

PHILLIPS PETROLEUM COMPANY

BARTLESVILLE, OKLAHOMA

PAUL ENDACOTT
ASSISTANT TO THE PRESIDENT

July 30, 1938.

E-221-38

Dr. F. C. Allen,
Director of Physical Education,
University of Kansas,
Lawrence, Kansas.

Dear Doc:

This morning, upon receipt of your letter regarding George Darrow, I did some checking up to find out something more about his work with the Company. I find that he has been on duty for only a little over a year, having started originally with the Production Department at Oklahoma City, subsequently being transferred to the Construction Department there. His job in Kansas recently was a result of his being "loaned" to Standish Pipe Line Company, our crude oil subsidiary, to work for Mr. E. V. Kile, Superintendent, while Kile's regular employees were taking their vacations. I find that Darrow, in the past few days, has been returned to the Construction Department as a result of the completion of Standish Pipe Line's vacation schedule and he apparently is now en route to a construction job on a polymerization plant being built at Judkins, West Texas, near the Southeast corner of New Mexico.

From the above, it is obvious that he has been shifted about considerably and it is rather a surprise that he has been able to weather the storm in the face of the release of approximately 1500 employees since last July, most of whom naturally were employees of short past service record.

You have asked what the Company's policy is as to an employee keeping his seniority when he goes to school. The group in which he is working covers such points under the provisions of a collective bargaining contract which the Company has with this group. Considered with seniority, however, is the ability of the employee which sometimes accounts for the employee's progress not necessarily being correlated directly with seniority provisions.

In Darrow's case, it would be necessary for him to handle his plans with his direct supervisors in the Construction Department. I note that he had intended talking to Kile. The work in