



shelletter

HOUSTON REFINERY

"It Strikes Us This Way"

No. 81

Monday, February 18, 1963

TO ALL STAFF EMPLOYEES

NEGOTIATIONS

NORCO STRIKES SETTLED: The strikes at the Norco Refinery and Chemical Plant were settled and new contracts signed with the Independent Oil and Chemical Workers' Union of Louisiana over the weekend. The employees involved began to return to work this morning as scheduled, after having been on strike for six months.

The principal provisions of the settlement included the following: (1) New contracts running until October 31, 1964, at the Refinery and November 30, 1964, at the Chemical Plant; (2) A five per cent general wage increase, in accordance with the established industry pattern, effective today; (3) Certain classification adjustments on which tentative agreement had been reached months ago; (4) Certain seniority changes; (5) A revision of the "contract work" provision, specifying that where skilled work is contracted out, the contractor will pay his employees no less than Refinery/Plant rates. Previously, prevailing area rates also constituted a permissible minimum; (6) A major revision of the "assignment of work" clause so as to provide for more effective utilization of manpower than in the past; (7) A separate letter reserving to each party the right, through appropriate NLRB proceedings, to challenge the position of the other in respect to the retention and accrual of seniority by supervisors promoted from the bargaining unit, in the meantime, the previous clauses on this subject, which reflect the Company's position, remain in the contracts, with a one-year moratorium; (8) An early retirement-special payment program under which, on a "one-shot" basis, an eligible employee may elect (within the next thirty days) 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 Union over three months ago when they were advised that the pre-strike hourly-paid forces would be reduced by about 240 people at the conclusion of the strikes.

OPERATIONS

Another "lost weekend" on the Operations news front....as rains herald the arrival of the seventh month of "doin' things a little different from before". There was a "quickie" shutdown over at the DEG Unit at Platformer No. 1 in the Aromatics Department, but it was down and then up again almost as fast as you could describe its location.....

GO TEXAN DAY

All trail rides point toward Houston....the rainy weather arrived right on schedule.... The bunting flutters in the wind and a friendly "Howdy Podnah" in a Texas twang tells you that its rodeo time in Houston. This is that time of year when the gals shed their mink for buckskin, and the guys swap those narrow brimmed Ivy League toppers in favor of a full-blown 10-gallon hat. It's "Go Texan" time hereabouts....And it's gonna be "Go Texan" Day right here at the old Refinery Homestead come Thursday, February 21, too. Not to be outdone by those "drug store" cowboys from the big city, Refinery folks get their chance to join in on a trail ride themselves. And that trail leads right up to the Chuck Wagon (that's the Hash House for you 'tenderfoots')....'cause headin' up the menu Thursday high noon will be a real, honest-to-goodness, barbecue dinner. There'll be barbecued links, beef, and pork for you to choose from....all cooked up special and brought in by Wells Fargo Express. And - naturally - you cowhands will want to dress the part, so dig out those tight-fittin' blue jeans, those red bandannas, those cowboy boots....and GO TEXAN...Thursday. So "Yippee", "Ride 'em, Cowboy"...and all stuff like that there.

HOWDY!

To....Bonnie May Lloyd, who joins us today as a Chemist in the Refinery Laboratory. She comes to us from Lake Charles, La., but now calls Pasadena home. Married, she and husband, Jack, have a three-year old daughter, Ann. Bonnie was born in West Palm Beach, Florida, and is a graduate of Florida State University with a B. S. degree in chemistry.

(Over)

SAFETY

Louie's at it again...."Know what causes most injuries? Well, it's "Chance-Takin...and lack of forethought. We get all wrapped up in doing the job, and all of a sudden we see where we can take a short cut on safety and speed up the job. We just don't stop to think what might happen if this short cut turns out not to be so short! For example: when handling equipment or materials, our hands should be in the clear, and we can protect our hands from contacts with hot lines or equipment...or sharp objects...if we just plan it that way. Also, we can plan ahead so as to protect our eyes from flying objects, chemicals, or dust. No matter how routine the job is, we take a chance on an injury if we don't plan ahead....look for possible exposures we might encounter before they happen. Treat each job, no matter how routine, like you would a hot wire....as if it will hurt you if you don't take precautions every time. Remember - Safety Rules are our tools for protection....Let's use them all the time..."

ODDS & ENDS

GOLF BOOKLETS: That first bunch of booklets about "Shell's Wonderful World of Golf" was gone before the ink was dry on the SHELLETTER....and quite a few folks came by the office to pick up their copy - and all they got was a sad story about "all out". Well, this morning's mail brought in a fresh supply of booklets, so if you're still interested in a copy....we've got 'em. They're in Room 132, Main Office Building.

BIRTHDAY BELLES & BEAUS:

February 18 - Jim Bolton, Betty Lewis

February 19 - Diane Clarke

SERVICE SYMBOLS:

20 Years - Ray Schneider (February 19)

10 Years - Leonard Gallick (February 18)

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