



# shelletter

## HOUSTON REFINERY

No. 2

Thursday, August 23, 1962

TO ALL STAFF EMPLOYEES

UP TODAY. . . IN THE REFINERY CAFETERIA, an Employee News Center bulletin board. On this board will be posted all announcements, notices (and the SHELLETTER) of interest to one and all. So to keep posted, watch the News Center.

NEXT QUESTION: How are we going to distribute the SHELLETTER so that everyone can pick up his copy? Starting today, pick-up stations will be set up at the following locations where an ample supply (we hope) of SHELETTERS will be available for the taking: Lobby of Main Office Building, Cafeteria, East Research Building, and Lobby of Refinery Laboratory.

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The following letter was received this morning from President Spaght concerning the strike situation at the Houston, Norco, and Wood River Refineries.

### The Strike Situation

"As most of you know, the Norco, Houston, and Wood River Refineries, and the Norco and Houston Chemical Plants were struck at midnight last Saturday. This action was taken by the Independent Union at Norco, the OCAW at Houston, and the thirteen unions at Wood River, apparently in concert under an informal alliance between these organizations.

"Negotiations have been in progress at all these locations for many months. The primary Union demands involve a wide variety of issues, including such items as demands for (1) a contractual prohibition against the use of outside contractors to perform any work which can be done by employees, regardless of the relative costs involved, (2) a contractual prohibition against revision or amalgamation of job assignments or duties, regardless of changes in operating requirements or work loads, (3) a commitment that substantial prior notice and opportunity for negotiation must precede any reduction in the workforce, (4) increased severance payments for laid-off employees, and (5) supplemental bonus payments for voluntary early retirement.

"Wages are also an issue but no significant wage discussions have occurred, except very recently at Wood River where the Company did offer a four per cent general increase last Saturday. This offer, although it is better by one per cent than the settlement made at American Oil Company's Wood River Refinery in April, was rejected by the Wood River unions without any real consideration. Every Shell employee with any concern for the Company's welfare and his own opportunities as a Shell employee has reason to be deeply disturbed by this turn of events.

"We cannot accede to the Unions' current demands without seriously impairing our ability to operate efficiently and economically in the future, and this we will not do. Accordingly, we have no choice but to take any and all steps which may be appropriate and necessary to preserve our right to manage our business and to minimize the impact of the strikes on our operations. This we plan to do. I know I need not ask for the full cooperation of all concerned.

Monroe E. Spaght"

LABOR RELATIONS

No News... and no plans for a future meeting. Remember: use CARE and CAUTION - and COURTESY, as you pass the pickets entering and leaving the Refinery. DO NOT RUSH!!!

SAFETY

Memo from Louie G. - Since starting our activities we have agreed that Safety Work Permits will not be necessary (no use writing one for ourselves), but the absence of the permits does NOT include the absence of SAFETY in our work. Also, you should get a verbal approval from an operating department supervisor before starting work in an area, and keep him informed as to the nature of the work and how it will be performed. The Fire and Safety Department will be available if their services are needed. Strict observance of the Fire Permit system and the issuing of Fire Permits for vessel or tank entries will continue in force. And if you'll notify the Safety Department in advance of such plans, we can avoid delays... A reminder: Hard hats go with those white suits...don't be half-safe. It's up to YOU, right now, to prove you can work as safely as you can talk about it at those safety meetings.

FIRST AID

The hospital is operating around the clock, as always. . . The nurses aren't looking for new business, but you are urged to report any injuries (even the very minor ones) so that immediate first-aid treatment can keep the injuries minor. Don't allow the minors to become MAJOR by delaying that trip to first aid.

ODDS AND ENDS

GOING MY WAY: Some of these schedule changes have played havoc with car pools, so beginning immediately, the P&IR's Glenn Boatright is setting up a clearing house to coordinate new car pool arrangements. Glenn asks that all department managers send him a copy of the work schedules of all employees in their departments as soon as possible so he can get the show on the road. Employees who need to make new car pool arrangements (either you need a ride, or have a car and can take riders) should call Boatright, extension 533. Also, as employees receive new work schedules, they should call Glenn and inform him of their car pool status.

VIEW FROM DOWN UNDER: Eng. Field's H. M. Kiefer observed managing his department from the bottom of a muddy hole. . . NEWS NOTE TO CLEVE O'TOOLE: With last night's loss to Pittsburgh, it is now "mathematically impossible" for the Colt .45's to take the 1962 National League pennant...PESKY PLUG: One of our welder foremen ran into the following complications while trying to weld a plug at Dubbs No. 9 - tried to ground his machine to every line and support in the unit, but couldn't.. discovered he had forgotten to attach his cable to welding machine - still no arc, so Fire and Safety's Clif White checked the machine and found the ground wire had not been connected to the machine - contact made and job completed.

TIME SHEETS: Time sheets are being maintained in every department, and everyone's name is being recorded with the hours worked. Be sure and initial your time.

STAFF DUTY: A senior staff member is on duty every night in the Refinery, so if you need to call him, contact the switchboard...and on the subject of switchboards, our switchboards are being manned - or "womanned" around the clock.

FOR THAT RAINY DAY: If you need rainwear, see you department manager.

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