transferred to the construction warehouse and another in the hospital.

They said the clerks felt they were spread too thin, particularly in the receiving area.

CONTRACT WORK - ASBESTOS WORKERS

UNION said contract insulators were working in the maintenance shop with maintenance insulators.

COMPANY said they would investigate and discuss it with the insulator committee-man.

WORKING CONDITIONS - PILOT PLANT

UNION said they understood some improvements in facilities at the pilot plant were planned and asked about the status of the improvements, particularly the enlarged restroom.

COMPANY said they would check into it.

MOSQUITO CONTROL

UNION said mosquitoes were getting bad, particularly at night, and asked that the plant be fogged.

COMPANY said they would make arrangements for fogging.

PLANT REVIEW

The Company announced that the annual plant inspection will be held in early October.

6-30-65

H. B.

CBY 3104314

LAM023684

MAP 03953

CALL-OUT

UNION asked if it is right for a supervisor to call a truck driver out to do one job, and then hold him over for the portion of the remainder of the shift on the chance that there might be more work.

COMPANY said that a man on emergency call-out should have been handled as others are under the call-in procedure. However, they reminded the union that there are times when it is determined that there is a need for additional truck coverage for the remainder of the shift and the man will be called-out on that basis.

CALL-OUT

UNION asked if a supervisor should bypass a man who lives in Pasadena because of an emergency, then call a man from Hitchcock when he could call people who live in Texas City. There is a supervisor who has done this with the Operating Engineers several times.

COMPANY said this would not be normal procedure and would check it out.

SHOP FACILITIES

UNION wanted to know if the Company planned on widening the door on the end of the shop and if they also planned to make it easier to open.

COMPANY said the door will be repaired, but they will have to look into making it wider as this could require a major renovation.

QUITTING TIME

UNION said it was impossible for some people to make it from their units to the gate in three minutes.

COMPANY said they were not supposed to make it to the gate in three minutes. A man is being paid for time on the job. The three minute period referred to is only an increment of time used for determining the amount of pay due.

UNION said they realized Company was in compliance with Wage and Hour but this would be a subject for the next negotiations.

SANITATION

CBY 3104250

UNION brought a water sample from the filter in the drinking fountain in Power 1. They stated they were tired of complaining about the water and wanted something done about it.

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LAM023694

December 21, 1967

COMPANY said they had checked this water many times and had worked on the system recently in Power 1 and Dept. 6, but they would check on this again.

SAFETY

UNION said that people in Power 1 were not sure of the procedure in the event of a chlorine leak.

COMPANY said a procedure has been issued and they will see that each man is aware of it.

JURY DUTY

UNION said there have been two grievances filed on this in regard to men on second shift being released from afternoon jury duty and not reporting for work. These men were docked some portion of their pay or as in one case, the man was required to work. The Union said they would like to meet on this as soon as possible.

COMPANY said they have studied this for some time and will be prepared to meet shortly.

OVERTIME MEALS

UNION said they have met with the Company on this and made their proposal and are now waiting on the Company.

COMPANY stated they will be prepared to discuss this at the same time as jury duty.

A handwritten signature, possibly reading 'RJA', is written in dark ink.

/dw
1/11/68

CBY 3104251

LAM023695

MAP 03964