PLAINTIFF'S EXHIBIT
MON-1521

Monsanto

FROM (NAME & LOCATION) R. D. Coleman - Texas City

DATE February 19, 1985

SUBJECT SHAC Minutes - 2/13/85

REFERENCE

: G. L. Tromblee
File

TO : SHAC Members

D. A. Barfoot
J. V. Cavender
J. M. Gatewood
R. T. Hammann
B. J. Sanders
R. V. Sharp

The regular weekly SHAC Meeting was called to order by B. J. Sanders, on 2/13/85, in the Cafeteria Conference Room.

Display Sign For 8,715,615 Hour Goal (Space Shuttle Motif)

R. Coleman distributed copies (attached) of Don Jordan's sketch for the proposed safety goal sign. After discussing the pros and cons of various themes, the design submitted by D. Jordan was selected by the committee. B.J. Sanders reported that G. Tromblee would like to commission a total of three signs, one for each gate. D Barfoot proposed that we "recruit" an astronaut to help publicize the goal. The committee supported his proposal and D. Barfoot volunteered to explore the matter further. B. J. Sanders or J. Gatewood will review D. Jordan's sketch with G. Tromblee before further action is taken.

1984 Safety Awards

Gift List

R. Sharp reported that the Safety Award gift list had been reviewed with G. Tromblee, and distributed copies of the approved list (attached). The toaster oven was removed from the list because its cost was significantly out of line relative to the other gifts on the list.

Gift Display

R. Sharp will work with C. Kibikas in setting up the cafeteria display showcase. Examples of each item will be exhibited so as to help employees make a more "informed" selection.

Selection of Gifts By Employees

R. Sharp will contact E. Silvertooth and initiate the "gift selection computer card" program. B. J. Sanders will contact the O.S.C. to see if they would handle the distribution and collection of the cards.

Gift Selection Accounting

D. Barfoot proposed that a computer generated log be used to keep track of gift distribution. The log would list the name of the employee and his gift. Upon receipt of the gift, the employee would sign his name in the log, similar to the roster system employed in public voting. The committee agreed. R. Sharp will follow-up with E. E. Silvertooth.

Warranties/Complaints

The committee recommends that employees who are dissatisfied with the quality or reliability of their gift pursue the matter with Wilson's directly. The committee does not plan to handle customer complaints by acting as a bargaining agent or "go between". This will be emphasized as part of the program.

Hazardous Material Matrix

The committee reviewed and approved the (attached) hazardous/ toxic material matrix form and accompanying letter drafted by R. Hammann.

Quarterly Awards

B. J. Sanders reported that G. Tromblee supports the committee's recommendation of granting more than one plaque per grouping for outstanding performance, however, no more than three plaques should be awarded to any one group in a single quarter.

Drinking Water

R. Sharp reported that the cost of drinking water is only one cent per gallon more than distilled water. Securing drinking

water for the plant from Ozarka will not be a problem. J. Cavender pointed out that drinking water might mistakenly be used in place of distilled water for analytical needs.

Operation Lifesaver

B. J. Sanders reported that the O.S.C. will present the safety film, "Operation Lifesaver" on February 25 in the Research Conference Room. The film promotes off-the-job safety by covering problems associated with automotive vehicles crossing railroad tracks.

Safety Slogan Of The Week

The committee selected this weeks safety slogan. B. J. Sanders advises us all to "Do it safe - or don't do it". B. J. declined to accept an award for his slogan.

Publicity

B. J. Sanders proposed that additional media be used for promoting safety. R. Sharp will determine cost of pens with printed safety slogans. D. Barfoot proposed issuing the pens at safety meetings as opposed to distributing them at the gates. In that way, people will occasionally remember where they first received it, and will serve to further psychologically reinforce the safety concept. The committee agreed. J. Gatewood will review the program with G. Tromblee.

Safety Contest

R. Coleman proposed that a safety contest be held. Entrants would be "natural work groups". Each natural work group would compete against one another. The competition would be based upon individual knowledge of the information contained in the Monsanto Guide to Accident Prevention Booklet and the Safety Procedure Bulletins. Since there is a lot of material contained in these references, a significant prize would be awarded to the best groups - VCR or Color TV. The cost would be minimal compared to the benefit of a well informed work force. D. Barfoot proposed that the contest be set up on a "College Bowl" theme. The committee will discuss the concept further in future meetings.

Next Meeting

The next meeting will be held in the Cafeteria Conf. Room at 1300 hours on 2/20/85.

R. D. Coleman

R. D. Coleman