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HOUSTON REFINERY

"It Strikes Us This Way"

No. 77

Wednesday, February 6, 1963

TO ALL STAFF EMPLOYEES

NEGOTIATIONS

Companies and Union representatives met yesterday in joint sessions in Houston, with the order of business centering around discussions of both Companies and Union items. The parties recessed today in order to prepare for further discussions. Another meeting is planned for tomorrow at 11 a.m.

OPERATIONS

And who was it that said we have "unpleasant" winter weather in Texas?..... The Platformer 1 shutdown goes along with a satisfied eye cocked up at a calendar that says everything is "on schedule." Yesterday the catalyst was removed from the reactors at the unit. The HDU, with its "up and down" problems this past weekend, is now "up" - as of yesterday, and running fine.

NEWS FROM WOOD RIVER

We understand that the return to work of hourly employees at Wood River is going along smoothly. The first of the returning employees reported at midnight last Saturday, exactly 24 weeks after the strike began. Many of you have asked questions about what was included in the settlement agreement.....Here's a summary: (1) The new contracts with the unions (there are three separate contracts: one covering 11 of the unions and two covering one union each) are to run for one year from February 2, 1963; (2) A five per cent general wage increase was granted, effective upon the return to work (the wage increase is an industry pattern); (3) A letter statement of the policy followed by the Company in making its decisions concerning the performance of work by Company employees or the employees of outside contractors; (4) The new contracts include terms of a severance pay plan covering employees laid off for lack of work. With one modification, this is the plan previously offered all unions at Wood River; (5) An early retirement-special payment program under which, on a "one-shot" basis, an eligible employee may (within the next 30 days) choose to retire if this would have the effect of preventing the immediate lay-off of an employee with five or more years of service. This program was offered to the unions several weeks ago, at the time they were advised that the pre-strike hourly-paid force would be reduced by about 350 people at the conclusion of the strike.The strike settlement agreement did not include any provision for further review, through arbitration or otherwise, of the cases of the two employees who were discharged for acts of violence during the strike. A third employee, when faced with discharge, elected to resign.

SERA

Payroll deduction of SERA dues for 1963, originally scheduled for February 15, will be deferred until a later date.

SAFETY YEAR AT NORCO

The Norco Refinery added another milestone to a rich safety heritage when, on January 27, they completed one full year without a lost-time accident. During that year - and, like the one here, an "unusual" year, indeed - Norco employees compiled a total of more than 1,628,000 man hours without a disabling injury. Since August 18, 1962, Norco staff employees worked almost one-half million man hours without a disabling injury, and of equal significance is that during this period there has been a very sharp decrease in the number of doctor cases.....Our congratulations join the many others for another splendid accomplishment.

(Over)

