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(TO BE OPENED BY ADDRESSEE ONLY)

February 19, 1987

TO: Mr. R. R. Bannister
Mr. R. A. Conway
Mr. P. D. Franson
Mr. D. L. Garrison
Mr. G. M. Keller
Mr. C. C. Neely
Mr. J. E. Sanders
Mr. L. L. Simpson
Mr. W. J. Simmons

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COPY TO: Mr. B. G. Perry
Mr. W. G. Lilly, Jr.
Mr. D. L. Runyon

FROM: P. R. Kavasmaneck

SUBJECT: J. E. Sanders Staff Meeting Minutes
February 19, 1987

1. Safety - January was a good month from the viewpoint of LWC and recordables and weather-related incidents. We had two OTJ random events. We also had one recordable illness, an allergy possibly related to the office environment.

2. SRA - SRA checks have been received; feedback needs to be completed by Tuesday, February 24. JES will participate in some. No announcements are planned. The event-related SRA program is still in place. Getting the event-related SRA does not automatically eliminate an individual from consideration for the annual award.

3. Salary - The exempt budget is coming "real soon" per G. M. Keller; the increase in range is 3% and budget is 5%.

   Non-exempt salary budget - sentiment of the Tech Center Site Advisory Council is that we need to be more competitive in terms of wages; we seem to be on the high side in the Valley, especially at the entry level. Total budget is 4%; average range movement is 2% (none at entry level); 1-1/2% for Grade 7 and 1% for Grade 8.

   Progression money and performance money will be available in the budget. Packages will be mailed on 2/19.

4. Asbestos - Clyde Neely's team recommended a phase-out by January 1989, and discontinue purchase. Manufacturers are actively seeking and suggesting alternatives. Bob Perry presented the recommendation to the Manufacturing Council, which accepted them, and we are to proceed with changing Engineering Standards to incorporate this recommendation.

PLAINTIFF'S EXHIBIT
UC-2469



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JES suggested involvement of CED (materials of construction, piping); L. E. Calvert, Maintenance Group; and Purchasing. Clyde was requested to lead a team to undertake this implementation and propose resources and schedule.

5. Promotions - No DMT meeting was held yesterday, 2/18/87; however, promotions through Grade 11 are conceptually approved. (We need to revisit Janeshek and Delaney at a later date.) For promotions to Grades 12 and 14, JES will take up with DMT next month, but we should make plans to include them in the 1987 salary budget.

6. Greenwich Meeting - Mr. Kennedy had three key items to leave meeting with:

   1) Know strategic intention of Corporation.

   2) Have a knowledge of key businesses.

   3) Be committed to the values of the Corporation. The mission and values are important and we need to buy into them.

   Mr. Kennedy stressed the importance of the long term while meeting short-term objectives. Also, we need to get more value for assets; operate and produce, not liquidate. The role of the Corporation is to provide arena to be the best. Five values that need to be put in MOP's, strategic plans, etc., are: safety; customer focus; people excellence technology; simplicity.

   Mr. Kennedy predicted businesses are going to be stronger, bigger in the next few years. During this time, our values will be identified with us and we with them; we will measure everything against the best.

7. Minutes of Last Meeting - GMK has asked the Kanawha Valley Non-Exempt Job Evaluation Committee to look at secretarial job posting descriptions to include Wang and shorthand capabilities.

8. Position Terms - PDF raised questions regarding use of titles on Technical Ladder, e.g., Engineering Consultant and Specialtst. Vicky Hutchison will poll JES and WGL staff to see feeling of group.

9. Rhone-Poulenc Contract - DLG brought concern to the group regarding requests for source coding for IPES, UCPC, pressure vessel programs and title to CED computer programs. DLG recommended we not share this without fee. JES also asked us to review distribution lists for reports going to Rhone-Poulenc. CCN surfaced liability issues regarding Engineering advice provided to R-P resulting from incomplete control over final execution. GMK said all movement of non-exempt personnel between R-P and UCC ceased after the December 19 signing of the sales agreement.

10. India Trip - The Chemicals Unit at Trombay, India, has been phased down since last year. Utilities are functioning, but not much else. They are now getting ready to restart and DLG reviewed expansion for operating characteristics for several units he had familiarity with.



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